



# CRUSHED 2023

5th Annual Report on worker safety in the  
Indian auto sector, with special focus on  
injured women worker

by

SAFE IN INDIA FOUNDATION







# CRUSHED

## 2023



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



# Foreward

मान्यवर, मूल आरौ उम्मेदगी निर्माताओं,

हम फरीदाबाद की कंपनियों में पावर प्रेस मशीन चलाने वाली महिला श्रमिक हैं। हमारी कंपनियों में आदियों के पूर्ण बनते हैं और उन पूर्ण को बनाते हुए हम चौकल भी हुए हैं। उम्मीद है कि आप समय निकालकर हमें पत्र को पढ़ेंगे। हम अपनी दिक्कत आप तक पहुंचा रहे हैं। हमें कंपनियों में कर्म समस्याओं का समाधान करना पड़ता है। एवरेडिंग के समय हमें ESIC कार्ड तक नहीं दिया जाता। देल्पर के नाम पर कर्म करके पावर प्रेस मशीन चलवाई जाती है। हमें सैलरी पुराने से कम मिलती है जबकि हम काम पुराने के बराबर करते हैं। हमें कभी भी कंपनी में पुराने के बराबर प्रमोशन नहीं दिया जाता। हम बिना प्रोफेटी के मशीनें चलती हैं। प्रोडक्शन का बर्तना बराबर रहता है जो पानी पीने और टॉयलेट जाने पर भी डेंट मुजनी पड़ती है। ओवरटाइम का पैसा भी पूरा नहीं दिया जाता। काम करते हुए चोट लगने पर कंपनी से बाहर निकाल दिया जाता है। कतनी कठिनाइयों के बाद भी काम करना हमें जैसे दूसरे महिलाओं को मजबूरी है ताकि हम अपने बच्चों को अच्छी शिक्षा और परवरिश दे सकें। साथ ही हमारी सैलरी पर ध्यान दिया जाये ताकि चोट लगने का खतरा कम हो। निवेदन है कि आप हमारी इन समस्याओं को समझे और कम से कम पुराने के बराबर अवसरों की सुनिश्चित करें। धन्यवाद

|             |           |           |        |        |
|-------------|-----------|-----------|--------|--------|
| नाम (वर्कर) | रेखा देवी | सुमन यादव | सविता  | सुचिता |
| पद          | ऑपरेटर    | ऑपरेटर    | ऑपरेटर | ऑपरेटर |
| हस्ताक्षर   | रेखा देवी | सुमन यादव | सविता  | सुचिता |

## Respected Auto Sector brands,

We are female workers who operate power press machines in companies based in Faridabad. Our companies produce auto components, and while making these components, we have got injured. We hope that you will take the time to read this letter. We are expressing our difficulties to you. We have to deal with many problems in our companies. When we join, we are not provided with an ESIC card. Under the guise of hiring helpers, we are trained to operate power press machines. We receive lower salaries than men, even though we perform work equal to men. We are never given promotions equivalent to men in the company. We operate machines without proper safety measures. The production pressure is so high that even for drinking water or using the restroom, we face reprimands. Overtime pay is also not given in full. If we get injured while working, we are dismissed from the company. Despite these hardships, working is a necessity for thousands of women like us so that we can provide good education and upbringing to our children, and also, our safety should be prioritized to reduce the risk of injuries. We request that you understand our problems and ensure at least equal conditions for women as for men in the workplace.

| Name of the worker | Post     | Signature of the worker |
|--------------------|----------|-------------------------|
| Rekha Devi         | Operator | रेखा देवी               |
| Suman Yadav        | Operator | सुमन यादव               |
| Savita             | Operator | सविता                   |
| Suchita            | Operator | सुचिता                  |



## Injured Women Worker's Story - CR'23

**Indu Devi:** 28, who earns less than Rs.8,000, from Bihar

*Lost two fingers of her right hand on a power press machine at San Automotive, which makes auto component parts for Maruti*

**Indu Devi, Munger, Bihar, arrived in Haryana with a heart full of aspirations and a determined spirit. Her story is one of hope, struggle, and an unexpected twist of fate.**

With a family of four children to feed and her husband's limited income, Indu knew she needed to find work to support her family. In December 2021, Indu embarked on her journey in search of a better future for their children. She joined a company in January 2022 which produces parts for Maruti, Hero, and Honda and learned to work on a Power Press machine with minimal training.

However, in April 2022, Indu sensed a malfunction in the machine and promptly reported it to her supervisor, highlighting the need for immediate repairs. But work was not stopped, and tragically, later that same morning at around 10:15 AM, she met with an accident while working on the power press because of a double stroke. In the blink of an eye, she lost her two fingers, leaving her in excruciating pain.

The accident plunged Indu into a world of challenges and difficulties she had never anticipated and was wholly unprepared to handle. The company had never provided her with an Employee State Insurance Corporation (ESIC) card, which would have provided her medical coverage before and after the accident.

Months passed, and compensation remained elusive. The contractor responsible for filing the accident report had delayed its submission until March 2023. This delay exacerbated Indu's dire situation as she struggled to make ends meet and provide for her family. The loss of her fingers had not only robbed her of her livelihood but also her ability to perform essential daily tasks.

*Indu Devi, Munger, Bihar, arrived in Haryana with a heart full of aspirations and a determined spirit. Her story is one of hope, struggle, and an unexpected twist of fate.*

Indu's story raises a pertinent question – who is responsible for such workplace accidents? She pondered if the Original Equipment Manufacturers (OEMs), like Maruti, Hero, and Honda, should share some of the blame with her employer and the contractor. Her struggle not only exposes the immediate hardships she faced but also highlighted a more significant issue of worker safety in factories across the region.

In the end, Indu's journey to Haryana, a desire to provide for her family, took an unforeseen turn. It revealed the stark realities of life for workers in the industrial sector and raised questions about accountability and the need for a safer working environment.

# Letter from the CEO

CIN: U74999HR2017NPL070537

## Safe in India Foundation



### On Five years of not noticing women workers struggling in the auto sector supply chain!

On a hot afternoon of August 2023, we walked into Madalpur, a little hamlet near Faridabad, to meet injured women workers. Suchita told us about her daily grind: right from waking up at 5 AM, cooking food for the family, walking more than 4.5 kms to work in a factory which manufactures auto-components, returning at 9 pm, cooking and laying out dinner, and finishing the day at 11pm. She used to earn a 'princely' sum of Rs.10,000 per month till she lost two fingers of her right hand in a factory accident. Rekha Devi and Nitu Devi, two other women present there, had similarly lost their fingers while at work. All three, now jobless and neglected, were struggling to get compensation from ESIC due to lack of required documents, even salary slips, as their employer refuse to give it to them.

This 5th annual edition of CRUSHED, for the very first time trains its light on this issue of workplace safety for women in the supply chain of automobile industry.

Sadly, we continue to observe loss of thousands of workers' fingers in auto-component factories across the country. Well-resourced automobile brands, barring a few exceptions, have been bystanders in this serious situation.

We urge you, dear reader, to ask yourself: Do you approve of this crushing of workers' fingers as the cost of manufacture of your car, your two-wheeler, your truck, your bus or your tractor?

We also urge you to ask the automobile sector brands: "Why are you not moving fast enough to solve this problem, by using the money that customers give you?"

We ask the investors of India's automobile industry: "Are you really serious about your corporate responsibility if you ignore such significant social issues in your investees?"

We urge the appropriate governments to incorporate the reported suggestions while setting up committees and formalising labour codes. Only then, we can achieve "Sabka Saath Sabka Vikas" and "Make in India responsibly".

This report is a result of efforts of our worker safety research and advocacy team: Chitra Khanna, VN Saroja, Ankit Singh, Dhanraj B and Ankur Raj and field team comprising Masab Shamsi, Amitesh Kumar, Manjeet Choudhary, Aditi Lawaniya, Jitendra Dabla, Mukesh Tiwari, Narottam Jatav, Seema Sharma, Dinesh Yadav, Sujit Singh and Mohd Ali assisting injured workers in our Worker Assistance Centres (WACs) in Haryana and Maharashtra.

Most of all, I thank the thousands of injured workers, who answer all our questions, and continue to brave the unimaginable hardships they experience.

Join hands to save hands.

**Sandeep Sachdeva**

Co-Founder & CEO

For [team@safeinindia.org](mailto:team@safeinindia.org)

9th November 2023

# 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                                     |



# Table of Contents

|  |   |
|--|---|
| <b>11</b><br>Executive Summary   | <b>15</b><br><b>CHAPTER 1</b><br>Accidents in the Indian Auto-Sector: No evidence of abatement  |
| <b>23</b><br><b>CHAPTER 2</b><br>Unsafe working conditions in dire need of improvements                                  | <b>49</b><br><b>CHAPTER 3</b><br>A problem cutting across states, gender and age  |
| <b>61</b><br><b>CHAPTER 4</b><br>Analysis of injury data of the top 10 auto brands by State                              | <b>73</b><br><b>CHAPTER 5</b><br>Government intervention - needs more efficiency and effectiveness  |
| <b>79</b><br><b>CHAPTER 6</b><br>SII's role in helping improve worker safety, with focus on the auto sector supply chain | <b>85</b><br><b>CHAPTER 7</b><br>Government Policies and Practices on Worker Safety   |
| <b>99</b><br><b>CHAPTER 8</b><br>SII recommendations for each stakeholder  | <b>111</b><br><b>CHAPTER 9</b><br>Five years of SII engagement with all stakeholders - an update  |
| <b>123</b><br><b>APPENDIX</b>  | <b>131</b><br>CRUSHED 2022 contained data of 4108 injured workers met and assisted by SII. The latest data from auto sector workers in Haryana (Aug 22-Jul 23) and Maharashtra (Oct 22-Jul 23), assisted by SII, is presented here. |



# Executive Summary

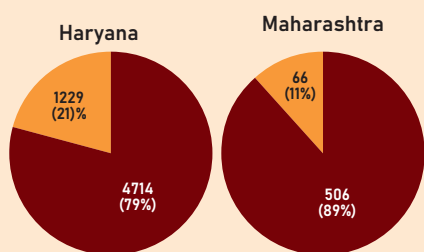
India's impressive automobile industry operates out of multiple auto hubs across the country, contributes 7.1% into India's GDP and employs c.37m workers directly and indirectly. Sadly, it also contributes to thousands of crushing injuries to workers in its supply chain nationally - an issue that deserves urgent attention.

This fifth annual sequel - CRUSHED2023 - retains the spotlight on this issue, with additional special focus on injured women workers. It presents national level injury data, in the supply chain of auto sector brands ("OEMs"), from Haryana, Maharashtra, Uttarakhand, Rajasthan, Tamil Nadu and Karnataka. The Report covers:

- The voices of injured women workers employed in supply chains of auto sector brands.
- Analysis of 5,000+ workers' injury data from workers in the supply chain of 20+ auto sector brands, located assisted by SII. Insights on audits, inspections and safety provisions in these supplier factories.
- Comparison of actual injury data with official data sources
- An assessment of the changes in the OSH Code.

## Top 10 findings of CRUSHED2023

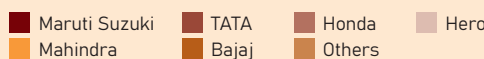
**1. Thousands of workers continue to lose their fingers in the auto-sector supply chain, just in Haryana and Maharashtra. Presumably it's as bad in other auto sector hubs nationally.**



Numbers of injured workers found and assisted by only SII over seven years - latest run rate

**2. This problem is in the supply chain of all the top 10 large auto sector brands - A national coordinated industry action is needed.**

The three OEMs that contribute the most in each state, reported here, are: in Haryana (Maruti-Suzuki, Hero, Honda); in Maharashtra (TATA, Mahindra and Bajaj); in Tamil Nadu (TVS, Ashok Leyland, TATA); in Karnataka (Toyota, TATA, Ashok Leyland); in Uttarakhand (TATA, Bajaj, Mahindra) and in Rajasthan (Honda, Maruti Suzuki, Hero).



**3. Women constitute a significant and reportedly increasing proportion of the automobile supply chain workforce.**

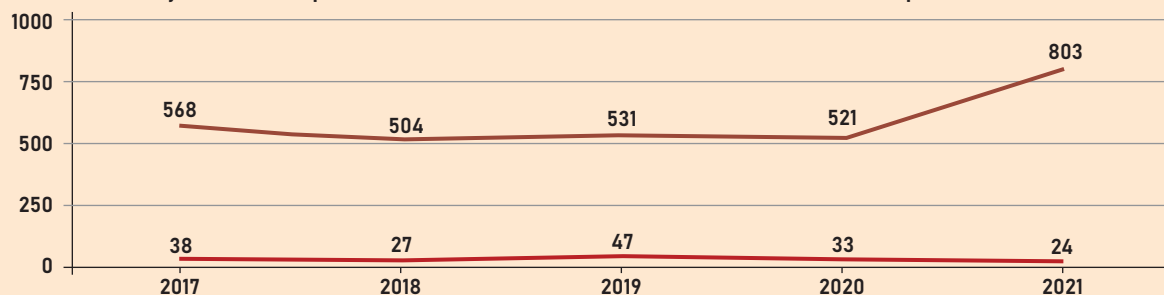
SII's recent meetings with 20+ injured women workers who were operating the 'dangerous' power presses in the auto-sector supply chain, found them being paid less than men, despite their claim of producing as much or even more than fellow male workers. Their employment also appears to be driven by a higher level of distress and lack of choice; and they seem to experience higher work pressure, worse post-injury experience at ESIC, and lower chances of finding employment post-injury. SII will investigate this gender-issue further in its future reports.

**4. Official accident numbers are a fraction of reality. Haryana and Maharashtra factory inspections have been reduced and penalties are inconsequential.**

Haryana's official reports show only 50-60 non-fatal accidents a year - a fraction of reality that this report submits. In 2020, the last year of data publicly available, official data reported only c.2,800 non-fatal injuries nationally while only SII with limited outreach in two states is now reporting c.1,500 pa.

### Non-fatal accidents in Haryana: Reported by SII and DG FASLI

Haryana state-reported accident numbers are not even 6% of what SII reports.

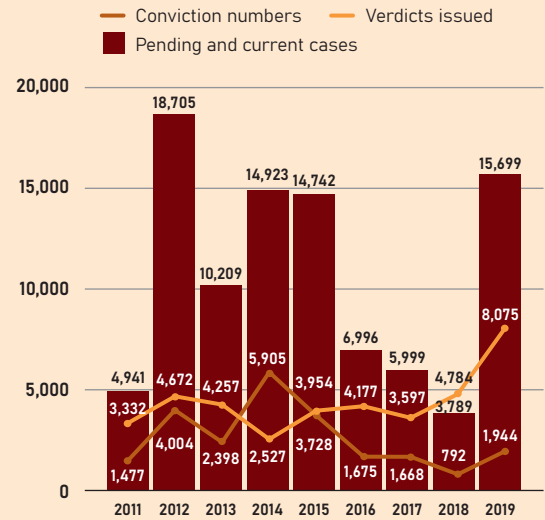
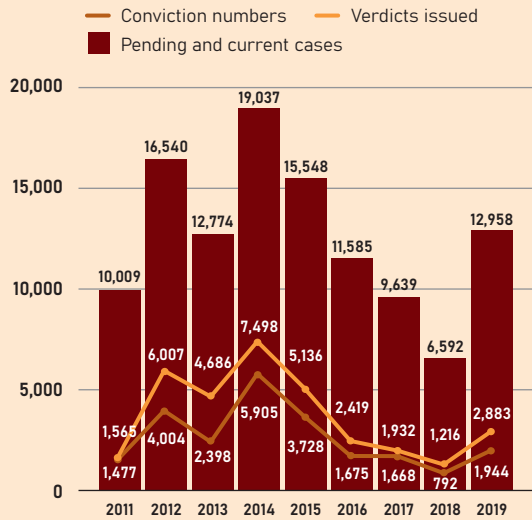


— Non-Fatal Injuries reported by DG FASLI (across all sectors) — Number of injured workers assisted by SII annually (in auto sector)

Source: DG FASLI Standard Reference Note, 2021



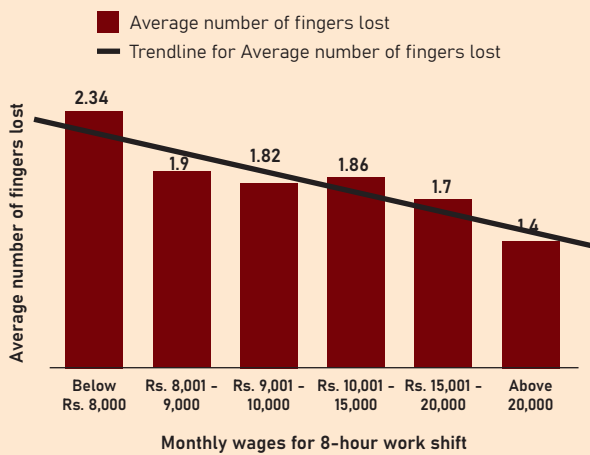
### Prosecutions and convictions in Haryana under Section 92 and 96A



Source: DG FASLI (Standard Reference Note, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021)

### 5. Lower-paid an injured worker, the worse her injury.

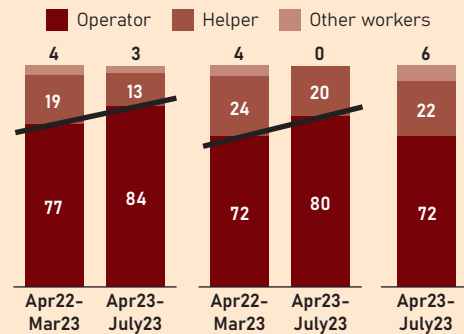
Number of fingers lost vs. monthly wages in Haryana, Maharashtra and Uttarakhand (Apr22-Jul23)



### 6. Almost a quarter of crushing injuries on machines happen to (unskilled) helpers, who, legally, should not even be operating these machines that need skilled operators.

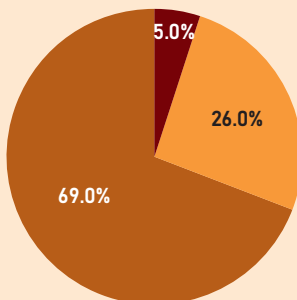
This is despite ASDC criteria prescribing a minimum education level of 10th standard for press shop operators.

In Haryana, Maharashtra and Uttarakhand 13-24% of injured workers were helpers, although the proportion of helpers has relatively reduced from last year.



### 7. Overwork and underpayment may be leading to these injuries: Almost three-quarters of injured workers report more than 60 hours a week, and non-payment of due overtime.

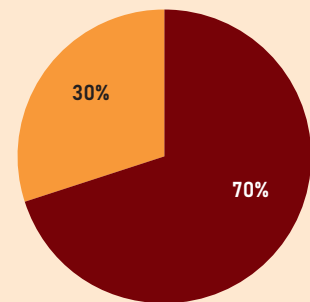
- 48 hours or less a week
- 48-60 hours a week
- more than 60 hours a week



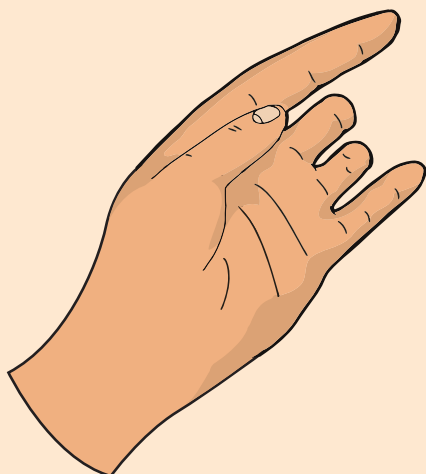
About 70% injured workers reported that they work for more than 60 hours a week. About 80% reported that they worked for more than the legal cap of 48 hours a week, while also not being paid the legal double rate for overtime. In addition, almost all the injured workers advise that they are not paid the required double rate fully.

### 8. Power press remains the largest culprit with 70% of injuries.

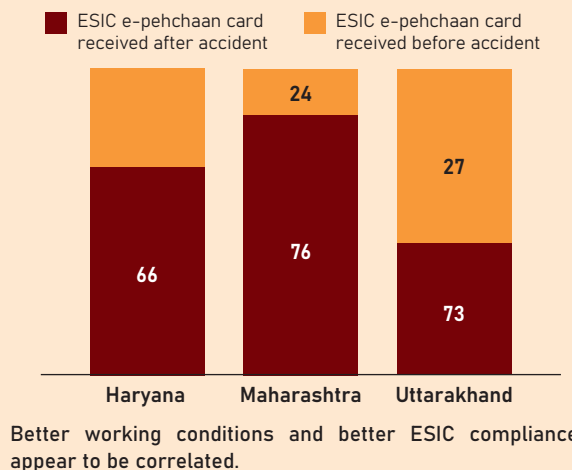
'Double Stroke' and 'loose parts' are most common causes - an indication of poor machine maintenance and avoidance of replacement of even inexpensive parts.



**9. About 60-70% injured workers still report loss of body parts and a typical crush injury to fingers results in the loss of two fingers per injured worker.**



**10. Majority of injured auto sector workers receive their ESIC e-Pehchaan (identity) card only after an accident and they also lose more fingers relatively. workers.**



**11. India needs to increase focus on OSH, not only for improving the lives of Indian workers but also to professionalise its manufacturing and improve Indian labour productivity.**

Rules for OSH&WC Labour Code 2020 remain unnotified but some states have passed and then retracted orders, creating possible confusion and non worker-friendly culture..

Some business-friendly parts of the new Labour Code and Draft Rules (e.g., longer working hours as provided in the Draft Rules Section 28 (2)) are being seen as 'legally acceptable' already while the worker friendly rules (eg. annual health checks) are not being implemented at all.

The timeline for National Action Plan (NAP) on Business and Human Rights (NAP) continues to remain unclear and there seems no visible progress on the Expert Committees for framing standards under the Act.

Other important steps like adopting SDG 8.8 indicators, including Worker Safety in the SDG Index by Niti Aayog and more relevant data to the National Indicator Framework for SDG would go a long way in showing the spotlight on the issue and working to mitigate it.

BIS has adopted the ISO standards 16092 parts 2 and 4, as recommended by SII, in June 2023 and should help prevent crush injuries on the power press machines. SII started now advocating for the adoption of ISO standards 16092 parts 2 and 4 in 2021. SII is grateful to BIS for this improvement.

Since 2018, SII has been making practical recommendations for various stakeholders in the auto sector and the government as below,

### Auto Sector brands (OEMs): Need for individual and collective action

**Top five operational recommendations are:** (1) Map the deeper supply chain to be able to take effective action. (2) Create, publish, and implement a Supplier Code of Conduct (SCoC) that covers NGRBC, ESIC and other compliance requirements. (3) Include all non-permanent workers in their own factories in the OSH Policy statement at par with permanent workers. (4) Improve transparency and accountability of accident reporting in the supply chain, weed out habitual offenders and commercially reward the safest factories. (5) Initiate/strengthen effective ground-level actions, e.g., surprise worker safety audits and worker training.

**Top five policy recommendations are:** (1) OEM boards to take responsibility for worker safety in their deeper supply chain. (2) Create a joint industry-level task force with SIAM/ACMA (with any agreed participation from SII). (3) Advocate to the government to make BRSR mandatory for all auto sector brands irrespective of ownership structure, for a level playing field and better transparency. (4) Strategic international compliance and reporting annually on Indicator 8.8 of SDG8 (the only SDG indicator about worker safety). (5) Set up mechanisms to ensure that workers' voices and feedback in the entire deeper supply chain are heard.

**Top 5 recommendations to SIAM and ACMA: Leverage convening power to boost collaborative learning and action all auto sector brands and their supply chain.** Recommendations to ACMA and SIAM are: (1) Bring the OEMs, suppliers and experts together for effective ideation and implementation plans to prevent accidents in the auto sector deeper chain, while also improving productivity. (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. (3) Establish industry standards for safety in auto sector manufacturing. (4) Integrate worker safety and health as core organisational values of its members, fitting with their sustainability claims. (5) Support SIAM and ACMA members in complying with NGRBC for long-term business success and compliance.

**Top 5 recommendations to Central Labour Ministry:** (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) and labour-friendly parts (e.g. annual check-ups) are implemented. (2) NITI Aayog's SDG India Index should include OSH and State-wise update on 'promote safe and secure working environment'. (3) Make significant progress in fulfilling 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) clear. (4) Strengthen OSH Institutions for improving occupational health and safety in the country and thereby labour productivity and MSME professionalism. (5) Use data from ESIC and state level accident information to identify hotspots for accidents and introduce nationwide measures to reduce accidents, injuries, death and work related illnesses.

**Top 5 Recommendations for State Labour Ministries:** (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. (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 penalties for repeat offenders. (3) Set up a confidential helpline for workers to report unsafe conditions and accidents in factories. (4) Introduce a practical policy and mechanism for safety training of contract and migrant workers. (5) Set up expert committees to study and recommend improvements to worker safety for better business/labour productivity in the state and to ensure implementation of the recommendations.

**Top 5 recommendations for ESIC:** (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. (3) 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'. (4) 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. (5) Better audits of registered ESIC factories, especially repeat offenders of PARs, to identify workers in the factories who are not registered

The report also covers SII's recommendations to the: (1) **Ministry of Corporate Affairs** for leading efforts to improve business responsibility reporting and for transparent monitoring systems. (2) **Niti Ayog** for leading efforts to ensure OSH is prioritised in the country, including by leveraging their tech capabilities. (3) **Ministry of MSME** for leading efforts to link worker safety to productivity, professionalism, and quality. (4) **Ministry of Industry** for coordinating with the Ministry of MSME on regulatory and worker support mechanisms and worker-related information. (5) **SEBI** for improving ESG reporting and making companies more accountable for quality reporting. (6) **National Skill Development Council** for strengthening focus on worker skills and OSH skills.

**SII has, by design, not yet approached the courts, and the domestic and/or foreign investors. SII will continue to engage with the above stakeholders to pursue constructive and impactful actions that drive an improvement in worker safety and thereby professionalism in the auto sector supply chain.**



# Accidents in the Indian Auto-Sector: No evidence of abatement



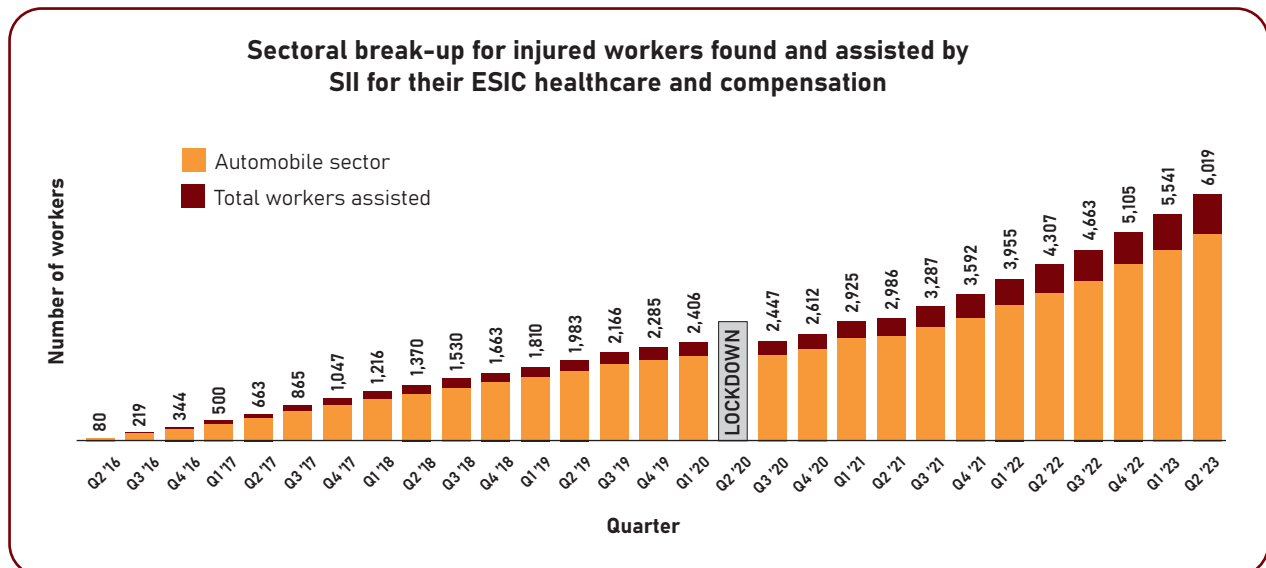
**Uncountable crushed hands and unimaginable suffering  
(and lost worker productivity)**

## 1.1 Six years of operations, 5000+ auto sector injured workers, average two fingers lost - Thousands of workers continue to lose their fingers (“crush injuries”) every year, in many states across the country, in the Indian auto sector

“Your car has been built on an assembly line of broken fingers!” 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 - the article that led to setting up of SII.

Since then, SII has found and assisted 6,000+ injured workers (of which 5,000+ in the auto sector) mainly in Haryana and Maharashtra. As noted below, SII posits that many more thousands of workers continue to be injured in the auto sector every year across the country.

**Figure 1.1 80%+ of injured workers found and assisted by SII in Haryana and Maharashtra are from the auto sector supply chain**



SII’s first accident prevention report, CRUSHED 2019, highlighted this issue in Gurugram, Haryana. CRUSHED 2020 additionally presented the government data of inspections, convictions, penalties and the analysis of Business Responsibility Reports (BRR). In CRUSHED 2021, with additional injury data from Faridabad, Uttarakhand and Rajasthan, SII also 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, SII raised this persistent issue of crush injuries in the automobile ancillaries, with additional worker injury evidence from other auto sector belts in Maharashtra, Tamil Nadu, Karnataka, showing that it is a national concern.

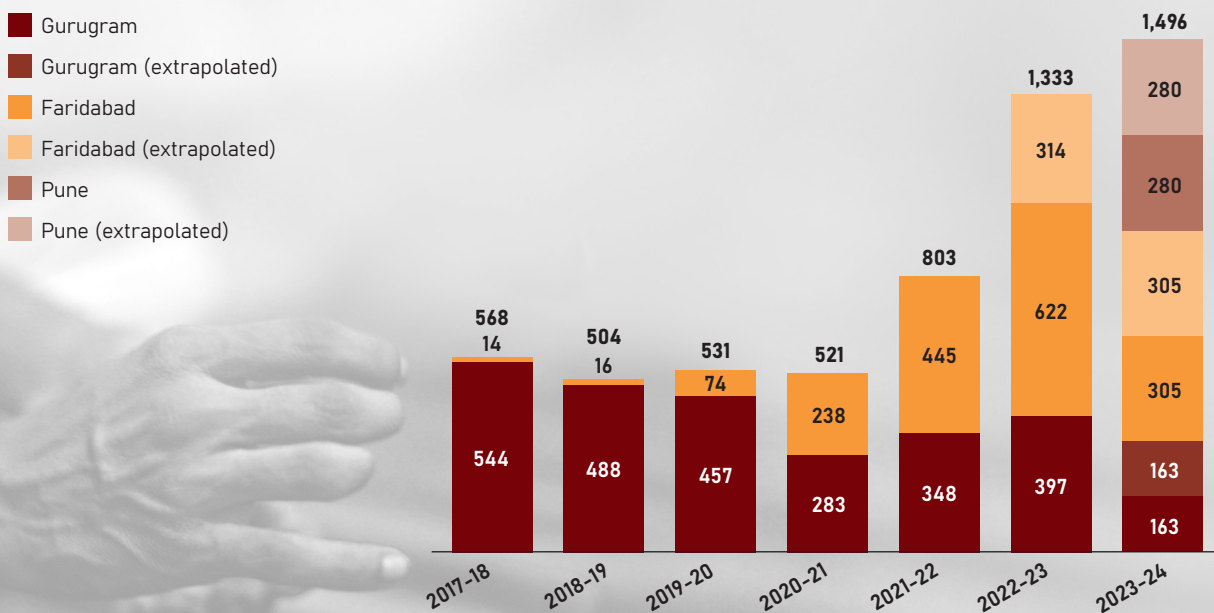
**In this edition, CRUSHED 2023, apart from an update on these severe accidents and injuries nationally, SII spotlights the problems faced by injured women workers operating power press machines and their lived experiences post-injury.<sup>2</sup>** A vast majority of women are forced to operate under duress, either by their employers, contractors or their circumstances; without adequate training or safety equipment, thereby losing their fingers.

<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'22: [SafetyNiti2022](#); CR'21: [CRUSHED2021](#); SN'21: [SafetyNiti2021](#); CR'20: [CRUSHED2020](#); CR'19: [CRUSHED2019](#)

<sup>2</sup> See section 3.4 of the report for a detailed overview.

**Figure 1.2 Just in FY23-24, SII expects to find and assist c.1,500 injured workers in auto sector belts in Haryana and Maharashtra, of which again c.80%+ are expected to be from the auto sector factories**



### Auto industry key to achieving the 2030 Agenda for Sustainable Development

'The future of work in the automotive industry: The need to invest in people's capabilities and decent and sustainable work' was issued by the ILO 31 at its Technical Meeting in February 2021. The paper states that the automotive industry is "so intertwined with mass production and mass consumption that it has been called the 'industry of industries'".

"Because of its size and impact, the automotive industry is key to achieving the 2030 Agenda for Sustainable Development, in particular to achieving Goal 8 of the Sustainable Development Goal."

**SII has collected national evidence of this issue in phases:** In Oct21, SII surveyed two relatively smaller auto sector hubs of Rudrapur (Uttarakhand) and Neemrana (Rajasthan) and found 56 injured workers in just two weeks of quick assessment visits.

In 2022, SII conducted, through a third party, a further limited national survey of auto sector injuries in major automobile industrial districts. The data gathered from the surveys in Karnataka and TamilNadu included in the report, evidences this to be a grievous national issue of worker safety in automobile manufacturing hubs.

**The above-reported SII numbers are a small subset of the universe of such accidents, work related illnesses, and deaths nationally in the auto sector since SII's number is limited to its own few worker assistance operations. The reality has to be much worse.**

According to the Director-General Factory Advisory Labour Institute (DG FASLI)-published factory accident numbers from all industries, Haryana state had only 68 accidents, less than 1.75% of all national factory accidents and fatalities in the year 2020, (this data has not been updated since 2020<sup>3</sup>), but in Haryana, SII met 531 individuals soon after their injuries in 2019-20 and 521 individuals in 2020-21 and now reports c.1,000 such injuries only in Haryana's auto sector in FY22-23. Clearly, DG FASLI reported accidents are seriously understated.

<sup>3</sup> The last DGFASLI's Standard Reference Note was released in 2021, which contained data till 2020.

SII, therefore, posits that several thousands of workers are losing their hands/fingers to such accidents in the auto sector hubs every year, in addition to many more suffering other work related illness eg. hearing loss in noisy machine shops, causing immense human misery and loss of labour-productivity to the industry and the country.

### Data-methodology note: The description of data used in the report



**Haryana:** In CRUSHED 22, Haryana data till Aug22 was analysed. In this report, Apr22-Jul23 data for Faridabad and Gurugram has been included and analysed.

**Maharashtra:** In Pune, data of c.500 injured worker data in the period Aug22-Jul23 has been used (since the opening of SII's offices there). The data from Pune are assumed to be representative of Maharashtra as Pune is a relatively more developed auto sector hub in Maharashtra and other smaller hubs are expected to have even poorer working conditions.

**Uttarakhand:** Data of c.70 injured auto-sector workers from a month-long survey in May23 in Rudrapur, Uttarakhand, and c.40 injured auto-sector workers from a survey conducted in Oct21 has been included. The data from Rudrapur can be taken as representative of Uttarakhand.

**Rajasthan:** Data from survey conducted in Oct21 of 16 auto sector workers respectively has been included.

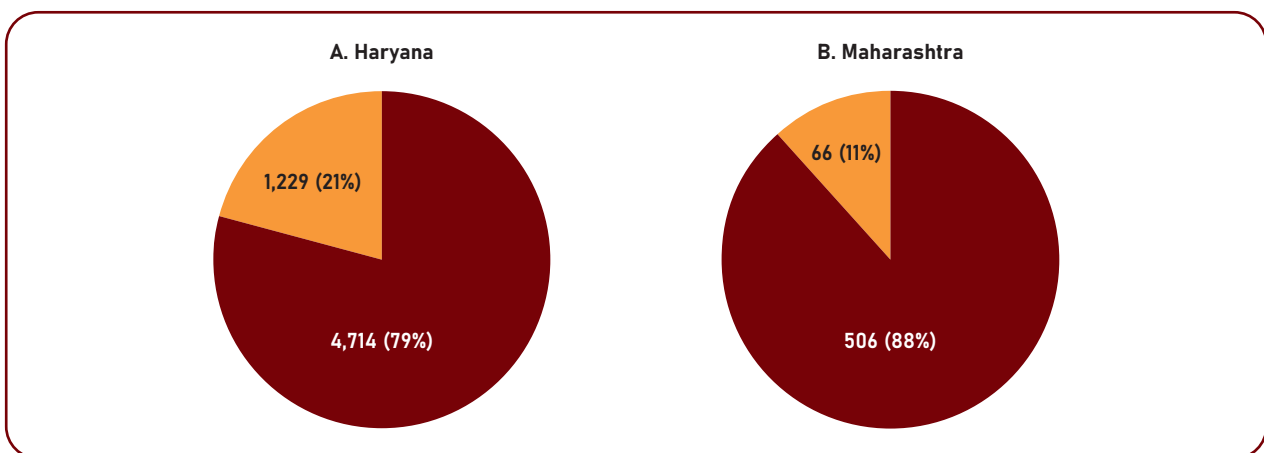
**Karnataka and Tamil Nadu:** Data provided by a third party survey conducted in the period Aug22-Oct22 of 49 and 30 auto sector workers, respectively, has been included.

## 1.2 80%+ of reported finger crushing injuries in Haryana and Maharashtra continue to be from auto-component factories. Tamil Nadu, Karnataka, Uttarakhand and Rajasthan also have a large number of crush injuries in the auto sector

In the past six years, 4,714 (c.80%) out of the 5,943 injured workers met and assisted by SII (Apr16-Jul23) work(ed) in the auto sector supply chain in Haryana. In Pune, Maharashtra, 506 (c.90%) out of 572 injured workers were employed in auto sector ancillaries.

(NB: Data from other states has not been included here given the focus of those surveys was only the auto sector ancillaries and the equivalent ratio there is therefore 100%).

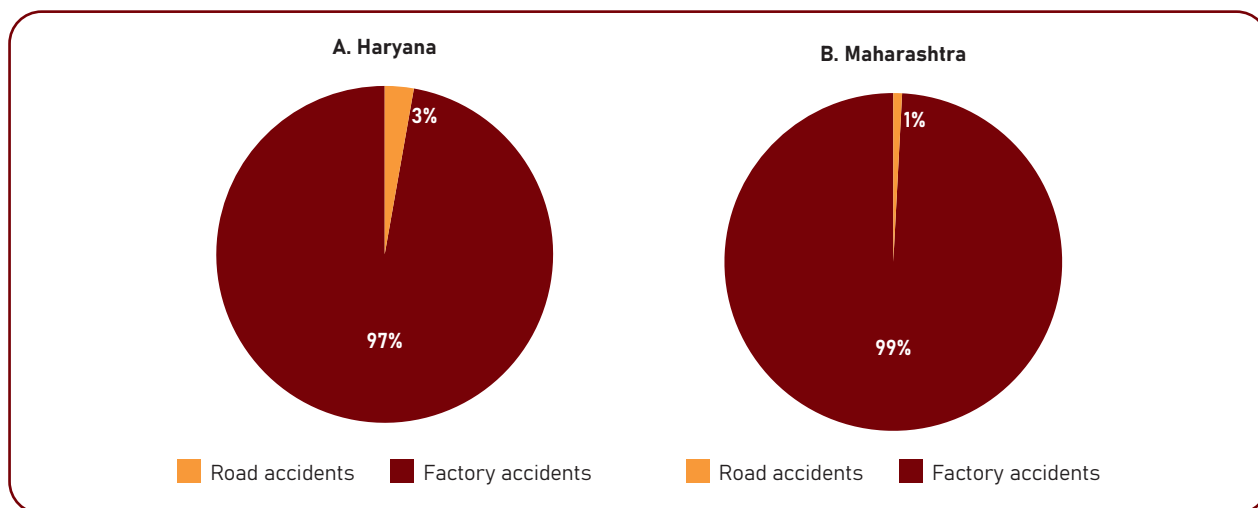
**Figure 1.3 Both Haryana and Pune, Maharashtra have c.80+ of finger crushing injuries in the auto sector (2016–Jul23)**





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

**Figure 1.4 Only an insignificant c.3% in Haryana and c.1% in Pune, Maharashtra of all injured workers assisted by SII were injured in road accidents; almost all in factories (Apr22-Jul23)**



Following claims in the media from a government department and an OEM that the majority of accidents reported by SII are not from inside factories but from road accidents, SII has often clarified that the opposite is in fact true, as also reported in previous CRUSHED reports. Only c.3% of all injured workers assisted by SII were injured in road accidents and not in factories in Haryana. This proportion is even lower for Maharashtra, with only 1% of the crush injuries through road accidents. (NB: Data from other states has not been included here given the focus of surveys there is only on factory accidents and the relatively small sample size).

An SII [blog](#)<sup>4</sup> was issued with this clarification for public consumption.

“

After her husband’s death, Kavita moved from Nanded to Pune, Maharashtra, and started operating a power press machine to support her two children and herself. On 18th March 2022, the machine was making a lot of noise, Kavita informed the supervisor that the machine seemed to have a problem.. But the supervisor insisted she continue producing the remaining 25 pieces as they were urgently required, and needed to be sent in the vehicle from TATA parked outside. The next moment, as soon as Kavita pressed the stroke, the key broke and the die fell directly on her hand.

**- Kavita Giri, 41 years, Nanded, Maharashtra**

*Lost two fingers in this preventable power press machine accident while making auto-component parts in a factory that produces for TATA and Mahindra in Pune, Maharashtra.*

”

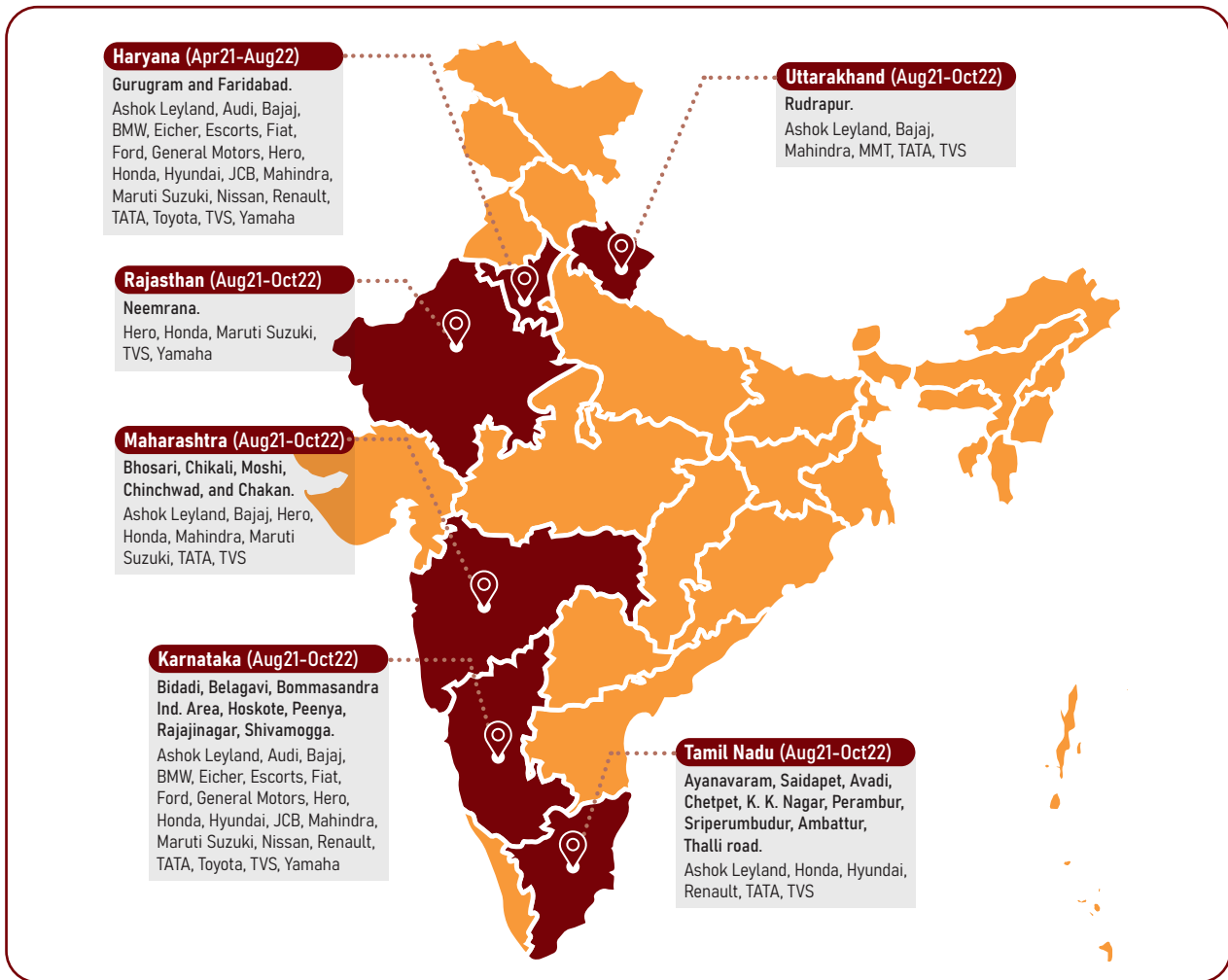
<sup>4</sup> <https://www.safeinindia.org/post/crushed2021-injury-data-not-valid-and-thank-you-journalists>

Note: All the quotes from the workers used, are either in the original hindi and/or a translation in English, to minimize the Report size.



## 1.4 Crush injuries in the auto sector supply chain is a national 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>5</sup> workers directly and indirectly.



Industry • 3 Min Read

### Sharp spike in number of accidents in India's automotive supply chain in fiscal 2022 as factory output rises

Nearly 800 workers employed in the automotive supply chain in the NCR region suffered injuries in fiscal 2022, a rise of 81% over fiscal 2021. This also ended the streak of 3 successive years of decline and highlights the challenges in curbing such incidents--which maim workers for life, despite greater awareness about safety protocols in tier II and III companies of the component supply chain.

Read by: 5001 Industry Professionals

Updated On Aug 17, 2022 at 04:39 PM IST

<sup>5</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/47AUTOMOTIVEMISSIIONPLAN.pdf>

As stated earlier, SII's first-hand experience of assisting injured workers, and the surveys commissioned by SII across a number of these hubs in six states show that workers are subject to unsafe working conditions in the OEM supply chain across India. Chapter 4 has further details on injuries in the top 10 OEMs across the country in several states.

## 1.5 The aftermath of these grave injuries on the lives of workers and their families is tragic

As reported in the past, after such disabling crush injuries, these vulnerable workers and their families face a series of despairing events- including mental and physical trauma of the injury, unemployment, indebtedness, high costs of residing in cities for treatment among others, while many are not paid their wages and experience long delays in receiving post-accident compensation from ESIC, if they are ESIC-registered at all.

They often struggle with indifferent employers, unprofessional contractors (thekedaar), and the slow bureaucracy, all of whom often do not empathise and/or support, when the workers most need them.

In a state of despair, workers and their families run pillar to post for the right health treatment to retain some functioning of their crushed hands, and for documentation to access entitlements, while also desperately trying to build a new income source.

Many return to their villages or settle for lower-paying jobs, sometimes with the same employer, who often promises a permanent job, to keep them quiet until the heat of the issue subsides, but rarely follows through on the promise. The impact on their dependents is catastrophic, with health, education and safety at risk. These circumstances have been aggravated further after the COVID pandemic with SII anecdotally noting lower wages. SII also noted linkage of lower wages to accidents taking place as the workers agree to work longer periods to earn their living.

In summary, SII, after 5 years of publishing this report, finds that the nature, magnitude and the spread of the problem of worker injuries in the auto sector supply chain continues to be alarming and the issue of worker safety requires much more serious attention from the industry, the government and the system at large. The next chapter of the report presents some of this in greater detail.

“

एक्सीडेंट के बाद पुरुषों को फिर भी रखा जाता है, महिलाओं को निकाल देते है। मेरे सामने 3 महिलाओं को निकाला गया था। मैं शायद पहली महिला हूँ, जिसे रखा गया। मालिक ने कंपनी का नाम बदल दिया। 6 साल से काम कर रही हूँ। 2017 में पहला हादसा, और 2019 में दूसरा।

— रुबी देवी, 37 वर्ष, हरियाणा

फरीदाबाद, हरियाणा में मारुति के लिए ऑटो कंपोनेंट पार्ट्स बनाने वाली फ़ैक्ट्री में पावर प्रेस मशीन में एक उंगली कट गई।

”

Note: All the quotes from the workers used, are either in the original hindi and/or a translation in English, to minimize the Report size.

## Injured Women Worker's Story - CR'23

**Mamta:** 45, from Uttar Pradesh

*Lost two fingers of her left hand on a power press machine at XL Auto Parts Ltd. which makes auto component parts for Maruti and other OEMs*

### Unheard Suffering: Mamta's Story and the Need for Workplace Reform

Mamta, a resident of Ettawa, Uttar Pradesh, found herself in a challenging situation when her husband lost his job. Faced with the harsh realities of unemployment and financial strain, the couple decided to relocate to Faridabad, Haryana, in search of a means to support their family.

After three arduous months of struggle, Mamta's husband finally secured a job, providing a glimmer of hope. However, despite his earnings, their financial situation remained precarious. In an effort to alleviate the burden, Mamta set out in search of employment. She started working on a power press machine, manufacturing parts for Maruti in one of its supply chains, but the factory had a stark approach.

They did not inquire if she knew how to operate the machinery; instead, they instructed her to press a button and insert the piece. The assembly line pushed forward, indifferent to the skills of its workers. The harsh reality was that worker injuries did not bother the company. In the current environment, more individuals are seeking employment, willing to replace those who have met with accidents. The situation was even more precarious for young women who faced the risk of losing their fingers for such underpaid work.

*“कंपनी से कोई उम्मीद नहीं है, कंपनी अपना काम निकाल लेती है, भगा देती है।  
हम जैसे तो बहुत लोग होंगे जिनका कोई सहारा नहीं है।”*

Mamta's experience revealed that the company often prioritised its production goals over the well-being of its workers. Putting lives and limbs at stake was considered acceptable in the relentless grind of the factory and its machines. Mamta believes that companies should provide adequate warnings about the potential dangers of operating power press machines to their workers. The absence of safety measures only exacerbated the risk. There were no sensors in the machinery. One day, as Mamta was placing material into the machine, a momentary lapse resulted in an accidental press of the pedal and her losing two fingers.

Mamta is a mother to three children, and the accident has rendered her hand useless. The company offered no respite and did not allow her to return to work after the accident. In a single, life-altering moment, her source of livelihood was taken away. Mamta's plea extended beyond her predicament. She called upon the government to ensure the safety of workers in factories, emphasising that even if accidents did occur, companies should be obligated to provide compensation. The financial burdens of rent, groceries, and school fees for their children loomed large, and without a steady income, the family continues to face uncertainty.

When asked if she had any recommendations for the companies and the government, Mamta stressed the importance of government oversight to ensure that people were not subjected to unsafe working conditions on malfunctioning power press machines. She also fervently advocated that young women should not be permitted to work on such perilous machines, as losing a finger or a hand at a young age could irrevocably shatter their lives. Mamta's story was a poignant reminder of the urgent need for workplace safety and the responsibility that companies and governments bear in safeguarding the lives and well-being of their workers.



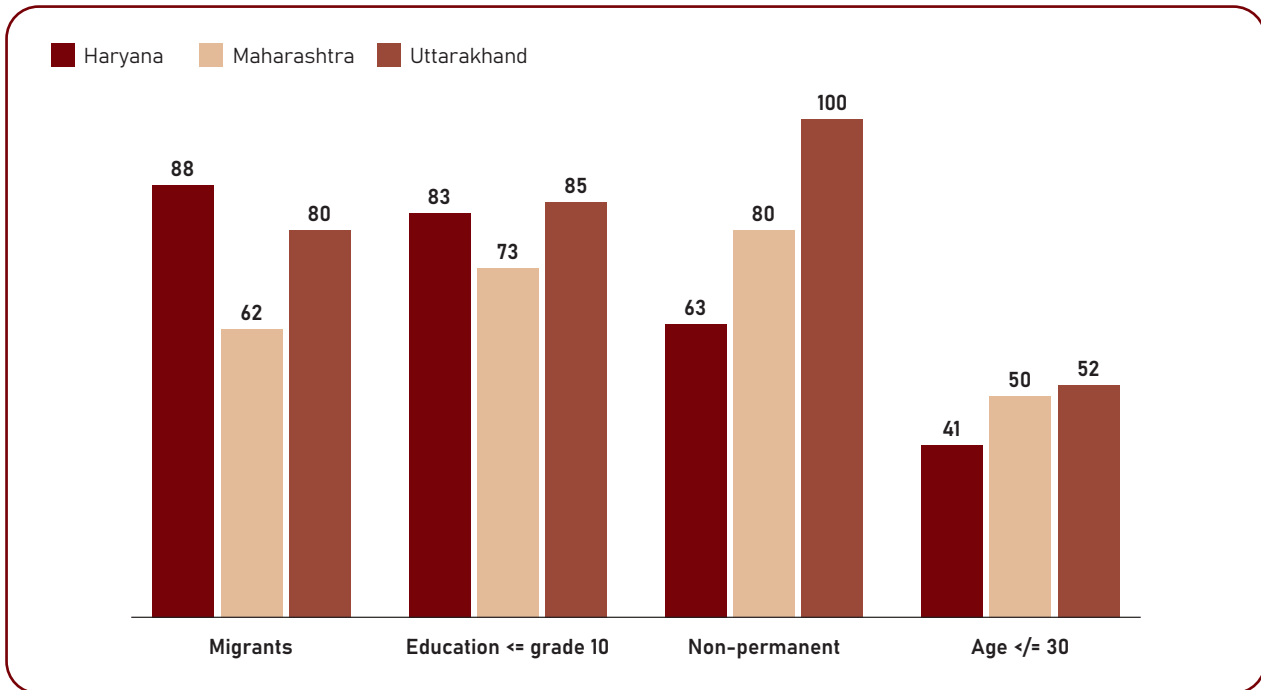
# Unsafe working conditions in dire need of improvements



**Poor working conditions in the auto sector's deep supply chain, employing vulnerable, marginalised, voiceless, and overworked workers**

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

**Figure 2.1 Injured workers in Haryana, Pune, Maharashtra and Rudrapur, Uttarakhand: mostly migrants, lowly educated, with non-permanent jobs and young (Apr22-Jul23)**



**Majority of injured workers are migrants.** Recent data from Haryana (Apr22-Jul23) shows that a vast majority (1,140, 88%) of the 1295 injured workers continue to be migrants, mostly from Bihar, Odisha, or Uttar Pradesh, with little education and earning very low wages. In Pune, Maharashtra, out of 504 injured auto sector workers, SII has found a relatively lower proportion, but still majority, of inter-state migrants (312, 62%) from Bihar, Madhya Pradesh, and Uttar Pradesh. A significant proportion of injured workers were intra-state migrants from Nagpur, Nashik, Sholapur, etc., who were subjected to equally poor working conditions leading to such accidents. In Rudrapur, Uttarakhand, out of 67 injured auto sector workers, in one month of assessment, SII has found a higher proportion of inter-state migrants (80%) from Bihar, Rajasthan, and Uttar Pradesh. 85% injured workers in Rudrapur were low educated (less than grade 10th), making their situation the worst among the states we looked at.

**Majority of them are also in non-permanent roles.** In Haryana, the majority (816, c.63% in this period) continue to be non-permanent employees, often through contractors, with not much 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 Pune, Maharashtra, 80% (403 injured workers) were non-permanent employees, which is higher than Haryana. In Rudrapur, Uttarakhand, 100% were non-permanent employees, the highest SII has ever found.

**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 (531, 41%) of these injuries in Haryana. In Pune, Maharashtra, 50% (c.252) of injured workers were less than 30 years old. In Rudrapur, Uttarakhand, 52% (c.35) of injured workers were less than 30 years old. The situation of youth injuries in the auto sector supply chain appears to be as poor in Rudrapur, Uttarakhand, as in Maharashtra and Haryana.

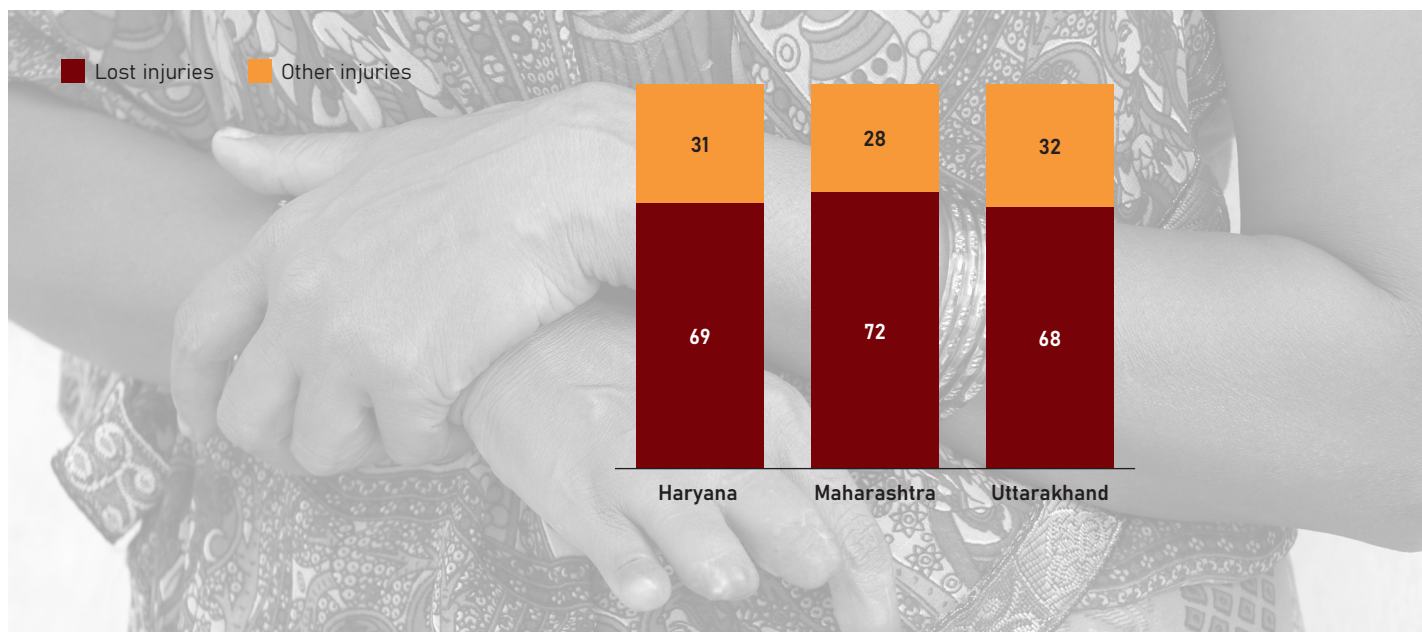
**Almost none of these workers were enrolled in any labour unions** – same as reported in the past reports. Unions in Haryana and even Maharashtra do not appear strong in the auto sector supply chain. More insights on unionisation of auto-sector workers is required from Rudrapur, Uttarakhand. None of the workers in Uttarakhand mentioned “union” while speaking to the SII team, which may signal total absence of it.



## 2.2 Most of these crush injuries continue to result in an average of two fingers<sup>6</sup> lost per injured worker. Two-thirds of such injured workers, though there appears to be a marginal improvement in Haryana and Maharashtra

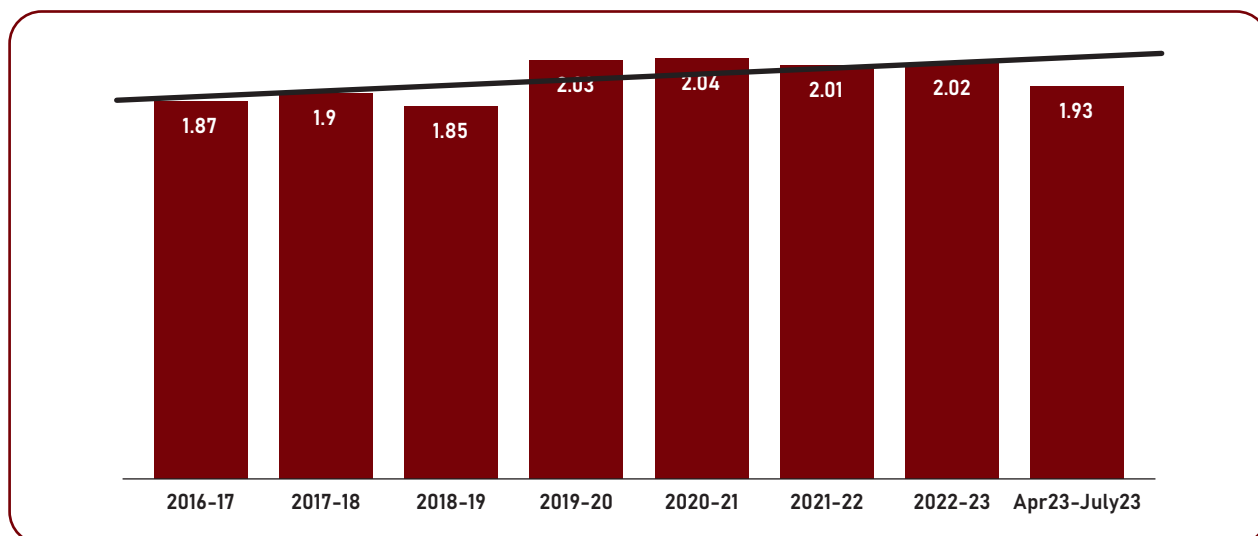
In Haryana, Maharashtra and Uttarakhand, c.70% of the cases, crush injuries result in loss of fingers/hands, and the remaining c.30% include fractures, wounds, nerve damage etc. The proportion of accidents resulting in loss of fingers are even higher in Maharashtra compared to Haryana and Uttarakhand.

**Figure 2.2 Almost two-thirds of the crush injuries result in fingers lost in Haryana, Pune, Maharashtra and Rudrapur, Uttarakhand (Apr23-Jul23)**



For those with crushed/lost fingers, almost two (1.93) fingers are lost on all types of machines eg. power press, injection moulding machine, etc. **The severity of losing fingers is even higher for power press machines at 2.07** (refer to section 2.13.4).

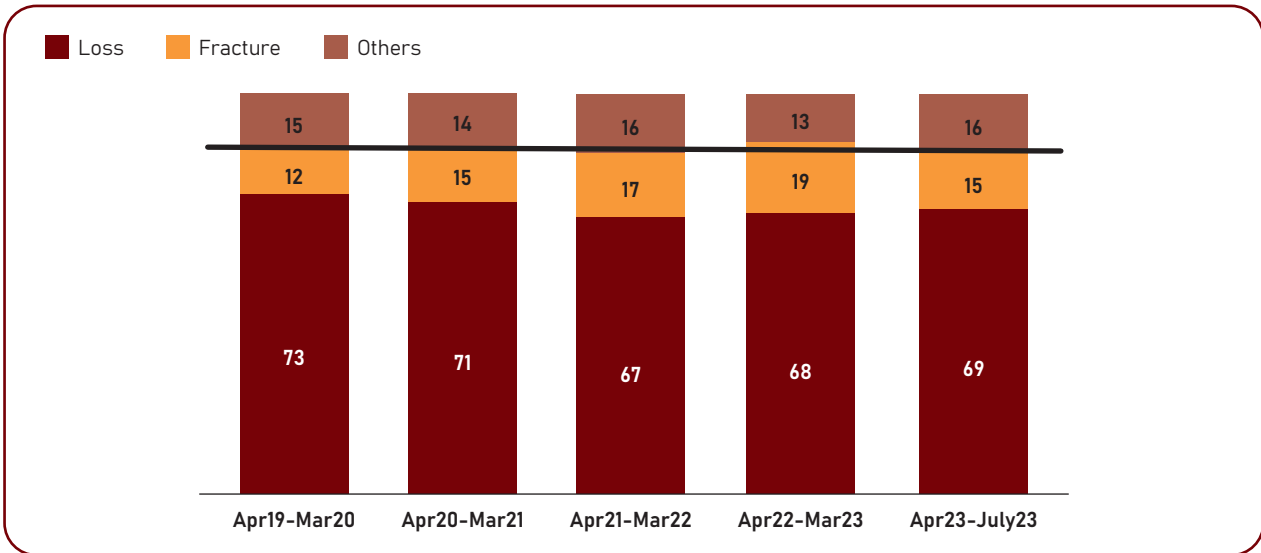
**Figure 2.3 Average number of fingers lost on all types of machines has not improved in the past seven years in Haryana, Pune, Maharashtra and Rudrapur, Uttarakhand**



<sup>6</sup> In the analysis of crush injuries, losing one palm is taken as losing 5 fingers, and losing both palms/ hands is taken as a loss of 10 fingers.

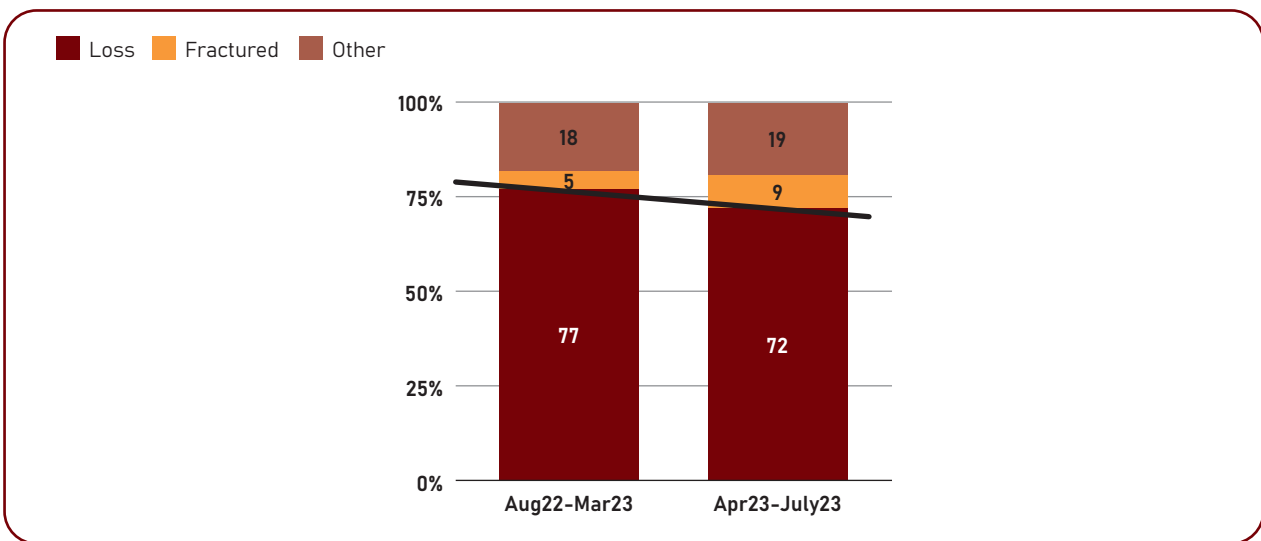
Unfortunately, the proportion of workers with severe injuries (loss of body parts e.g. fingers/hands + bone fractures) has not reduced in the past six years, indicating continuing dangerous working conditions.

**Figure 2.4 Severity of injuries in factory accidents in Haryana remains critical - vast majority lost fingers/body parts (Apr19-Jul23) though proportion of lost fingers has reduced marginally**



In Haryana, the severity of injuries in the factories of automobile component manufacturers remains largely the same. In Gurugram and Faridabad, the proportion of loss of body parts in crush injuries remains similar c.70% (please refer to Appendix A for trended data on regional variations at the end of this chapter).

**Figure 2.5 Severity of injuries in factory accidents in Pune, Maharashtra: continues to be worse than Haryana though this too has reduced marginally (Aug22-Jul23)**



## September 2023 auto retail sales up 20% YoY, growth strong says FADA

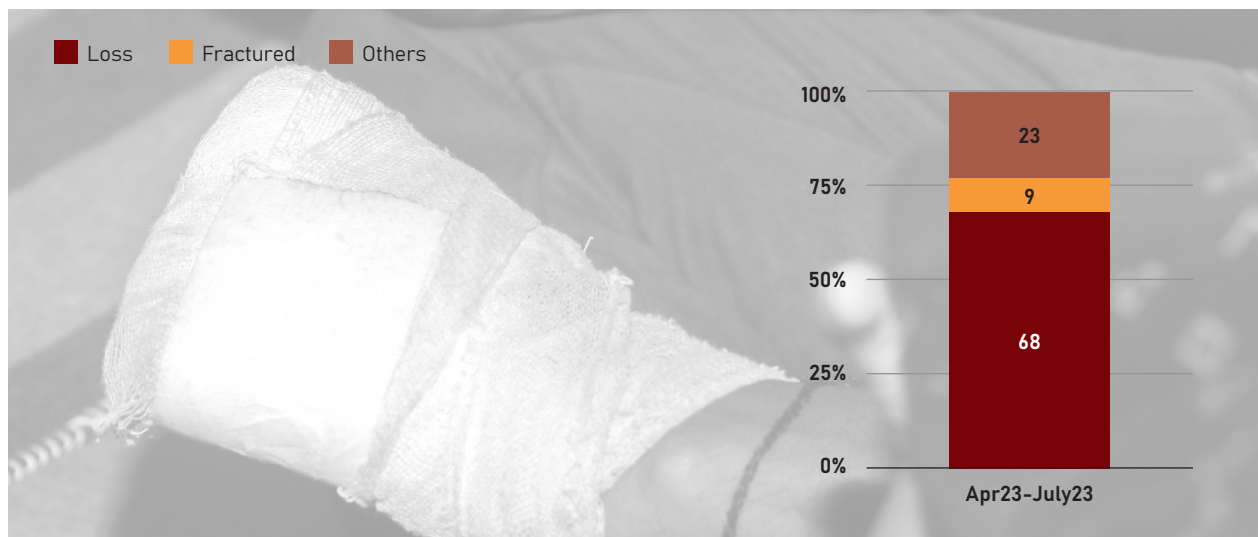
2 min read • 09 Oct 2023, 10:58 AM IST

Jocelyn Fernandes

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In Pune, Maharashtra, it was found that the proportion of cases of loss of body parts is even higher than Haryana, indicating potentially a worse situation in Maharashtra's auto sector supply chain, albeit this data is for a much shorter period as of now.

**Figure 2.6 Severity of injuries in factory accidents in Rudrapur, Uttarakhand: appears to be similar to Haryana (Apr23-Jul23)**

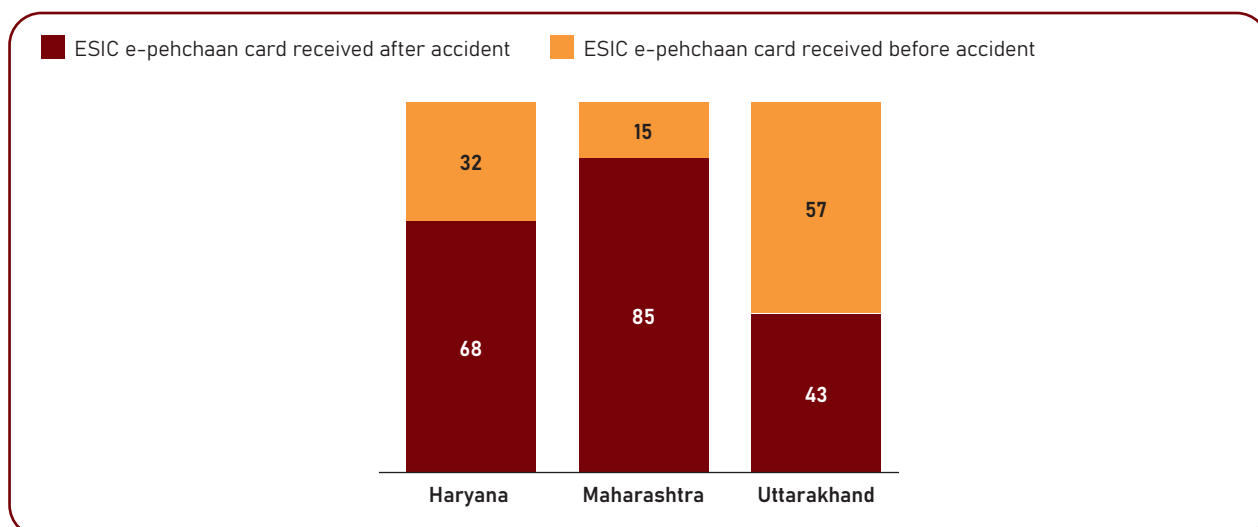


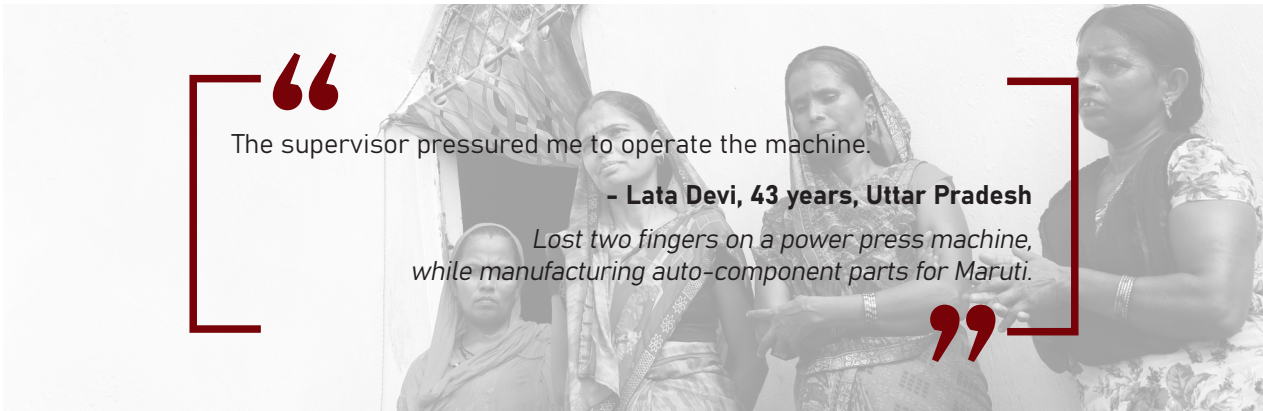
In all the above graphs, “other injuries” include nerve damage, electric shock, chemical spillage and burns.

**2.3 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, and Uttarakhand better. A significant proportion of “Post Accident ESIC Registration” cases exist in Haryana and Maharashtra**

The ESIC e-Pehchaan (identity) card is essential as it enables workers and their eligible dependents to access primary, secondary, and tertiary health services, and compensation in case of sickness, injuries, unemployment, childbirth and death. However, a large majority of injured workers had not received their ESIC e-Pehchaan card on the day of joining their jobs, as the ESIC regulations require.

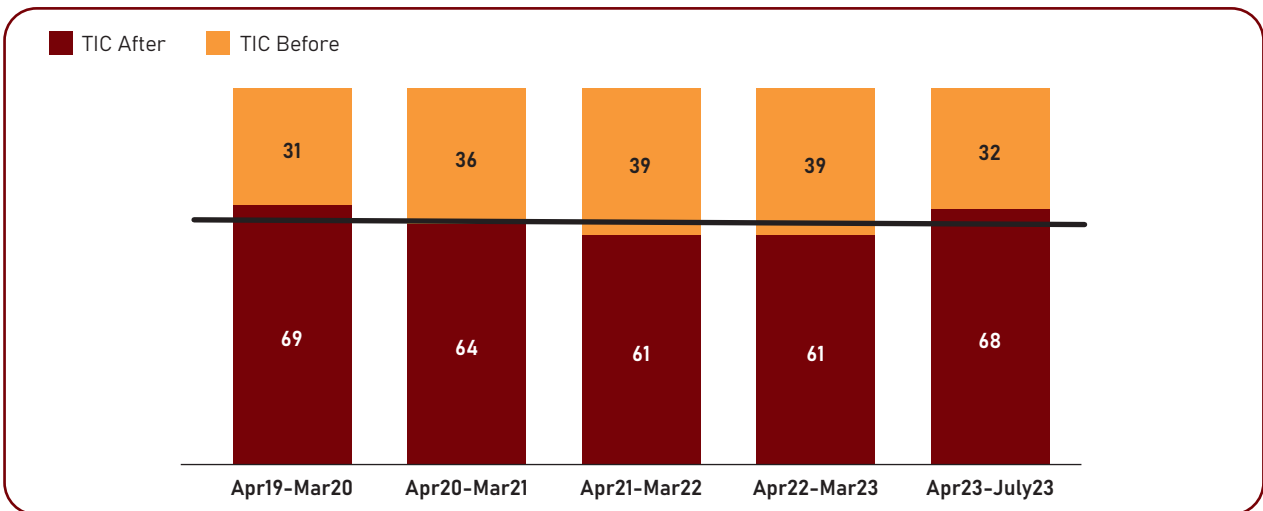
**Figure 2.7 Majority of injured workers get their ESIC e-Pehchaan card after the accident: Pune, Maharashtra worse than Haryana and Rudrapur, Uttarakhand (Apr23-Jul23)**



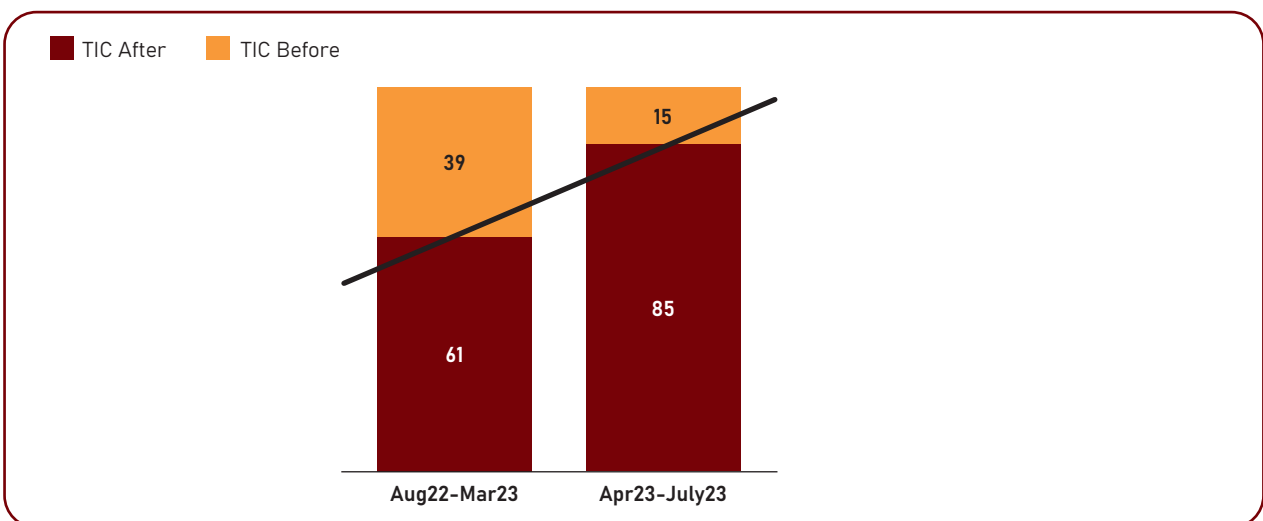


Interestingly, all these injured workers did receive their card a few days after the accident. Clearly, they were not benefitting from ESIC services, for several months/years, despite them being eligible and/or their ESIC contributions being deducted from their wages.

**Figure 2.8 In Haryana, c.70% injured workers received their ESIC e-Pehchaan card only after the accident (Apr19-Jul23)**

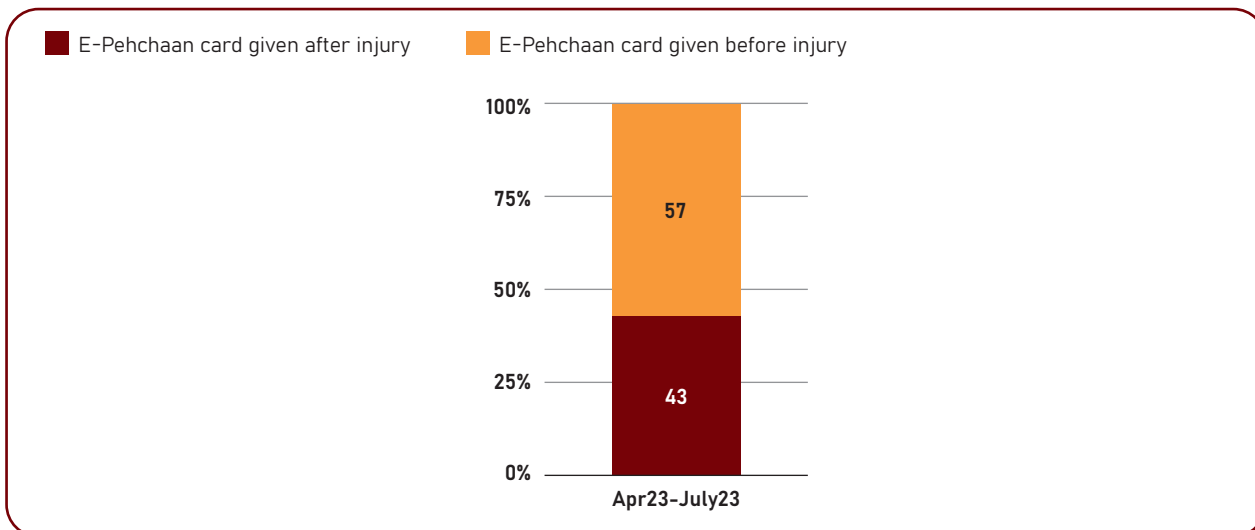


**Figure 2.9 In Pune, Maharashtra, 80%+ injured workers received their ESIC e-Pehchaan Card after the accident, the situation of ESIC compliance appears worse than Haryana (Aug22-Jul23)**



Note: All the quotes from the workers used, are either in the original hindi and/or a translation in English, to minimize the Report size.

**Figure 2.10 In Rudrapur, in the relative small data, 43% of injured workers received their ESIC e-pehchaan Card after the accident, the situation of ESIC compliance appears to be better in Rudrapur, Uttarakhand, compared to Haryana and Pune, Maharashtra (Apr23-Jul23)**



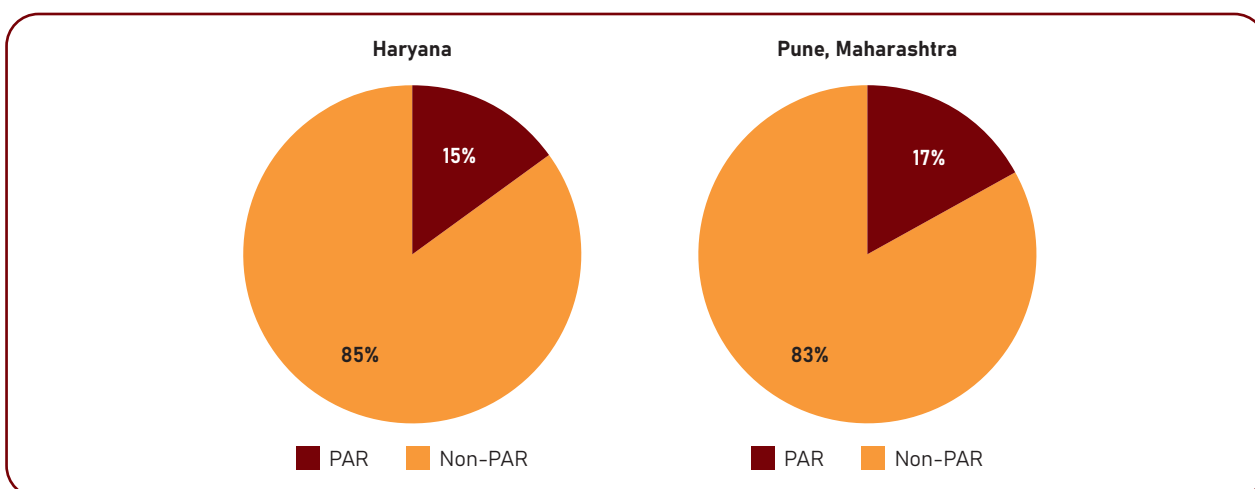
### Why do so many injured workers get their ESIC Pehchan Card after their injury?

Although, SII has not fully investigated the reason, the following are some of the possible reasons that need to be considered by the OEMs 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 eg. their rights of sickness benefits/leave/etc.

In SII's discussions, it found ESIC HQ aware of and indeed concerned about this issue as these cases include "Post Accident Registration", though it does not appear to have collected centralised information on this non-compliance or taken serious steps against preventing it.

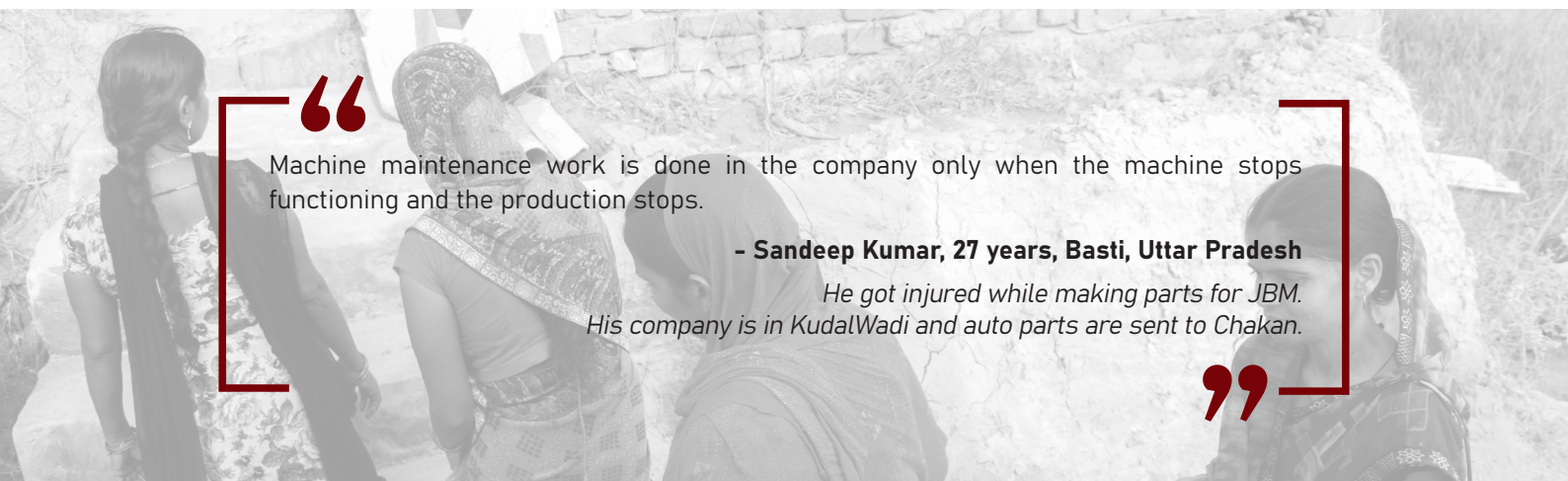
**Figure 2.11 A significant proportion of Post Accident Registration (PAR) cases in Haryana and Maharashtra because employers fail to/do not register their employees under the ESI scheme until the accident, as per the legislation**





SII has, therefore, for more than two years, been seeking punitive actions against such defaulting factories from ESIC (current penalties are small and ineffective) and has recently been advised that policy changes will be initiated to address this. SII hopes that in future, non-compliant factories will be required to compensate workers with the full amount of ESIC “pension” present value, instead of the current insignificant amount of penalty. Refer to chapter 07 on recommendations.

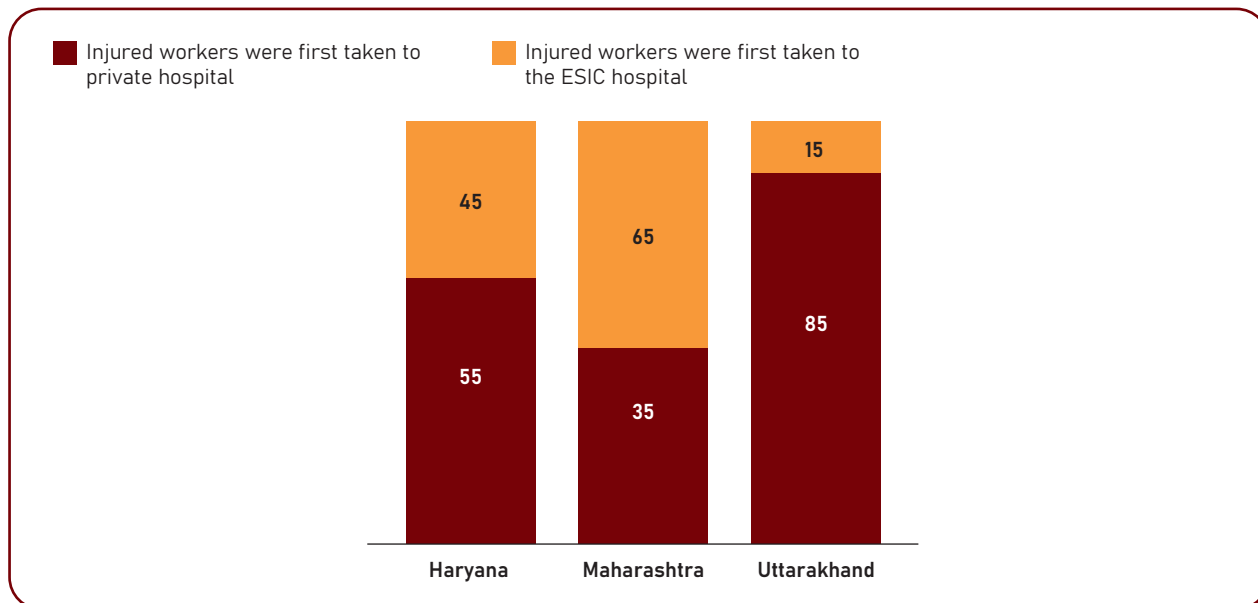
**Figure 2.12 SII’s letter to DG-ESIC on non-compliance of timely registration among the employers of the ESI scheme and habitual offenders of PAR cases - one of several such recommendations to ESIC for improving quality of ESIC services/compliance**



Note: All the quotes from the workers used, are either in the original hindi and/or a translation in English, to minimize the Report size.

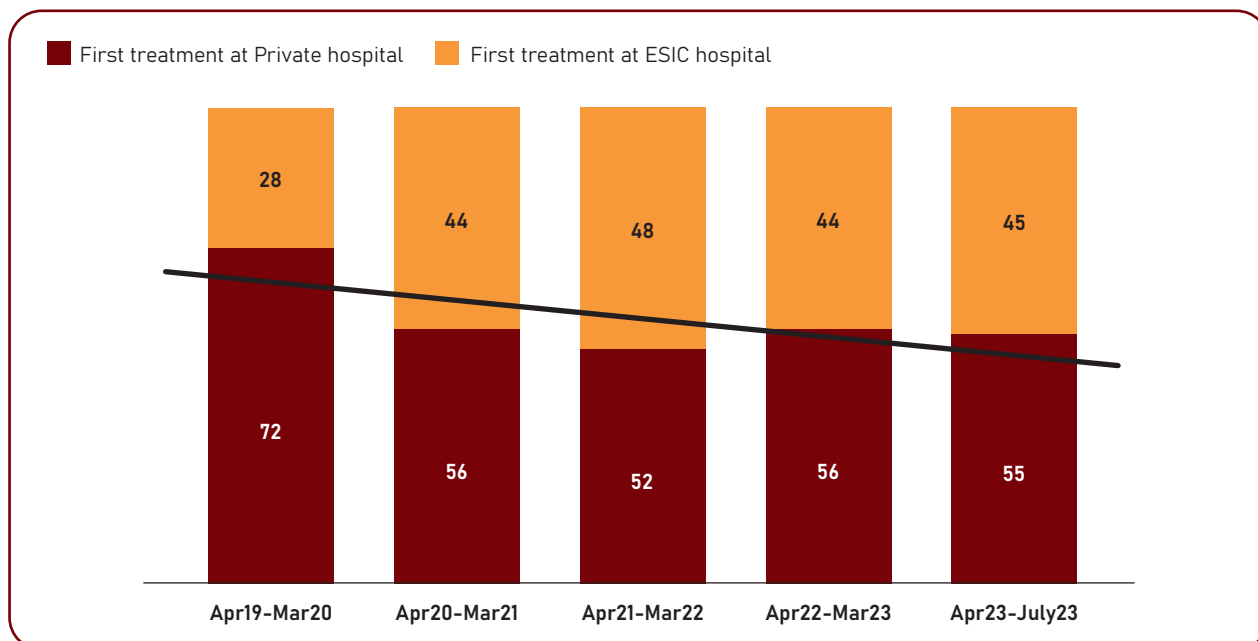
## 2.4 Majority of injured workers were first taken to private hospitals and only later to ESIC hospitals in Haryana, Maharashtra and Uttarakhand- Maharashtra appears to be better and Uttarakhand, the worst

**Figure 2.13 Proportion of injured workers who were taken to the private hospital for their first treatment instead of ESIC in Haryana, Maharashtra and Uttarakhand (Apr23-Jul23)**

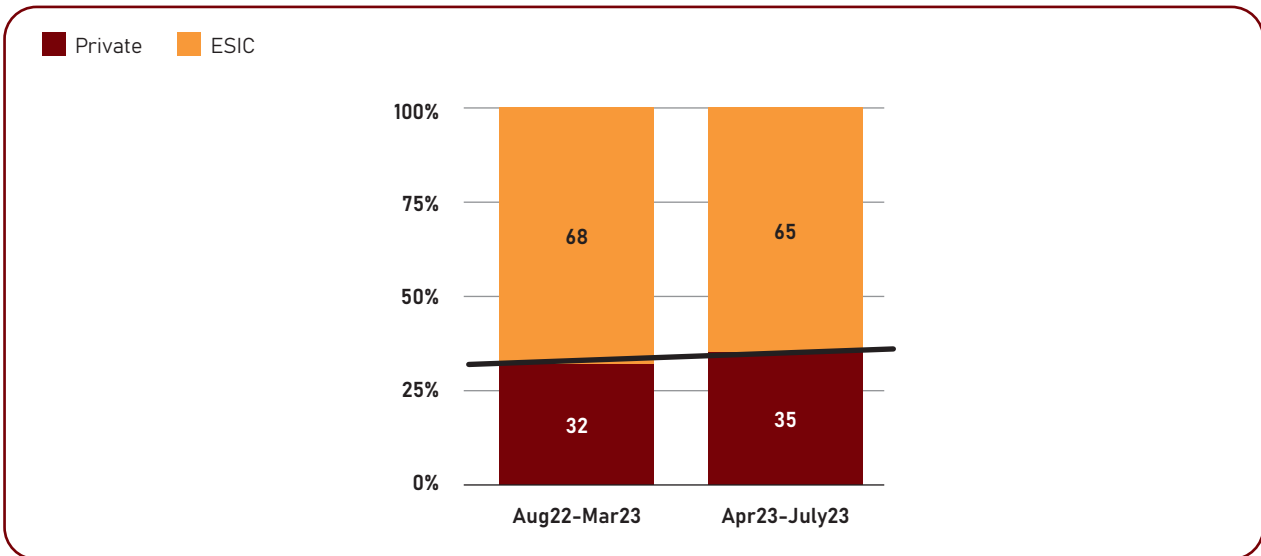


Although the stated reason for this by many employers is often that the ESIC Hospitals are too far, or closed or not good enough, SII is aware of many instances where the ESIC premium deducted from workers' compensation is not deposited with ESIC; such workers are, therefore, not even registered with ESIC until the accident (same issue as Post Accident Registrations mentioned above). Possibly as a result of this, more than half of injured workers are first taken to a private hospital, while ESIC paperwork is "completed" and then taken to ESIC hospitals, often after one to three days of injury.

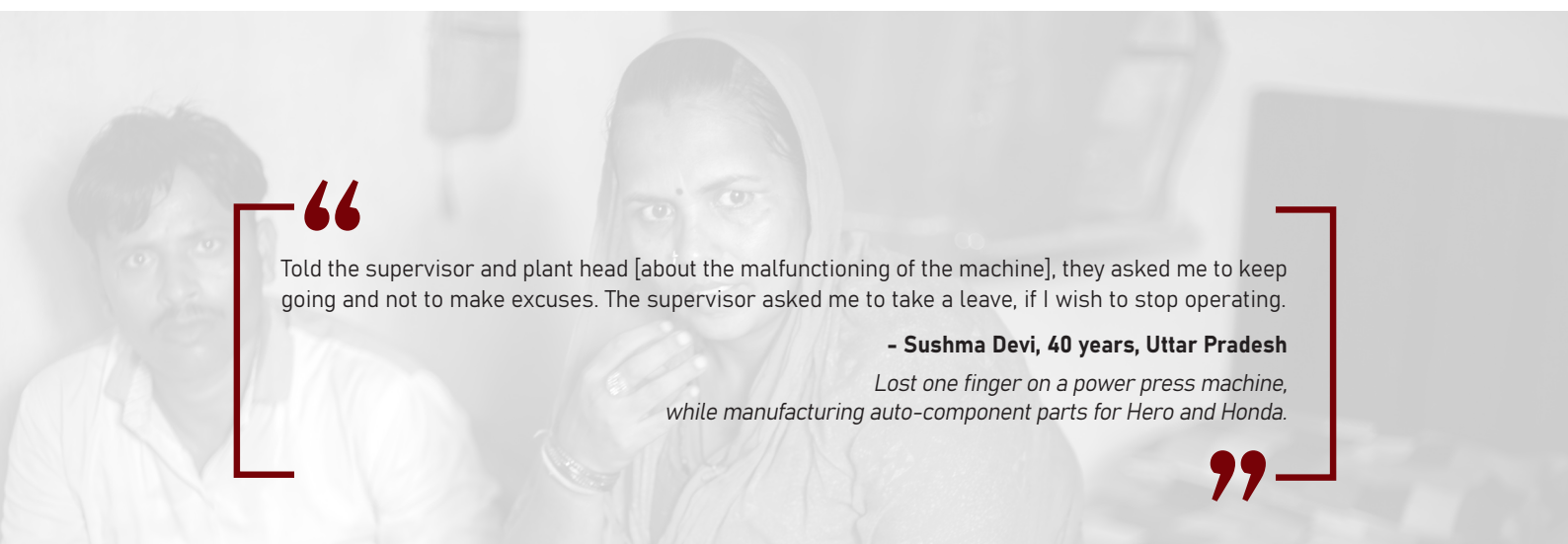
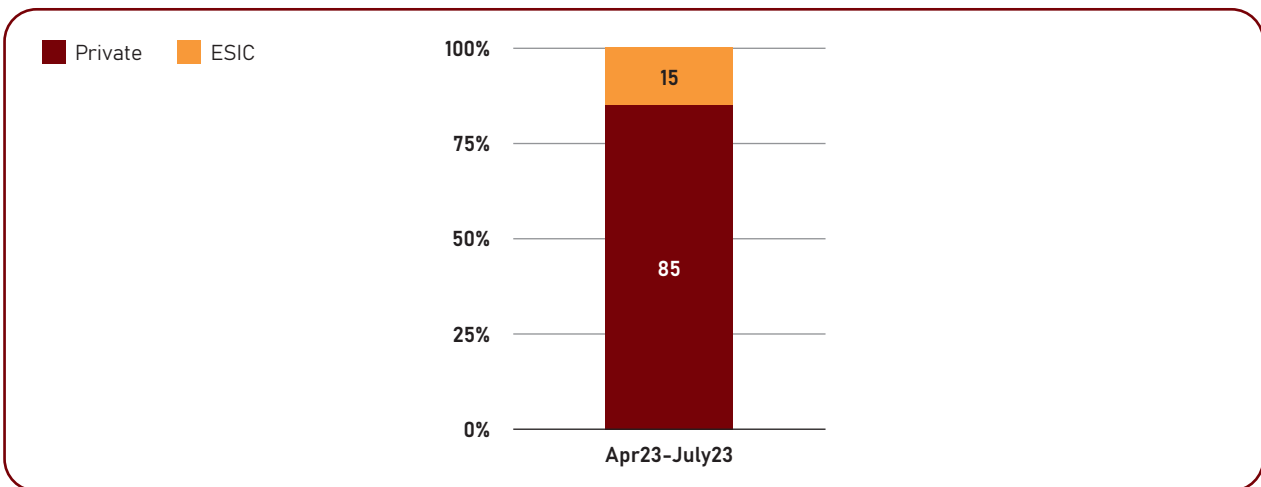
**Figure 2.14 In Haryana, more than half injured workers are first taken to a private hospital rather than ESIC (Apr19-Jul23)**



**Figure 2.15 In Pune, almost one-third injured workers first taken to a private hospital rather than ESIC; Pune appears to be better than Haryana (Aug22-Jul23)**



**Figure 2.16 In Rudrapur, 85% injured workers were first taken to a private hospital rather than ESIC, the situation in Uttarakhand is the worst compared to Maharashtra and Haryana (Apr23-Jul23)**



“ Told the supervisor and plant head [about the malfunctioning of the machine], they asked me to keep going and not to make excuses. The supervisor asked me to take a leave, if I wish to stop operating.   
 - Sushma Devi, 40 years, Uttar Pradesh   
 Lost one finger on a power press machine, while manufacturing auto-component parts for Hero and Honda. ”

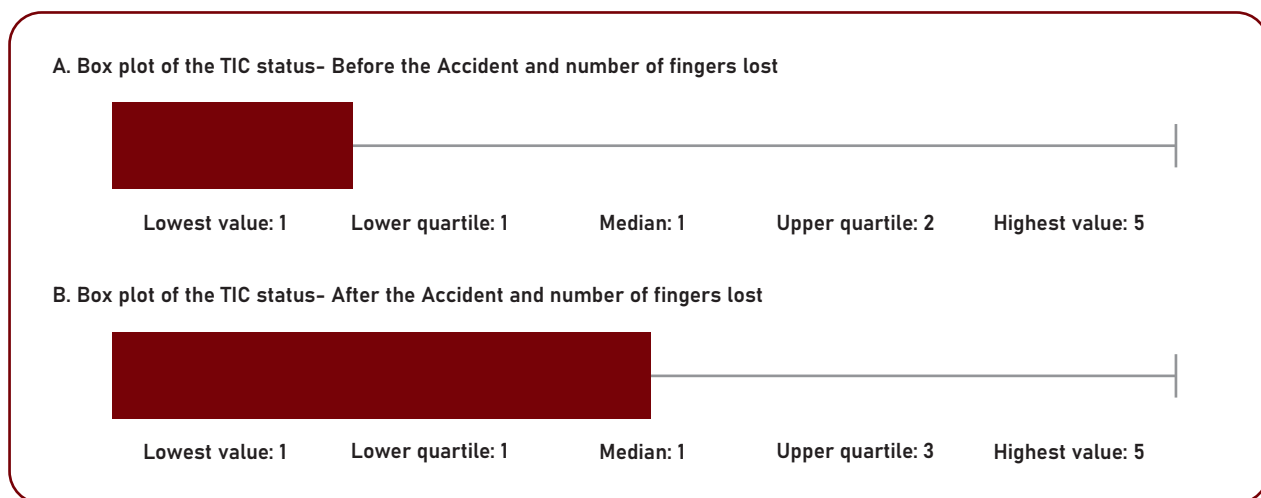
Note: All the quotes from the workers used, are either in the original hindi and/or a translation in English, to minimize the Report size.

In some cases, there may indeed be a good reason to take injured workers to a private hospital; however, this does not appear to be true for a large percentage of workers, especially as finally all these workers were in any case being treated in relatively better equipped in Faridabad, Gurugram, Manesar, and Pune ESIC Hospitals.



## 2.5 Factories with poorer ESIC compliance also have worse working conditions; Injured workers who received their ESIC e-Pehchaan card after the accident had higher severity of loss of fingers in an accident

**Figure 2.17** The total number of cases of fingers lost is higher for workers who got their TIC after the accident. Box plot of frequency of number of fingers lost and TIC status: before and after the accident. The size of the box determines the number of cases present in that category



An ANOVA analysis indicates the correlation between having an e-Pehchaan card after/ before the accident and loss of fingers, showing a significant relationship with p-value of 0.000 (less than 0.01), implying that those injured workers who received their e-Pehchaan card after the accidents had more severe loss injuries vs. those who got it before the accident.

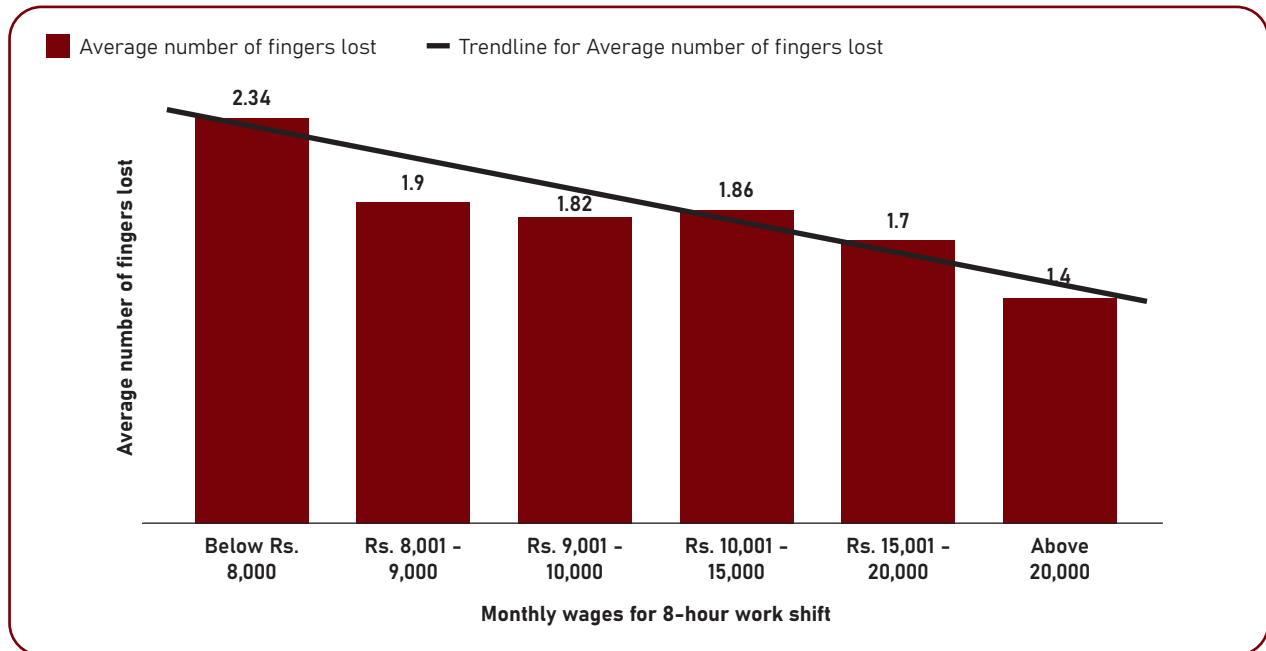
This could indicate that the worse the observed ESIC compliance in a factory, the worse, potentially, the adherence to other factors such as safer working conditions, and thereby worse injuries. **Better working conditions and better ESIC compliance appear to be correlated.**

**Figure 2.18** The ANOVA table (significant at 0.01) shows e-pehchaan card given to workers only after an accident is closely associated and indicates the likelihood of losing more fingers, therefore more severe crush injuries (Apr22-Jul23)

| Source             | Sum of square due to source | Degree of freedom | Mean sum of square | The F-statistics | The level of significance P-value |
|--------------------|-----------------------------|-------------------|--------------------|------------------|-----------------------------------|
| Between treatments | 184.94                      | 1                 | 184.94             | 276.92           | 0.00001                           |
| Within treatments  | 397.70                      | 594               | 0.67               |                  |                                   |
| Total              | 581.64                      | 595               |                    |                  |                                   |

## 2.6 The lower the wages of an injured worker, the worse the injury in Haryana, Maharashtra and Uttarakhand; a significant proportion paid below minimum wages

**Figure 2.19 Number of fingers lost vs. monthly wages in Haryana, Maharashtra and Uttarakhand (Apr22-Jul23)**



It is evident that the lower the income of a worker, the higher the severity of the injuries.

Workers earning less than Rs.8,000 for an 8-hour workday lost an average of 2.12 fingers in Haryana, Maharashtra and Uttarakhand; much worse than an average of 1.69 fingers lost in these three regions by those earning more than Rs. 15,000 p.m. It may be due to helpers being asked to operate machines, as is often seen, without adequate training and/or experience or the lower the factory in the supply chain, the lower the wages due to cost pressures and worse the working conditions.

### Lack of salary slip in Hero's supply chain leads to difficulties in obtaining disability pension

Worker's name: Amrendra

Age: 32 years old

State: Bihar

Injury: Three fingers lost of right hand

Machine where injury took place: Power press

Reason of accident: work pressure and machine was not working properly

OEM: Hero (IMT Manesar)

Problems faced in LWF: Salary slip unavailable, LWF contribution and management approval

SII help-

1. Complaint written to Labour Welfare Officer against employer regarding salary slip and LWF contribution pending in previous year.
2. Connected with the employer for management approval

Time taken: 2 months.



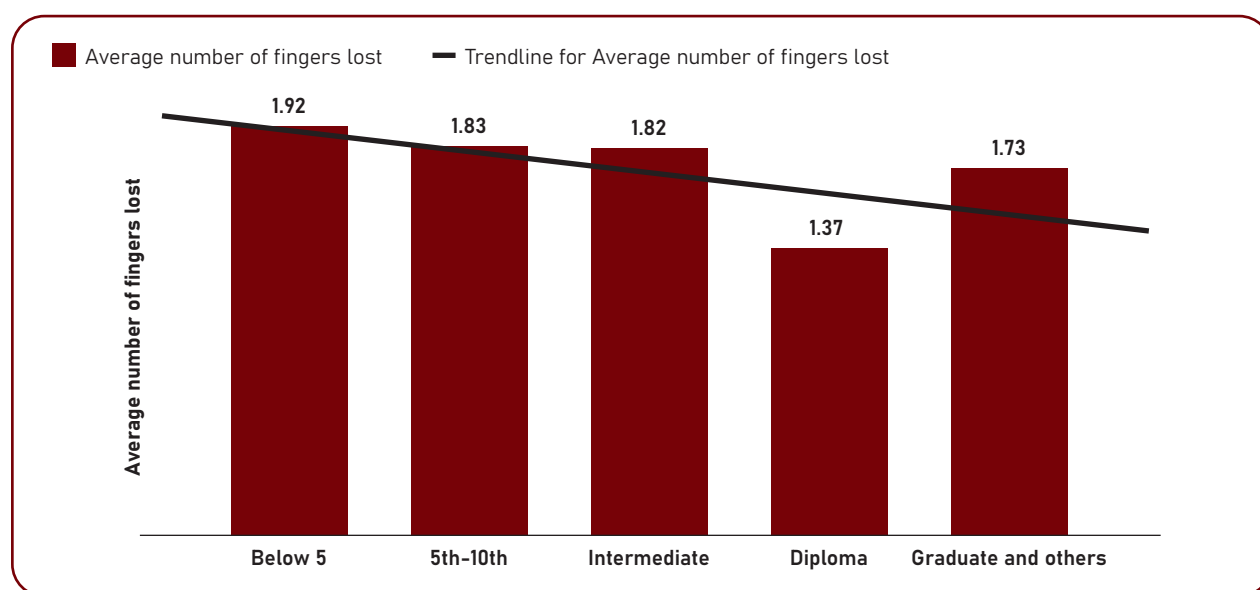
## Auto sector workers paid below legal minimum wages

In Gurugram 26%+ injured workers, in Faridabad 36%+ of injured workers and in Pune 17%, appear to be paid below<sup>7</sup> the minimum wages of a skilled worker.

In future CRUSHED reports, SII will analyse the data on minimum wages in greater detail as it believes the actual situation is worse than this data indicates.

## 2.7 In Haryana, Maharashtra and Uttarakhand, c.20%<sup>8</sup> (19.2%) injured workers were not educated to even the minimum level prescribed by ASDC for machine operators. Severity of injuries appears to be worse for lower educated workers

**Figure 2.20 Number of fingers lost vs. educational qualification in Haryana, Maharashtra and Uttarakhand (Apr22-Jul23)**



According to ASDC criteria,<sup>9</sup> a press shop assistant/helper must have a minimum educational qualification of class 8 and pre-requisite licence or training of “basic press shop and housekeeping skills 5S and Safety. Press shop operator Level 4 must have a minimum educational qualification of class 10 and pre-requisite licence or training of “press shop operations, different pressing processes used in the organisation 5S & Safety.”

However, in Gurugram c.8% of injured workers; in Faridabad c.24%; and in Pune c.7% of injured workers are not educated at all. SII does not collect specific data on below class 8 separately, which is clearly another significant proportion. **Overall, it appears that more than 81% of injured workers had not completed even class 10 and all of them were operating machines when injured in non-compliance with industry’s own ASDC guidelines.**

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.

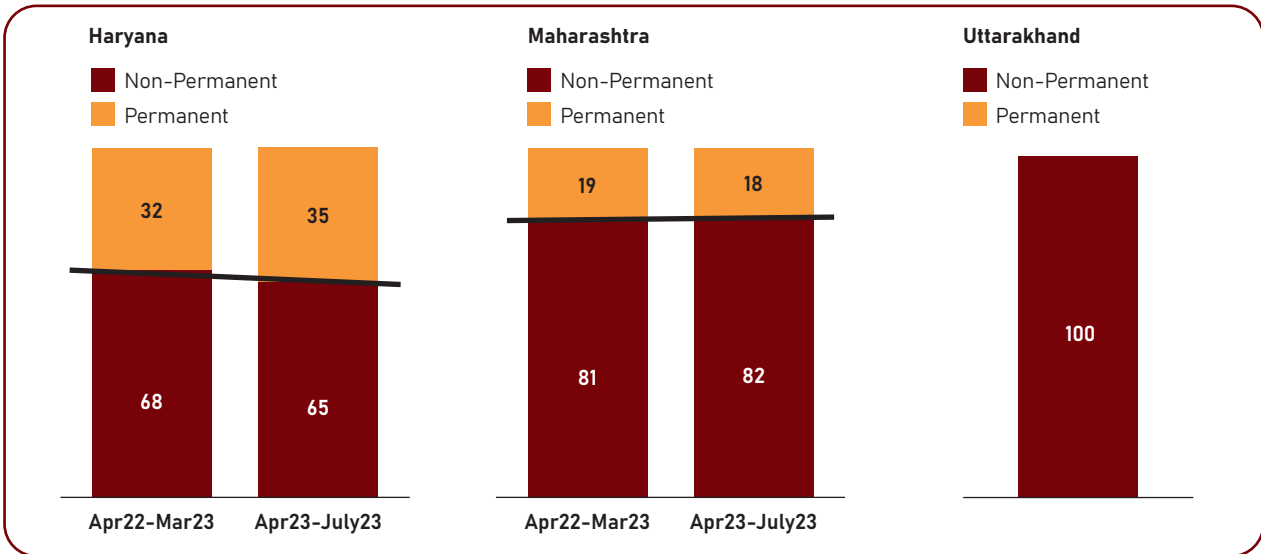
<sup>7</sup> The calculation of the proportion of injured workers earning less than minimum wage of a skilled worker, is based on the filtering criteria of Rs. 10,000. The actual minimum wage lies between Rs.13,000-Rs.15,000 in Haryana and Maharashtra, as per the Deptt. of Labour in the respective states. Therefore, the figures, 26%, 36% and 17% are conservative estimates.

<sup>8</sup> The calculation of proportion of injured workers who were not educated to the minimum educational qualification as per the ASDC criteria is based on the filtering criteria of less than 5th standard. The legislation requires an operator to be educated at least till standard 8th. Therefore, the figure c. 20% is a conservative estimate.

<sup>9</sup> Refer to: <https://www.asdc.org.in/job-roles>, and [https://s3.ap-south-1.amazonaws.com/nsdcproddocuments/qpPdf/ASC\\_Q3401\\_v1.0.pdf](https://s3.ap-south-1.amazonaws.com/nsdcproddocuments/qpPdf/ASC_Q3401_v1.0.pdf)

## 2.8 Majority of injured workers in Haryana and Maharashtra continue to be non-permanent. In Uttarakhand, all workers were on non-permanent employment

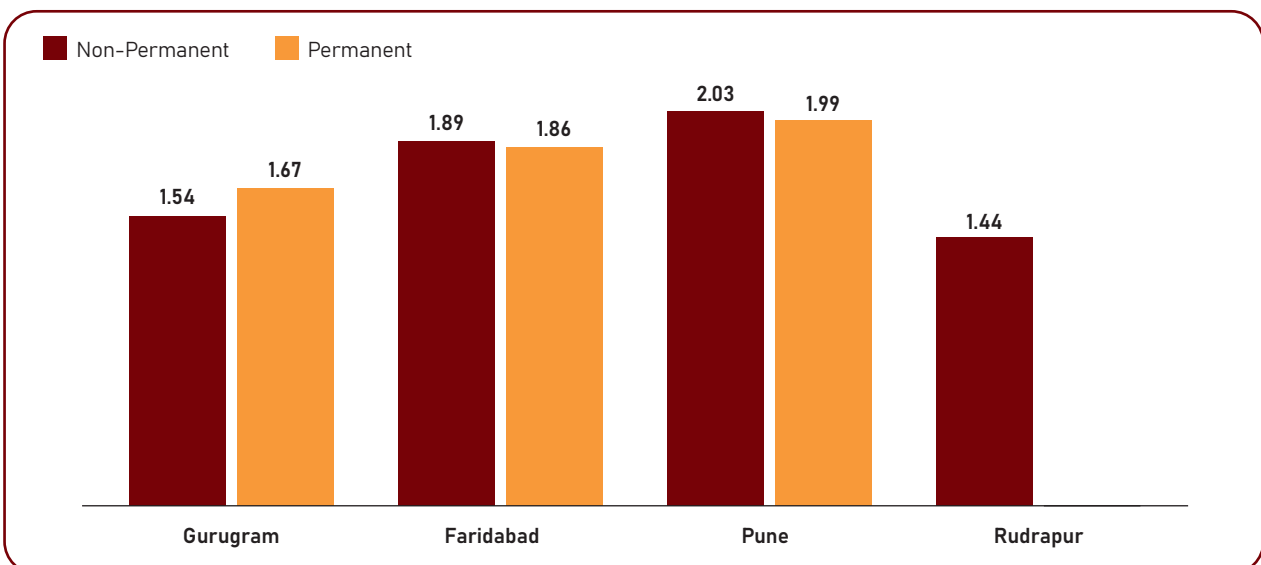
**Figure 2.21** In Haryana, Pune, Maharashtra and Rudrapur, Uttarakhand, 65-100% of injured workers are non-permanent



In Gurugram, the proportion of non-permanent injured workers continues to be high at 74% (84% in 2022-23). In Faridabad, the proportion of injured workers in non-permanent employment is 57% (50% in 2022-23). This proportion is even higher in Pune, Maharashtra, where 82% (81% in 2022-23) of injured workers met and assisted by SII were on non-permanent roles. In Rudrapur, Uttarakhand, all the injured workers were on non-permanent employment, which stands much worse compared to Haryana and Maharashtra.

## 2.9 Permanently employed workers should feel no safer than non-permanent ones in Haryana, Maharashtra and Uttarakhand; unsafe working conditions impact them equally

**Figure 2.22** Average number of fingers lost vs. the nature of employment in Gurugram, Faridabad (Apr22-Jul23) and Pune (Aug22-Jul23) appears to be similar

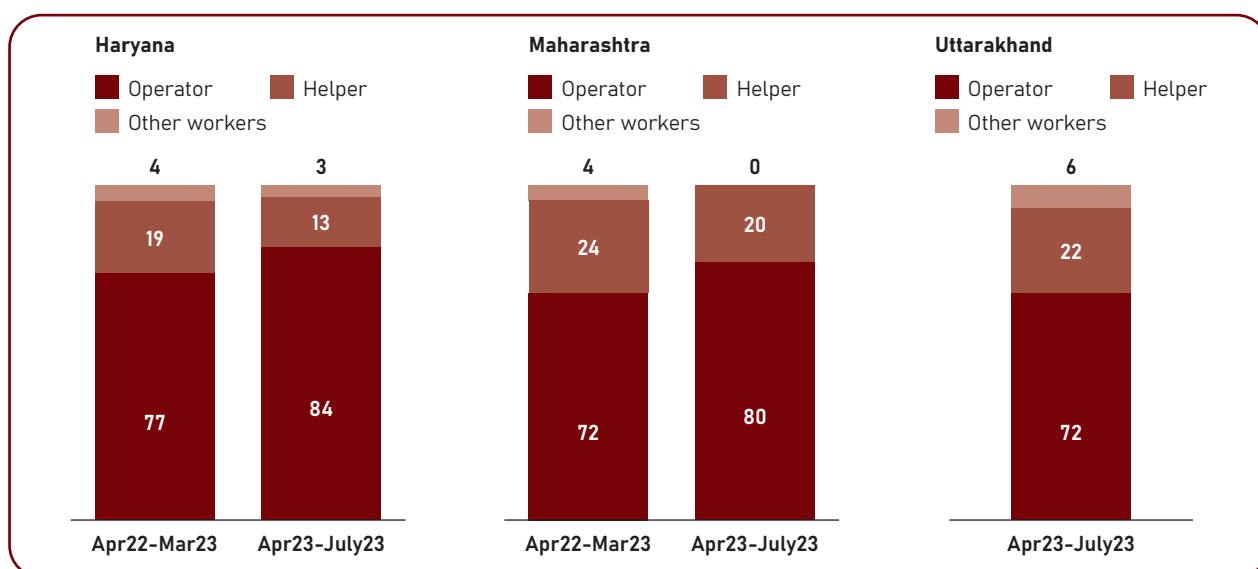


There is an insignificant statistical difference between the nature of employment (permanent vs. non-permanent roles) and average number of fingers lost in each group. It would appear that permanent workers in these factories are not working on any better machines or in better working conditions. On this issue, both these types of workers should get together in their demands and labour unions should take up this issue equally for both categories of employment.

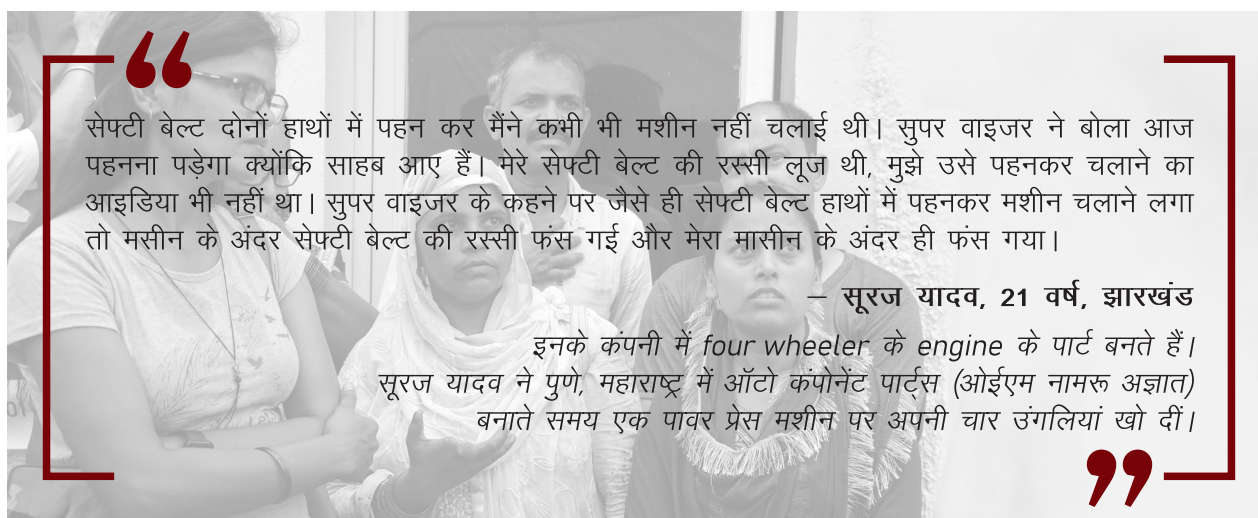
In CRUSHED2022, the average number of fingers lost was, in fact, greater for permanent workers compared to non-permanent workers in Faridabad. One of the plausible reasons identified is the change in the nature of employment from non-permanent to permanent role after a worker meets with an accident.

## 2.10 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

**Figure 2.23 In Haryana, Maharashtra and Uttarakhand 13-24% of injured workers were helpers, although the proportion of helpers has relatively reduced from last year**

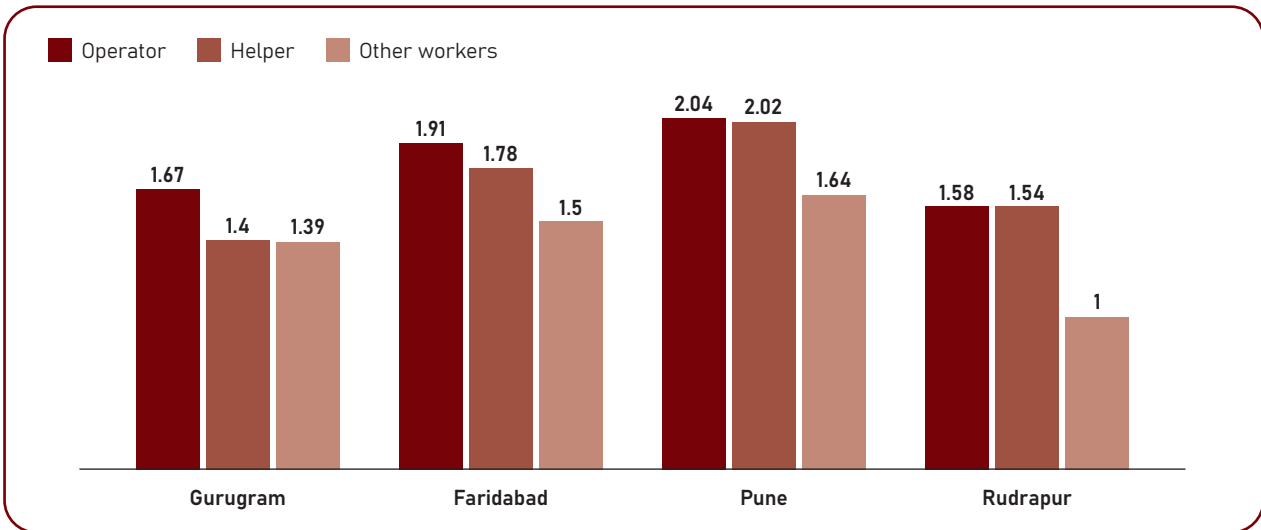


Machine operations are clearly for skilled workers, while helpers are unskilled. Such a large proportion of injured helpers suggests such unskilled workers being asked to do a skilled job—an illegal activity, resulting in equally severe injuries as the operators as below.



Note: All the quotes from the workers used, are either in the original hindi and/or a translation in English, to minimize the Report size.

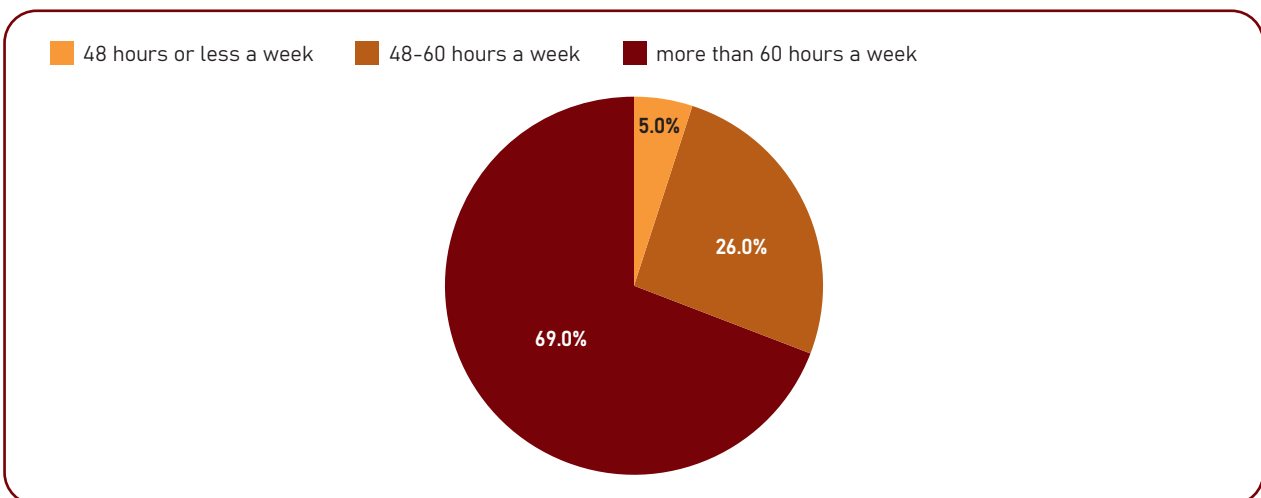
**Figure 2.24 Helpers and operators face a similar incidence of losing fingers in Gurugram, Faridabad, Pune and Rudrapur. (Gurugram: Apr22-Jul23; Faridabad: Apr22-Jul23; Pune: Aug22-Jul23)**



**2.11 In Haryana and Maharashtra, most injured workers worked six days a week, c.80% of them reported that they worked for 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**

The Indian Factories Act 1948 allows overtime. The proposed Occupational Safety & Health and Working Conditions (“OSH & WC”) Labour Code has increased the “spreadover”<sup>10</sup> from 10.5 hours to 12 hours. However, the Code has retained that the total number of hours, which are not allowed to exceed 48 hours per week. This is clearly being breached in most of these injured workers’ cases with no legal consequences. It is possible that “piecemeal rates” are being used to circumvent this provision. SII will investigate this further in future reports. Many of the workers who have never worked in factories before, do not know of these provisions and may believe that ten hours - six day work weeks is the norm.

**Figure 2.25 Almost all injured workers worked more than 48 hours a week - the legal limit - with c.70% more than 60 hours a week (Gurugram: 2019-23; Faridabad: 2021-23; Pune: Aug22-23)**



<sup>10</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.**



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

However more than half of the injured workers advised that they work for more than 60 hours a week.

c.70% injured workers reported that they work for more than 60 hours a week, c.80% of injured workers reported that they worked for more than 48 hours a week without being paid for overtime. 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.**

Industry · 3 Min Read

### Indian auto industry's dirty little secret : It doesn't care for its supply chain workers

In the last 5 years, more than 2800 workers have suffered grave injuries in the supply chain of India's automobile industry. Majority are contractual, migrant workers that are sparsely educated and earn less than INR 10,000 per month. Their companies are suppliers to all the top names in the business--Maruti, Tata, Hero, Bajaj, TVS and Honda, yet the help and support is inadequate. The accidents are caused due to lack of training, malfunctioning safety sensors and above all insensitivity.

Sumant Banerji · ETAuto  
Updated On Jan 26, 2022 at 02:15 PM IST

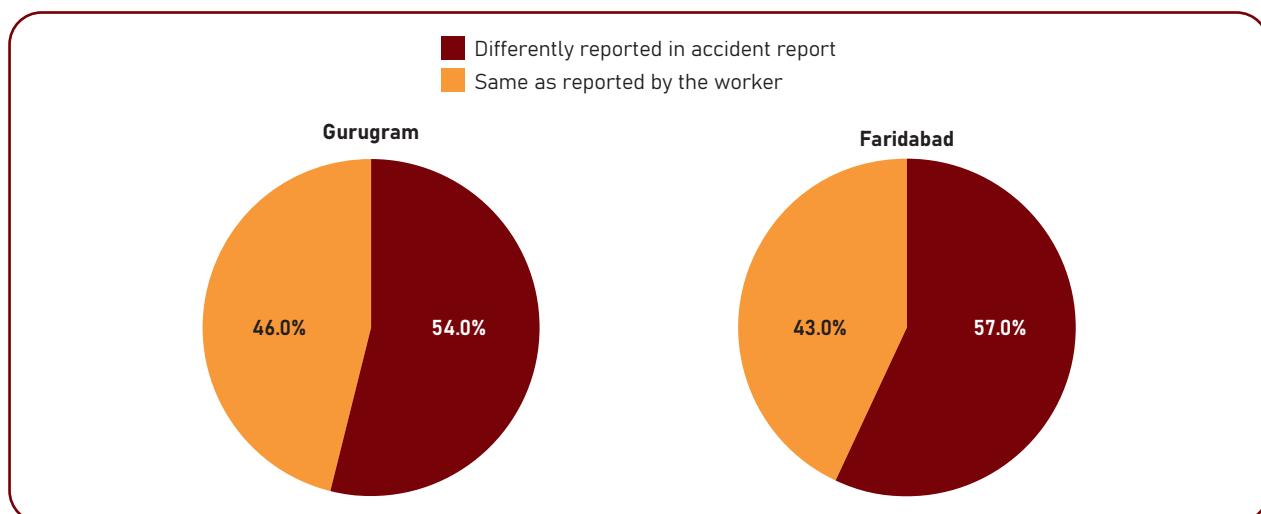
Read by: 8273 Industry Professionals

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

SII’s recent analysis of 136 Accident Reports submitted to ESIC by employers at Faridabad and Gurugram reveal the following untruths in them:

**2.12.1 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**

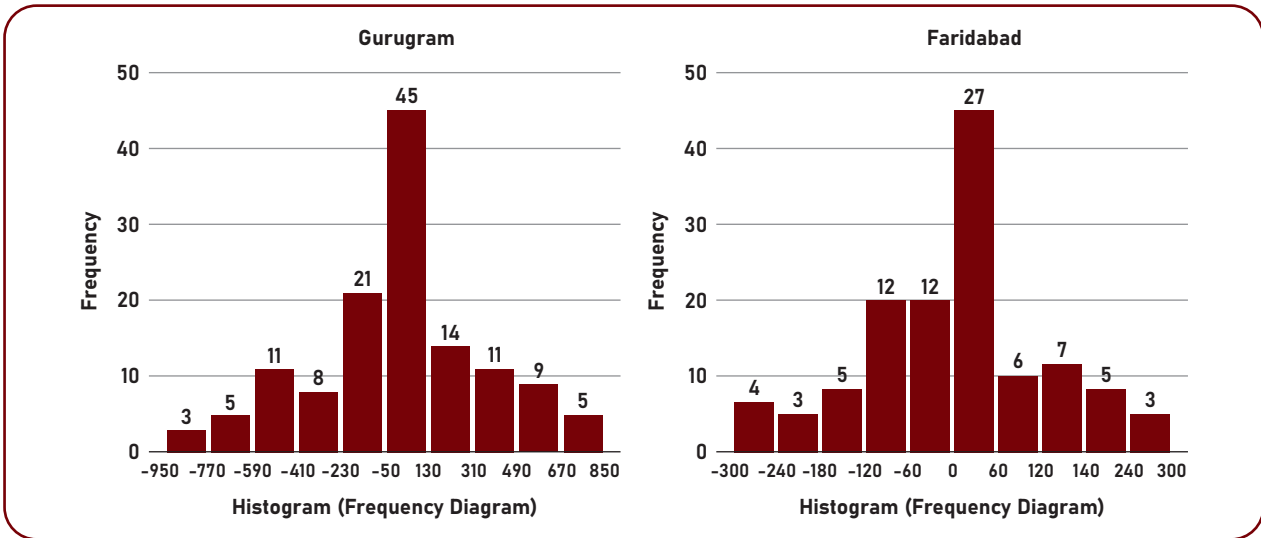
**Figure 2.26 In more than half cases, “reason of accident” as reported in the Accident Report is different from what workers advised to SII (Gurugram: 2019-23; Faridabad: 2021-23)**





## 2.12.2 About half of injured workers reported a difference of more than 3 hours in the actual time of accident and what was reported in the Accident Report submitted by the employer

**Figure 2.27** The frequency distribution charts (with class size of 3 hours and an hour) of the difference in the time of accident as reported in the Accident Report vs. what workers have advised SII (Gurugram- 2019-23; Faridabad- 2021-23). SII is presently investigating the reason(s)



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<sup>11</sup> of the legislation, specified in the Accident Report.

| Injured Worker   | The reason of accident according to the "Accident Report"  | Quotes <sup>12</sup> : 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 he did not shut down 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 maintenance person refused to repair it. The worker was checking the machine when the finger came inside the machine, due to which the accident occurred <sup>13</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 he [got] distract[ed] 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 the machine came down directly and the accident occurred. <sup>14</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>15</sup>  |

<sup>11</sup> Accident Report mentions three types of contraventions- acting upon which might hinder the process of compensation for the workers. These three contraventions are: a. provision of any law applicable to the worker, b. any orders given by/ on behalf of the employer, c. acting without instruction of his employer.

<sup>12</sup> These quotes are translated by SII.

<sup>13</sup> वर्कर CNC मशीन चलाकर सही कर रहे थे क्योंकि मेटेनेंस वाला व्यक्ति रिपेयर करने से मना कर रहा था। वर्कर मशीन चेक कर रहे थे तभी ऊँगली मशीन के अंदर आ गयी जिसके कारण एक्सीडेंट हुआ।

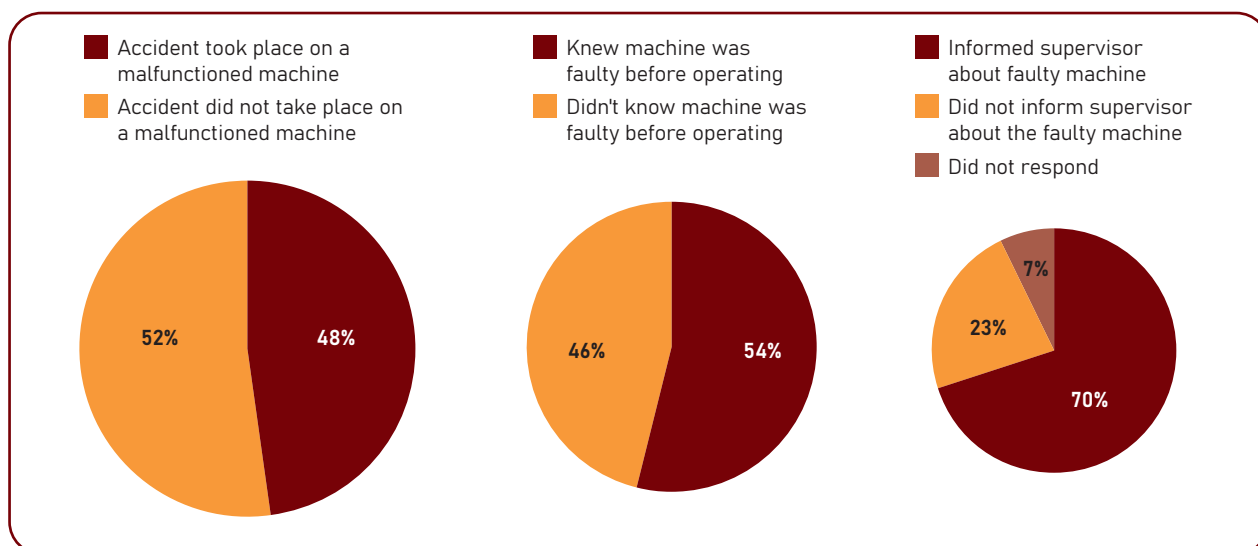
<sup>14</sup> वर्कर हेल्पर है, पहली बार मशीन चलाया, जब PP मशीन से पीस निकाल रहा था, अचानक प्रेशर डाउन हुई जिससे मशीन डायरेक्ट नीचे आ गयी और एक्सीडेंट हुआ।

<sup>15</sup> PP मशीन से पीस निकालते समय मशीन डबल आ गयी।

## 2.13 Dangerous machines, unsafe working conditions and inadequate safety provisions

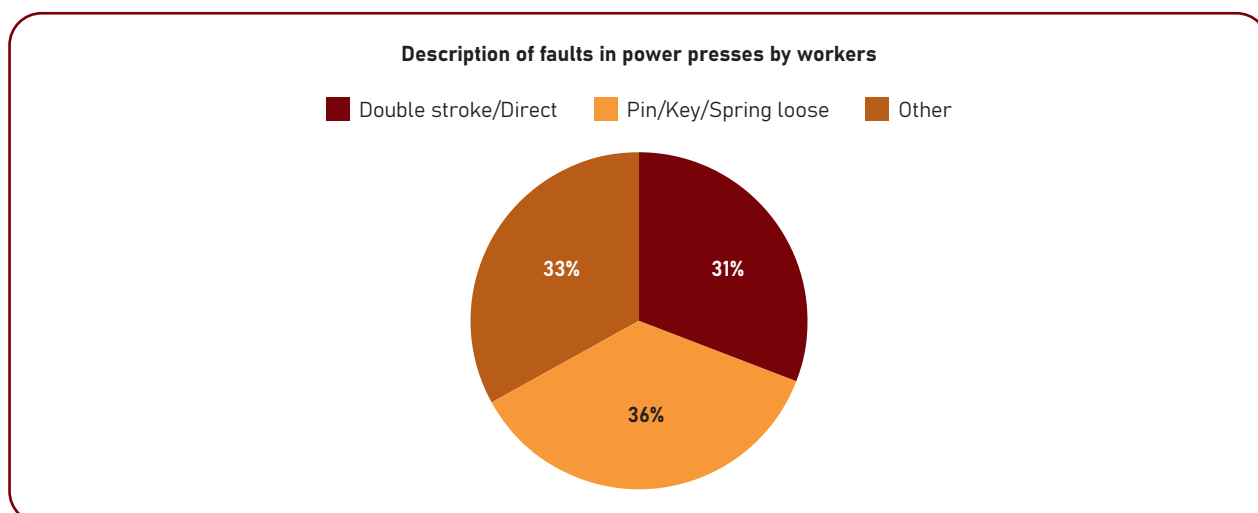
2.13.1 Almost half of the injured workers were aware that the machine was “malfunctioning” and could not do anything about it. Of these, more than half knew that machine was faulty *before* operating. Why can’t the employers listen to their workers’ complaining about machines?

Figure 2.28 In Haryana and Maharashtra, c.50% injured workers identified the malfunctioning of machines as a reason for the accident; out of which 54% reported that they knew it before operating (Gurugram: 2019–23; Faridabad: 2021–23; Pune: Aug 22–23)



2.13.2 ‘Double Stroke’ and ‘loose parts’ in the power press are the most common causes of loss of fingers; an indication of poor machine maintenance and delay in replacement of even inexpensive parts

Figure 2.29 Double stroke and loose pin/key/spring are the main faults in power presses leading to the injuries (Gurugram: 2019–23; Faridabad: 2021–23; Pune: Aug22–23)

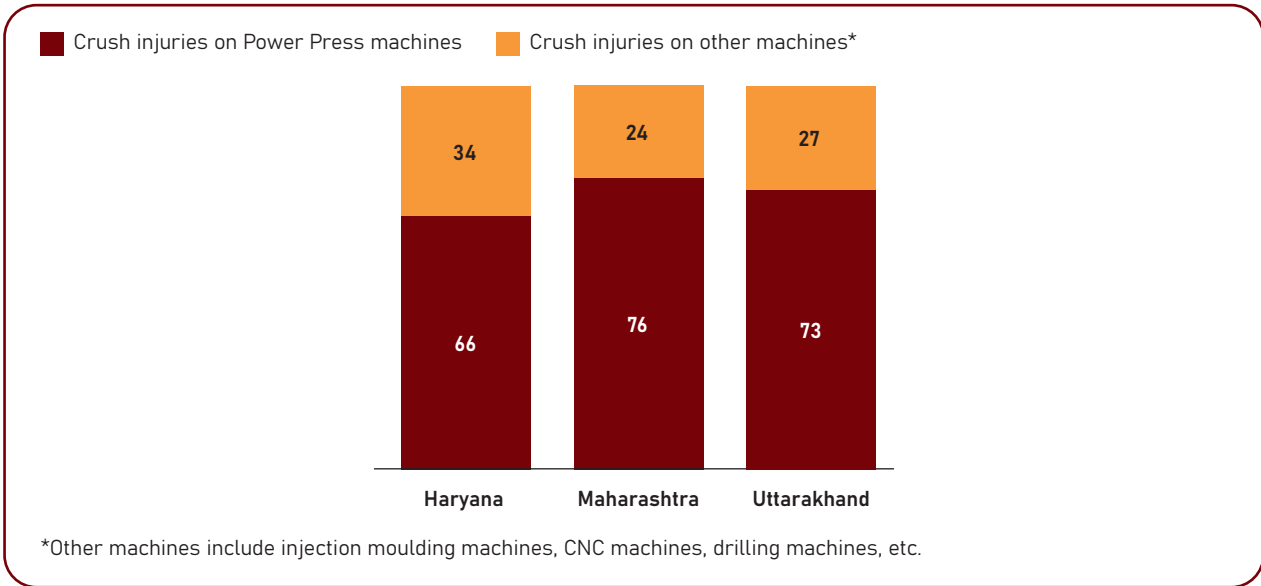


In Haryana and Maharashtra, out of 48% of injured workers who reported malfunctioning of the machine, 31% of injured workers report that they got injured because of a double stroke or the power press machine becoming ‘direct’ while 36% reported the issue was with the pin/ key/ spring.

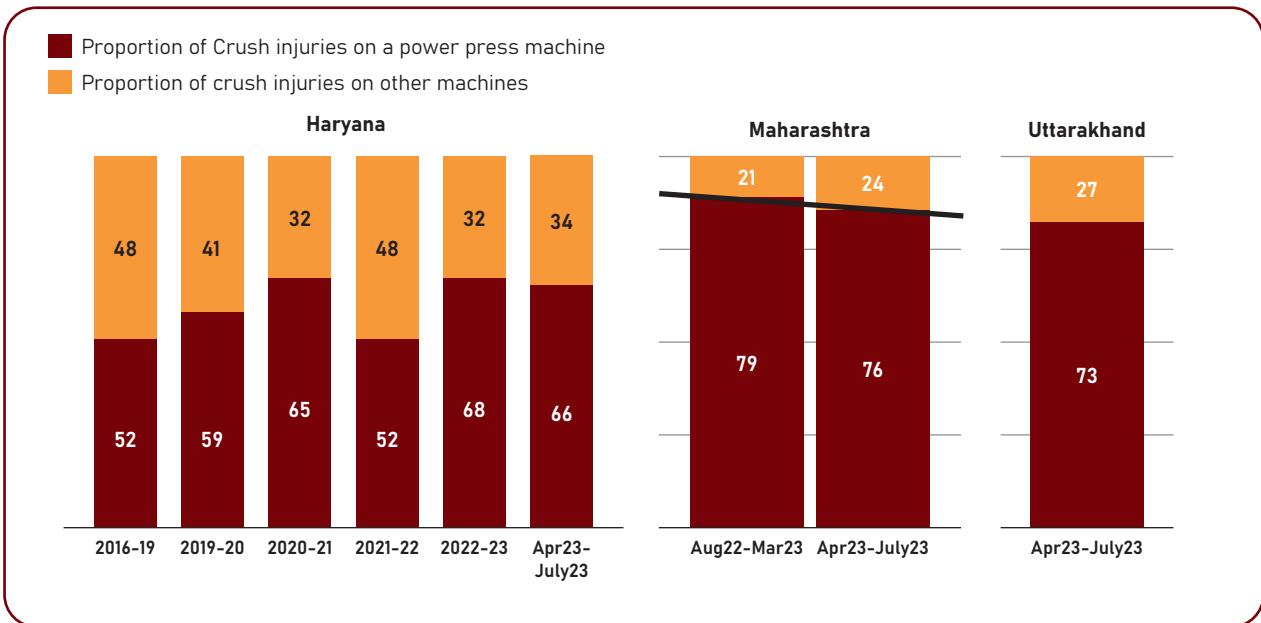
### 2.13.3 A majority of these crush injuries continue to happen on the power press machines; Pune, Faridabad, and Rudrapur continue to be worse than Gurugram

Power press machines continue to cause most of these accidents. In our third edition, CRUSHED 2021, SII presented a detailed overview on how the press press machines is doubly “dangerous” with rampant legal violations.<sup>16</sup>

**Figure 2.30 Majority of crush injuries happen on power press machines (Apr23-Jul23)**



**Figure 2.31 Proportion of power press injuries in Haryana (2016-Jul23), Pune (Aug22-Jul23) and Rudrapur (Apr23-Jul23) continues to be high**

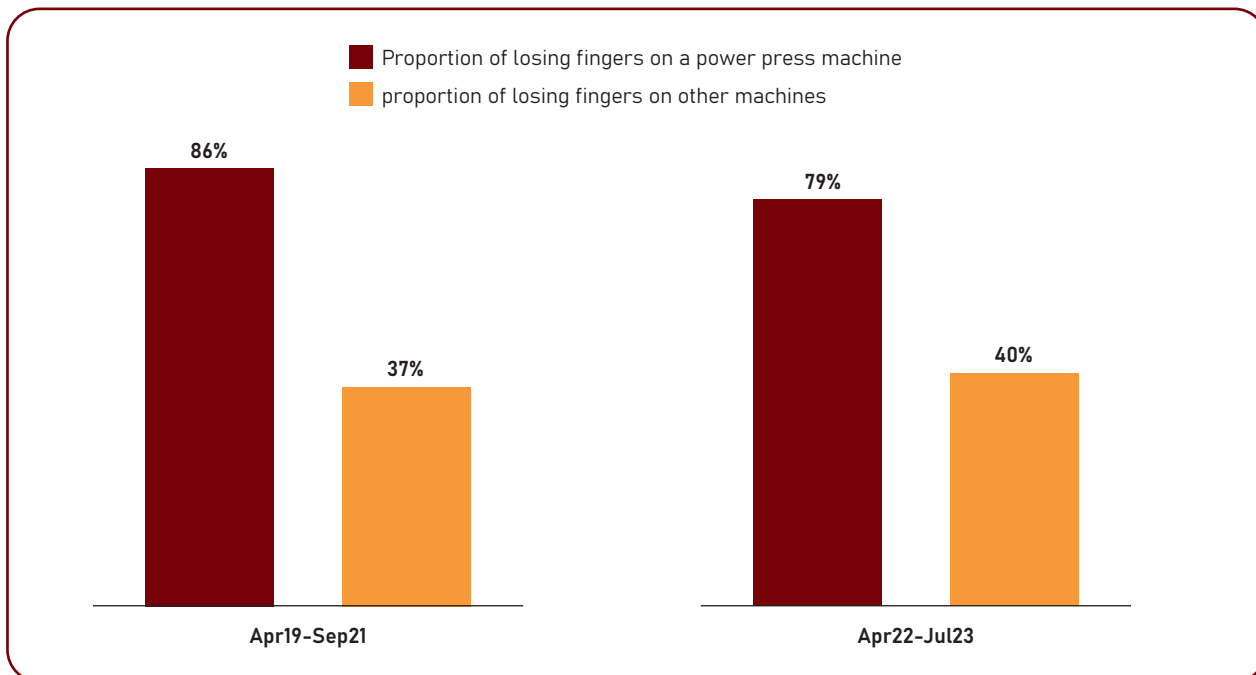


In Gurugram, power presses continue to contribute to more than half of all the injuries in the past five years. In Faridabad, the press machine accounts for even a larger c.70% share (exception during 2021-22, possibly due to COVID). The injuries on power press machines were even worse in Pune, Maharashtra and Rudrapur, Uttarakhand, compared to that of Haryana, with the proportion as high as 73-75%.

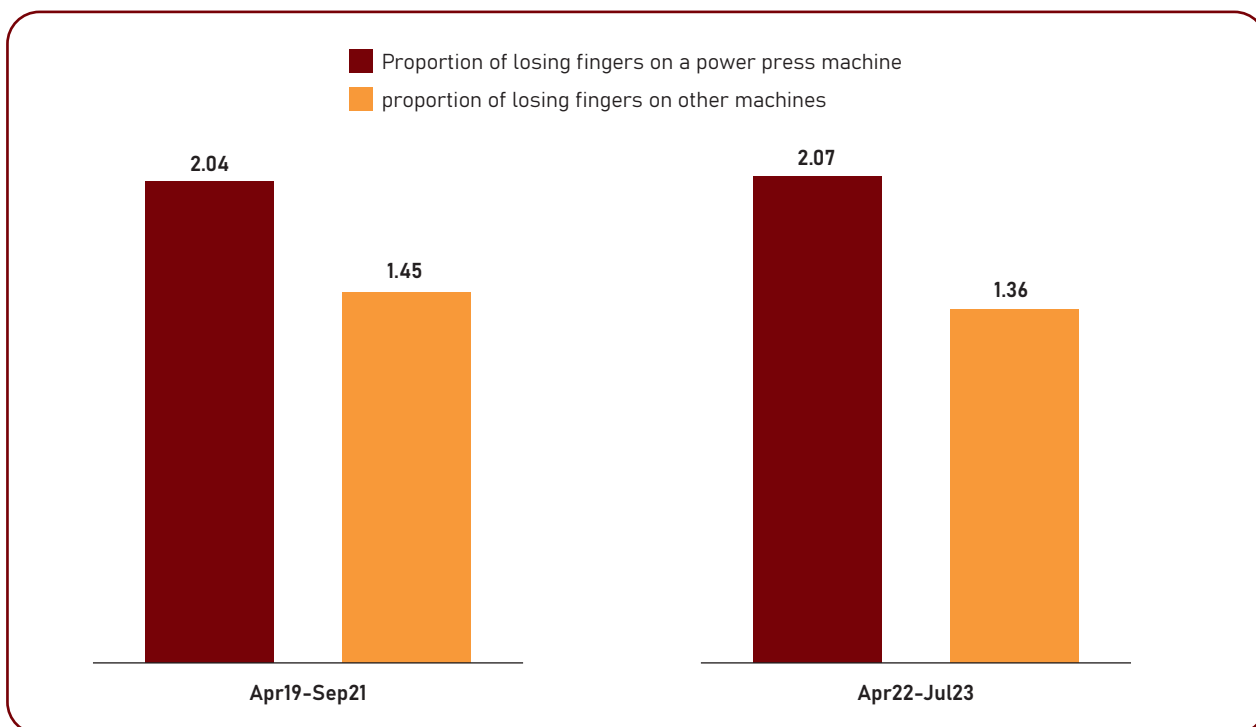
<sup>16</sup> Please refer to page numbers 38-41 on power press in CRUSHED 2021. [https://www.safeinindia.org/\\_files/ugd/5d022b\\_d29a9e851218435bb83687175c30193b.pdf](https://www.safeinindia.org/_files/ugd/5d022b_d29a9e851218435bb83687175c30193b.pdf)

### 2.13.4 Twice as many workers lose fingers on power presses, as a proportion, and a worker loses half a finger more on a power press machine accident than on other machines

**Figure 2.32 Proportion of losing fingers in accidents on power press machines vs. other machines. (Gurugram- Apr22-Jul23; Faridabad- Apr22-Jul23; Pune- Aug22-Jul23)**



**Figure 2.33 Power press machine crushes more fingers than other machines. (Gurugram- Apr22-Jul23; Faridabad- Apr22-Jul23; Pune- Aug22-Jul23)**



“

Ever since my younger brother Arvind Nath (17 years old) had his fingers injured on the power press, I have lost the will to operate the machine. However, the factory owner compels me to run it. The machine does not discriminate between young and old; it poses the same danger to anyone who operates it, regardless of age. If I also lose my hand, what will happen to my mother?

- Gaurav Nath, 19 years old, Bihar

Manufacturing auto parts for Maruti in Manesar, Haryana

”

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

Figure 2.34 In Haryana, 90% power press machines did not have safety sensors installed, in Maharashtra it is 95% (Haryana- 2019-23; Pune- Aug22-23)

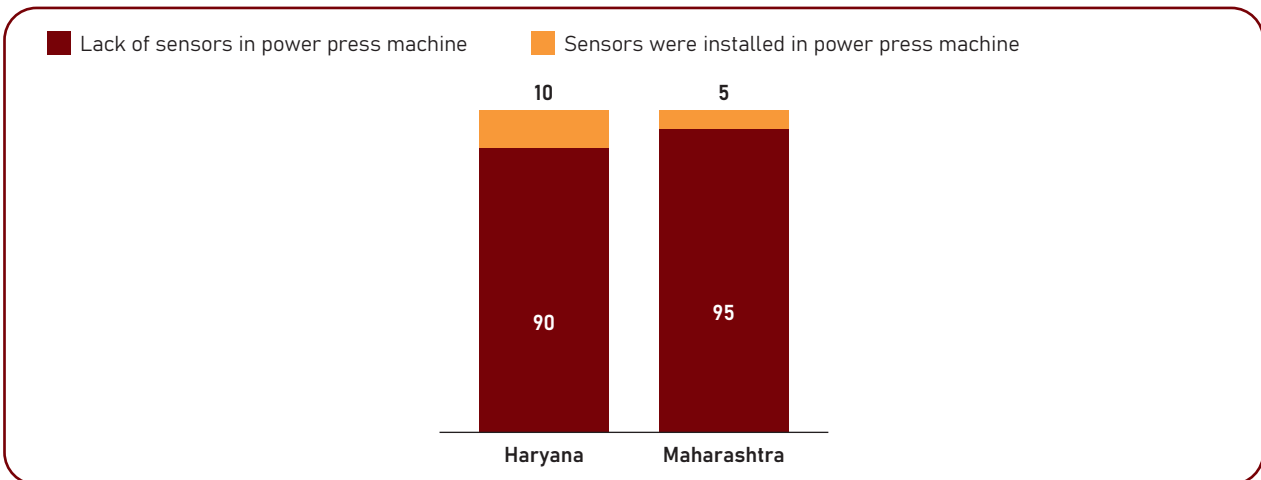
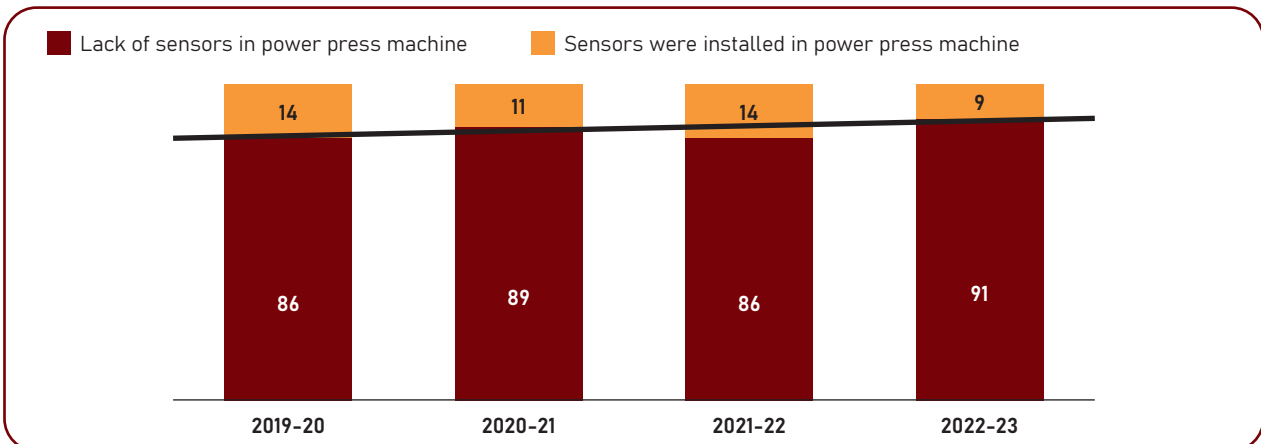


Figure 2.35 The issue of lack of sensors in the power press machine does not seem to have improved. (Gurugram- 2019-23; Faridabad- 2021-23)<sup>17</sup>



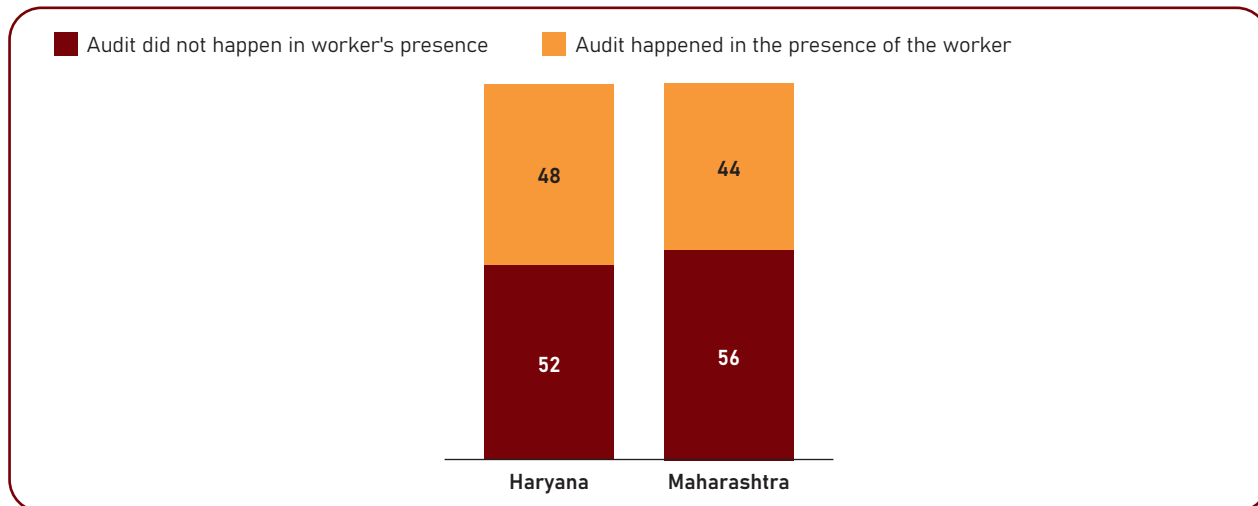
<sup>17</sup> Pune, trended data unavailable because of recent start of operations.

Note: All the quotes from the workers used, are either in the original hindi and/or a translation in English, to minimize the Report size.

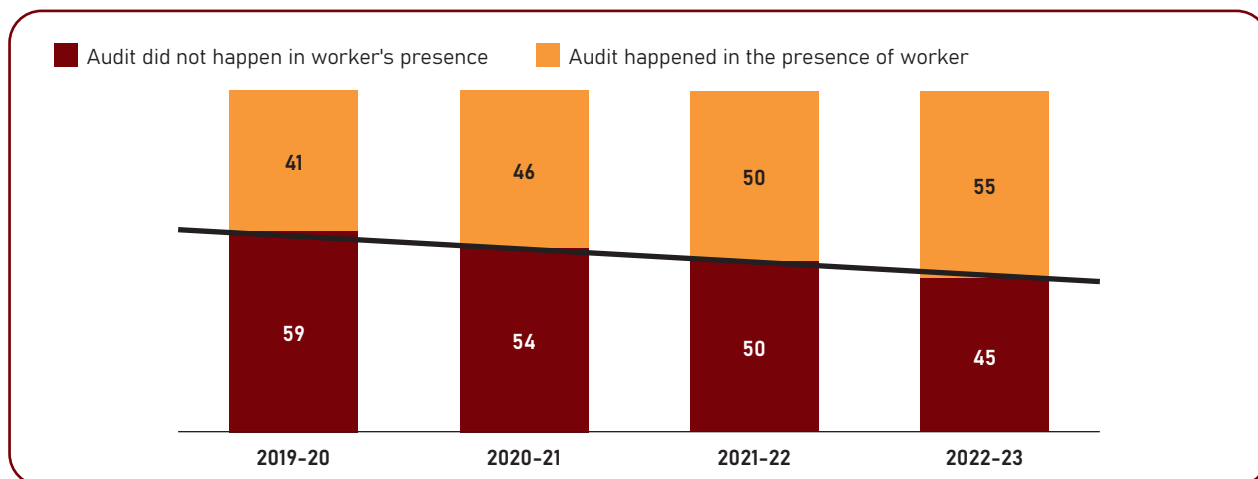


### 2.13.6 More than half of injured workers operating these dangerous power press machines reported that over the years, either audits did not happen in their presence, or they were asked to leave during audits

**Figure 2.36 50%+ injured workers in Haryana and Maharashtra, report that the audit did not take place in their presence (Gurugram- 2019-Mar23; Faridabad- 2021-Mar23; Pune- Aug22-Mar23)**



**Figure 2.37 Although the situation of audit taking place in the presence of workers seems to be improving in Haryana, the proportion continues to be significant (2019-Mar23)**



“

जब सेफ्टी वाले ऑडिट करने आते हैं तब कम्पनी वाले चोट लगे सभी वर्कर को कम्पनी के बाहर कर देते हैं। इस कम्पनी में 14 से 15 वर्कर चोट लगे हैं। सभी को एक साथ ऑडिट के दौरान बाहर बिठा देते हैं जब तक ऑडिट चलती रहती है। कम्पनी वालों को डर लगता है कि पता नहीं ऑडिट वाले वर्कर से क्या सवाल पूछ लें कि चोट कैसे लगी? इस लिए बाहर बैठा देते हैं।”

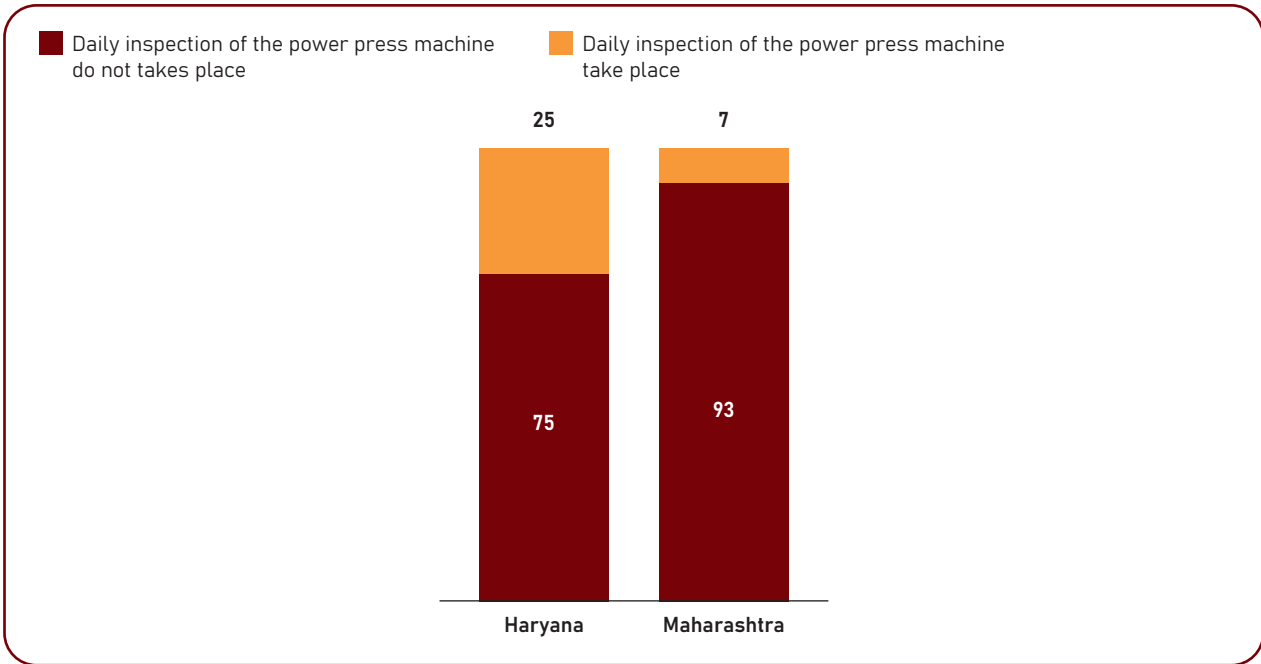
— अमित कुमार, 35 वर्ष, उत्तर प्रदेश  
मारुति के लिए ऑटो-कंपोनेंट पार्ट्स बनाते समय पावर प्रेस मशीन पर दो उंगलियां खो गईं।

”

Note: All the quotes from the workers used, are either in the original hindi and/or a translation in English, to minimize the Report size.

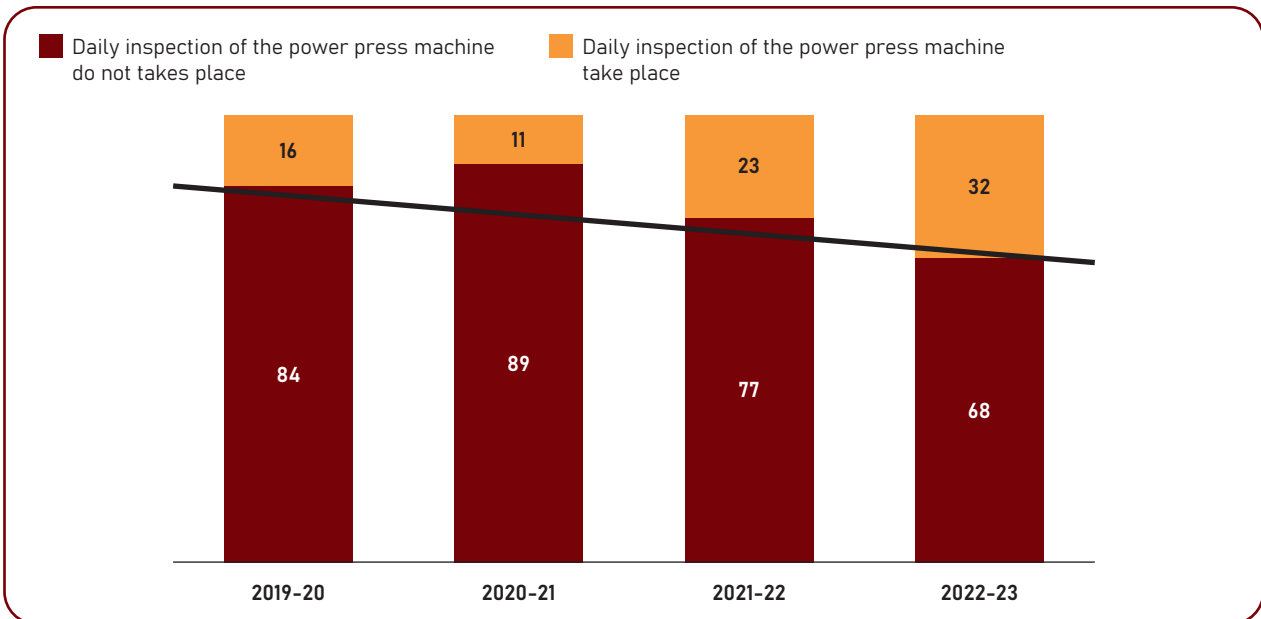
### 2.13.7 Absence of the required daily inspection of the power press machine continues to be a major issue both in Haryana and Maharashtra

**Figure 2.38 Majority of injured workers reported no daily inspections of Power Press, in both Haryana and Pune (Haryana: 2019-23; Pune: Aug22-23)**



In Haryana, 75%+ injured workers reported that power press machines on which their accident took place, were operating without the required inspection; Maharashtra- the situation is worse, c.90% reported that power press machines go without inspection.

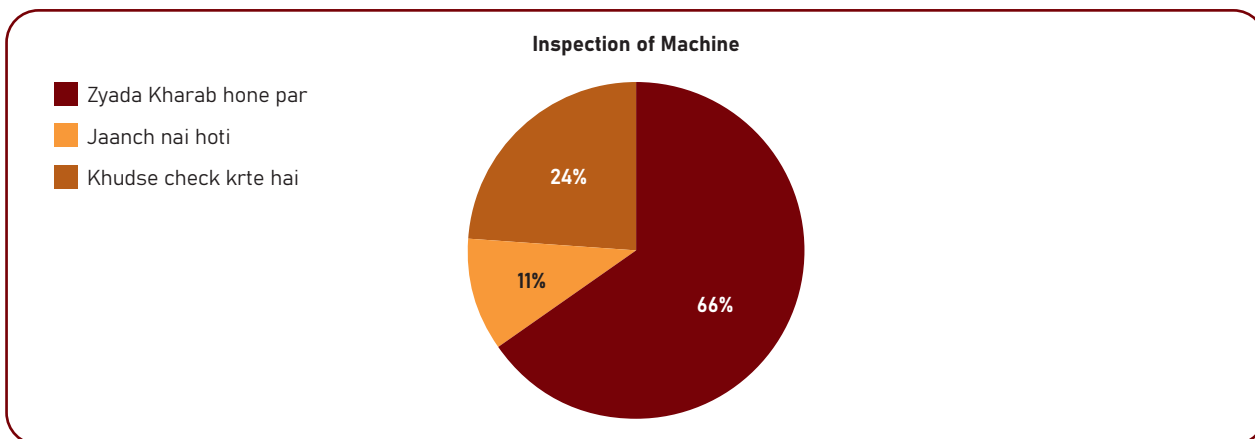
**Figure 2.39 Although the issue of daily inspection of the power press machine seems to have improved in Haryana (2019-23), the proportion running without inspections continues to be very large**



In the absence of proper audits and inspections, the number of cases of workplace accidents in auto sector component manufacturing units is bound to continue and likely go up.

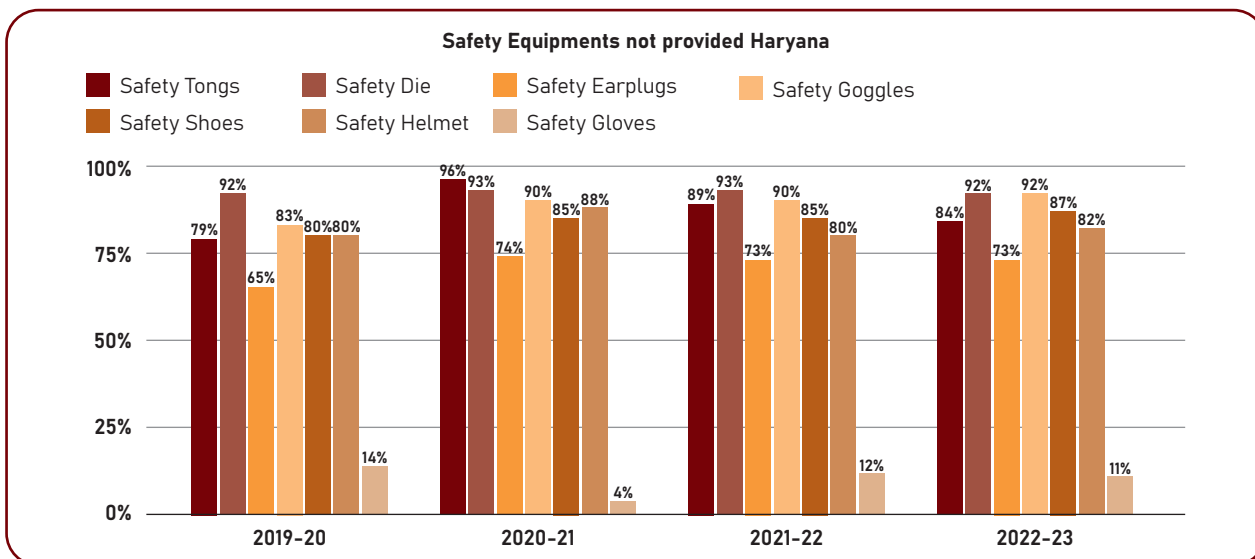
### 2.13.8 Any inspection that does occur, appears to take place only after a power press machine becomes unoperational; it's too late

**Figure 2.40** In most of the accident cases (66%), inspection took place only after the machine goes faulty (Gurugram: 2019-23; Faridabad: 2021-23; Pune: Aug22-Mar23)



### 2.13.9 Proper safety equipment is not provided to most of the workers operating the power press machine in both Haryana and Maharashtra

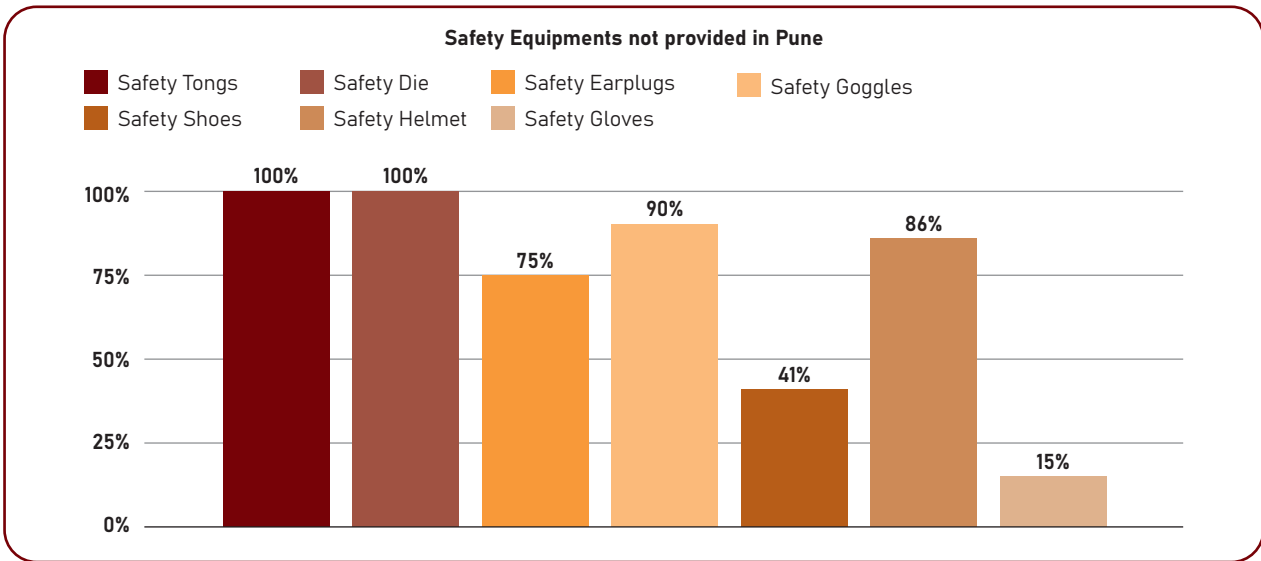
**Figure 2.41** In Haryana, most injured workers working on the power press machines, reported that they were not provided with adequate safety equipments on the shopfloor (2019-Mar23)



“  
 Audit people do not talk about safety sensors, they only check cleanliness and quality of parts.  
 - Harendra, 53 years, Uttar Pradesh  
 Lost two fingers on a power press machine while making auto-components parts for Maruti, Hero and Honda.  
 ”

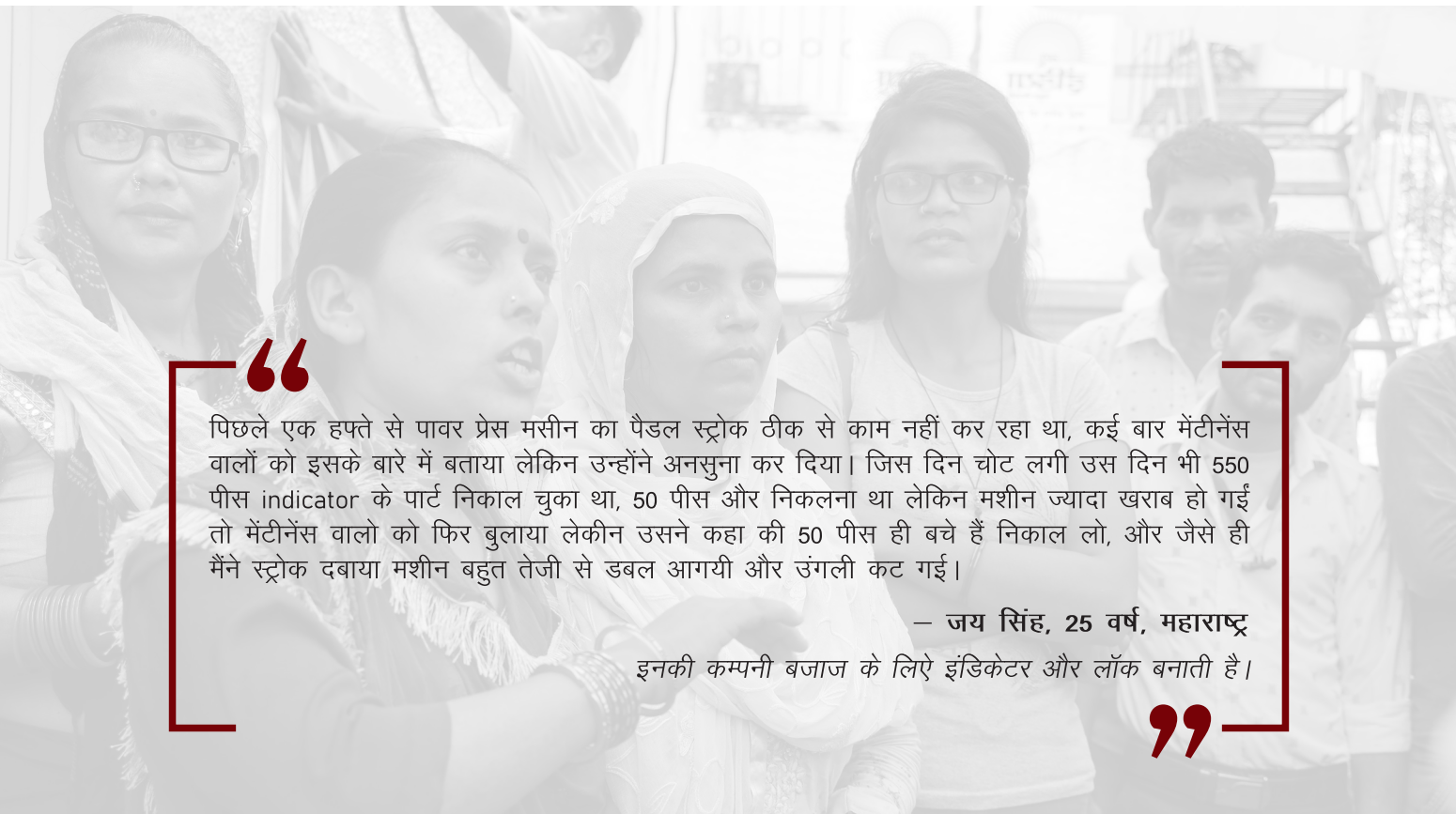
Note: All the quotes from the workers used, are either in the original hindi and/or a translation in English, to minimize the Report size.

**Figure 2.42 In Pune, most injured workers working on the power press machines, reported that they were not provided with adequate safety equipments on the shopfloor (Aug22-Mar23)**



Although less than 20% of injured workers in Haryana and Maharashtra report that they were provided with safety gloves, before operating the power press machine; however, the quality of gloves appears to be very poor.

As can be seen in this chapter, each auto hub has serious injury taking place regularly but yet there are differences in each parameter studied. **Appendix A highlights the differences between two hubs in the same state - Gurugram and Faridabad, in Haryana.**



“ पिछले एक हफ्ते से पावर प्रेस मशीन का पैडल स्ट्रोक ठीक से काम नहीं कर रहा था, कई बार मेंटीनेंस वालों को इसके बारे में बताया लेकिन उन्होंने अनसुना कर दिया। जिस दिन चोट लगी उस दिन भी 550 पीस indicator के पार्ट निकाल चुका था, 50 पीस और निकलना था लेकिन मशीन ज्यादा खराब हो गई तो मेंटीनेंस वालो को फिर बुलाया लेकिन उसने कहा की 50 पीस ही बचे हैं निकाल लो, और जैसे ही मैंने स्ट्रोक दबाया मशीन बहुत तेजी से डबल आगयी और उंगली कट गई।

— जय सिंह, 25 वर्ष, महाराष्ट्र  
इनकी कम्पनी बजाज के लिए इंडिकेटर और लॉक बनाती है।

Note: All the quotes from the workers used, are either in the original hindi and/or a translation in English, to minimize the Report size.



# A problem cutting across states, gender and age



**Workers, including many women,  
injured in the large and powerful auto sector**



As stated in Section 1.2, the vast majority (80%) of injured workers assisted by SII work(ed) in the auto sector supply chain. This proportion has remained broadly unchanged for the past six years.

This chapter, and indeed SII's focus, is therefore on advocating the role and responsibility of the Indian auto sector, one of the largest sectors of the Indian economy and its original equipment manufacturers (OEMs) - also called auto sector brands in this report - to address this critical issue. Women are a significant proportion of their workforce and this report provides additional focus on their plight.

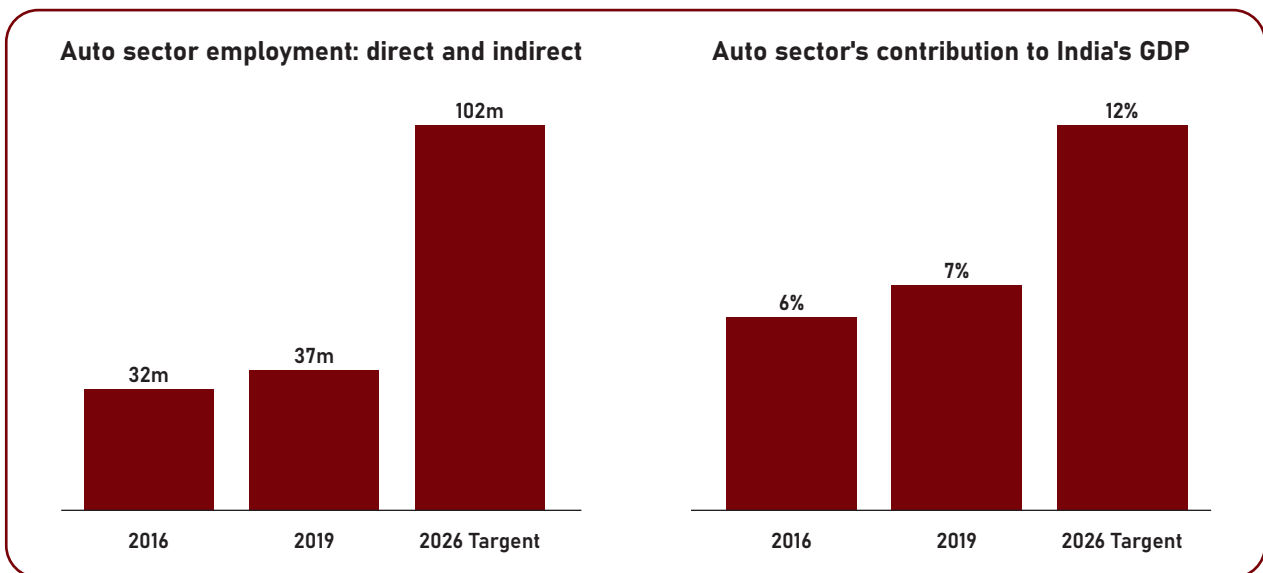
### 3.1 The Indian auto sector is critical to not only the Indian economy and manufacturing, now and in future, but also to the working conditions, lives and productivity of crores of Indian workers, including women

The economic contribution of the Indian auto sector is a large 7.1% of national GDP, with the latest Automotive Mission Plan 2016-26 envisioning to increase it to 12%.<sup>18</sup>

It is also almost half (49%) of the Indian manufacturing GDP and, therefore, its quality and professionalism has implications for the entire manufacturing sector.

The sector is also the largest employer in the private sector: It employs more than 37m workers, directly and indirectly, of which 8-10m are employed directly, and the rest by backward and forward linkages. **Employment in the sector is projected to increase to 100m by 2026.**<sup>19</sup> All this makes it incredibly important for the sector that needs to do better by their workers.

**Figure 3.1 Auto sector manufacturing has a critical role in the quality of work and lives for crores of Indians, including women**



As a result of the above, many Indian states value the auto sector manufacturing business. In India, main auto sector hubs exist in Haryana, Karnataka, Maharashtra, Tamil Nadu, and now Gujarat. It is probably not a coincidence that these five also happen to be among the richest states in India.<sup>20</sup> **There is clearly an interdependence between these states and the auto industry, and thus the ability of the sector to influence both the policies around work environment and workers in these states (now even more important as the Labour Codes have delegated the rule making to the Indian States) and the implementation of such policies.**

<sup>18</sup> From: <https://www.siam.in/uploads/filemanager/47AUTOMOTIVEMISSIONPLAN.pdf>

<sup>19</sup> Ministry of Heavy Industries and Public Enterprises (Annual reports 2019-20 and 20-21), SIAM Annual report (2019-20 and 2016-17)

<sup>20</sup> MOSPI, NITI Ayog report on National Multidimensional Poverty Index Baseline Report based on NFHS-4 (2015-16)

“India is amongst the top-2 Two-Wheeler manufacturers, 4th largest Passenger Vehicle manufacturer and 7th largest Commercial Vehicle manufacturer in the world.”

- Society of Indian Auto Manufacturing (SIAM)<sup>21</sup>

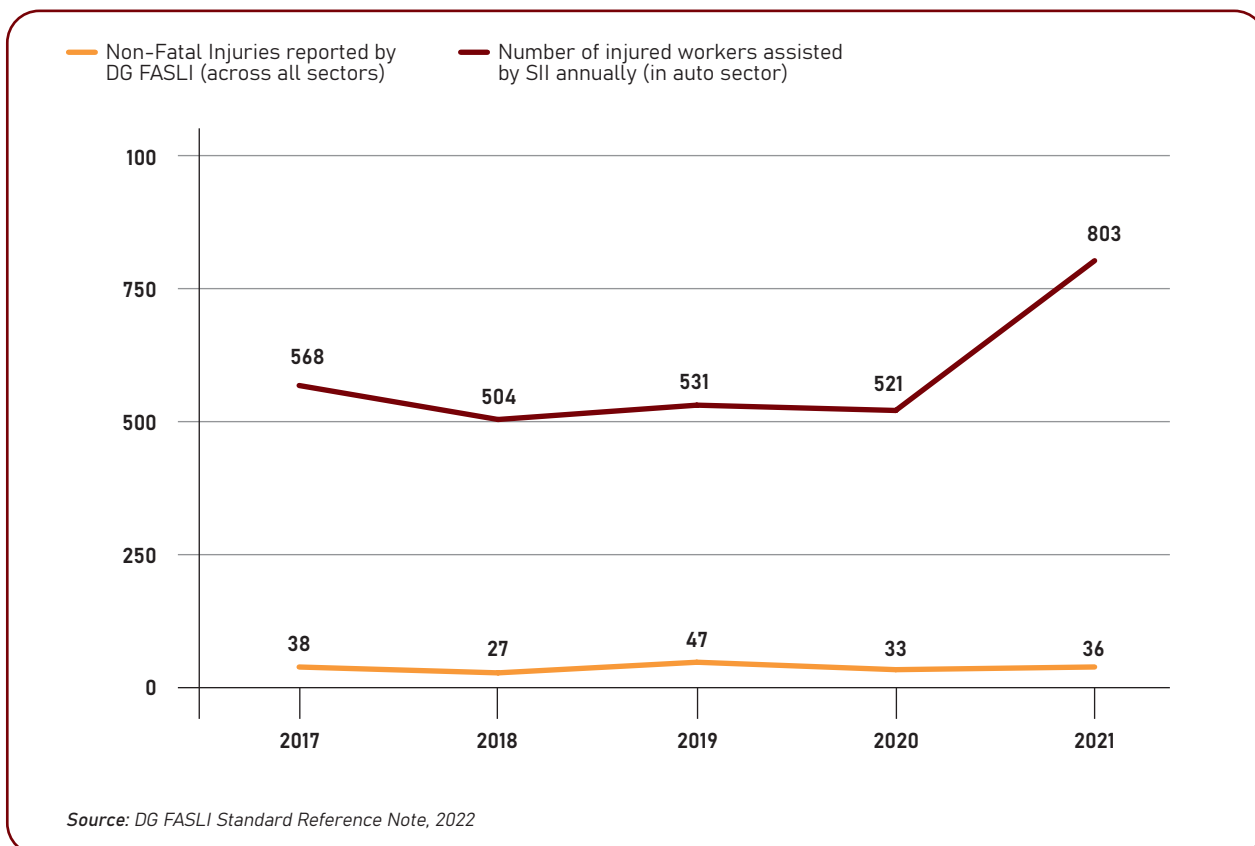
### 3.2 Worker crush injuries in the auto sector supply chain continue in the thousands, men and women, annually and nationally

As stated In Chapter 1, SII has found and assisted c.5,000 auto sector injured workers over the past six years (despite Covid-related disruptions for c.18 months in this period) in Gurugram, Faridabad in Haryana, and recently also in Pune, Maharashtra. In addition, it has located hundreds in the states of Tamilnadu, Uttarakhand and Rajasthan through short surveys.

In FY22-23, SII continued to expect to find c.1,000 pa in Haryana, and another c.500 in Pune Maharashtra. In addition to this, SII now also has data, albeit small, on injured workers working in automobile ancillaries in Karnataka, Rajasthan, Tamil Nadu, and Uttarakhand.

As mentioned earlier, the above numbers are a small subset, yet statistically significant, of the universe of such accidents in Haryana and nationally. Given that Haryana officially reports only c.2.5% of national accidents in government reports, and SII finds 1000+ injured workers just in Haryana, the national accidents in this supply chain are likely to be in several thousands a year.

**Figure 3.2 Non-fatal accidents in Haryana: Reported by SII and DG FASLI Haryana; State-reported accident numbers are not even 6% of what SII reports**



<sup>21</sup> SIAM Annual Report (2021-22), p. 19.

### Deepu

घर वाले भी साथ छोड़ देते हैं, आखिर कितनी ही उम्र है। मेरा आदमी भी नहीं है, उसने मुझे तलाक दे दिया था, सिर्फ एक बच्ची है। तो मैंने मशीन चलाने के लिए हाँ कर दिया।

### Sumitra

2018 में मेरा accident Hi-Tech में हुआ जिसका नाम बदल कर DNG कर दिया। Lockdown के बाद मुझे काम से हटा दिया गया था।

### Neetu

99 जुलाई 2023 को मेरा एक्सीडेंट हुआ था। सैलरी आधे महीने का ही मिला। तीन महीने से घर पर थी, कहीं ड्यूटी नहीं किया मैंने। कभी कभी छोट भी लग जाती हैं, सबसे बड़ा एक्सीडेंट मेरी कंपनी में मेरा ही हुआ है।

### Soni

मुझे मालिक ने बोला की सब का ठेका थोड़ी लिया है, और इसका तोह ESIC बना हुआ है, इससे प्राइवेट में नहीं ले जायेंगे। मालिक हमे खर्चा, इलाज का, नहीं दिया। हमें हमारी नौकरी भी नहीं मिली, मेडिकल का पैसा दिया था बस, उससे ही काम चलाते थे। बस 2-3 लोग को काम नहीं मिला हमारे अलावा, बाकी सभी को काम मिल गया था। यह एक शिफ्ट की बात है, दूसरी बंद हो गयी। मुझे काम छोड़े एक साल हो गया, मालिक ने बोला की जो मर्जी करो।

### Deepu

सैलरी मुझे सिर्फ 95 दिन की मिली थी। मालिक मेरा एक्सीडेंट फार्म बनाने में भी समय लगा रहे थे। एम्प्लायर ने मुझे बोला की मैं तोह जान भुझ कर एक्सीडेंट करवा लिया। वह एक्सीडेंट फॉर्म नहीं देंगे। मैं अभी भी कंपनी जाती हूँ, मालिक बोलता है अगर नहीं आओगी तो तन्खा नहीं देंगे।

### Sushma

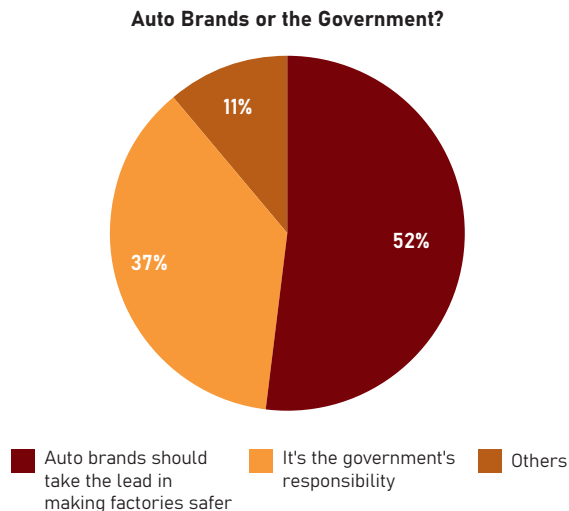
2016 में मेरा एक्सीडेंट हुआ था। मालिक ने मुझे एक्सीडेंट फॉर्म दिया। मुझे उस कंपनी से निकल दिया, मैंने बोलै हेल्पर पर काम कर लुंगी पर उन्होंने ने लिया।

In the next chapter, a detailed national analysis of the number of accidents in the supply chain of different OEMs is presented.

### 3.3 Auto sector consumers, too, believe that it's the OEMs that must drive these much needed improvements in their supply chain

SII believes that the OEMs, the large auto sector brands, have the most influence over industry and the governments, the resources (funds and manpower), the power (over their supply chain), and expertise to bring about the necessary reforms to improve the sector. It was, therefore, not without reason that in a survey conducted in October 2020 by SII, 87% of 130 individual consumers felt that it is the auto sector brands that held the primary responsibility to correct this situation and the government comes second.

**Figure 3.3 Who has the higher responsibility to reduce these crush injuries? Auto sector brands or the government? (SII Consumer Poll–Oct20)**

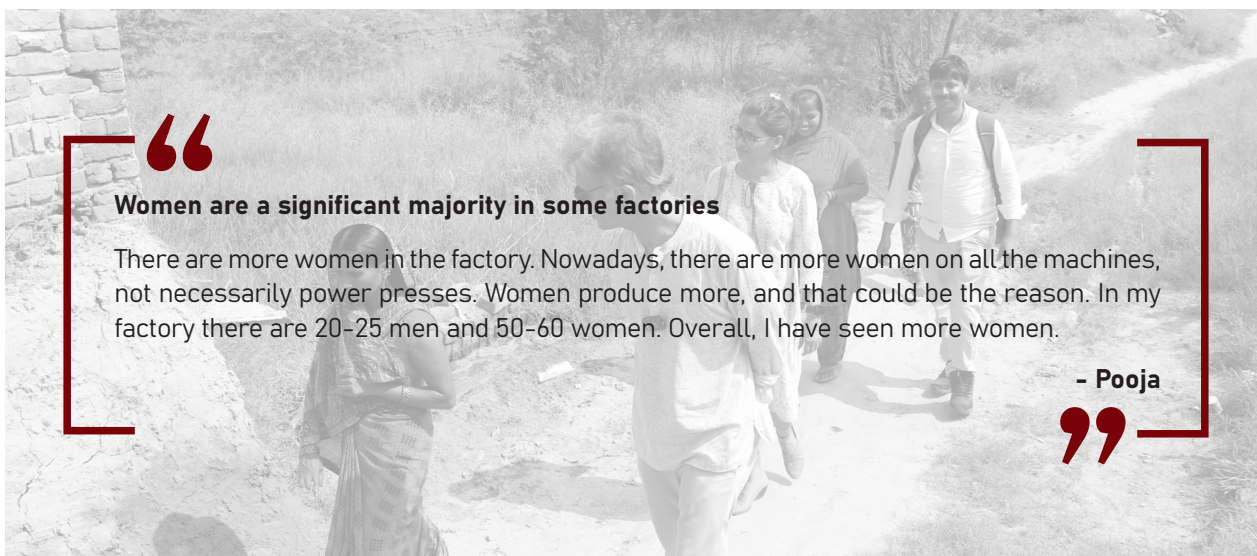


*Response to the question 'Who should take the lead in preventing worker injuries?' from a poll that Sil conducted in October 2020. Result based on 130+ responses.*

As noted in the next chapter, OEMs are now also being held responsible for improving this issue as per NGRBC, and indeed as corporate responsibility enshrined in ESG principles and reporting.

### 3.4 Women operators of the power presses - a lesser understood segment of the auto-sector supply chain workforce; their situation is even worse than the men

In the recent past, SII has started finding many injured women, especially in Faridabad. Having realised that a large number of women in the sector operate the power press machines and have been injured in the process, SII, in Sep23, conducted a focus group discussion with 22 injured women workers operating power press machines in Faridabad, Haryana - which brought out the highly precarious, distressed and patriarchal lived experiences of women pre and post injury. The findings of this focus group are presented here.

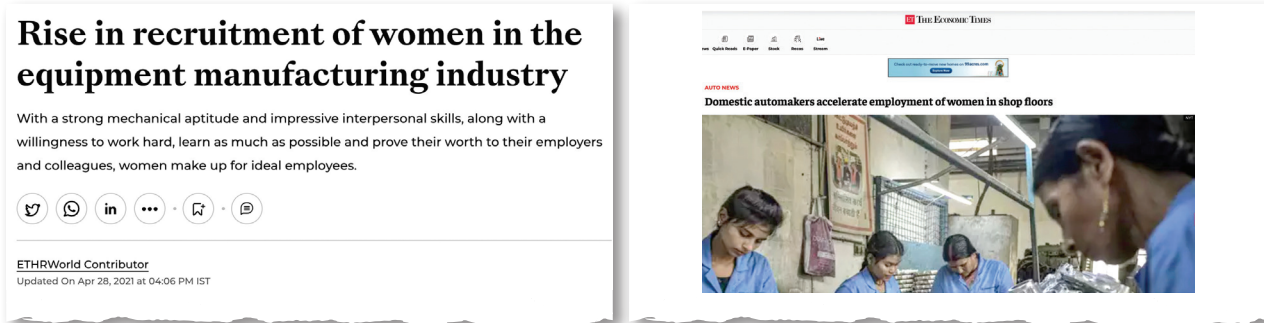


Note: All the quotes from the workers used, are either in the original hindi and/or a translation in English, to minimize the Report size.

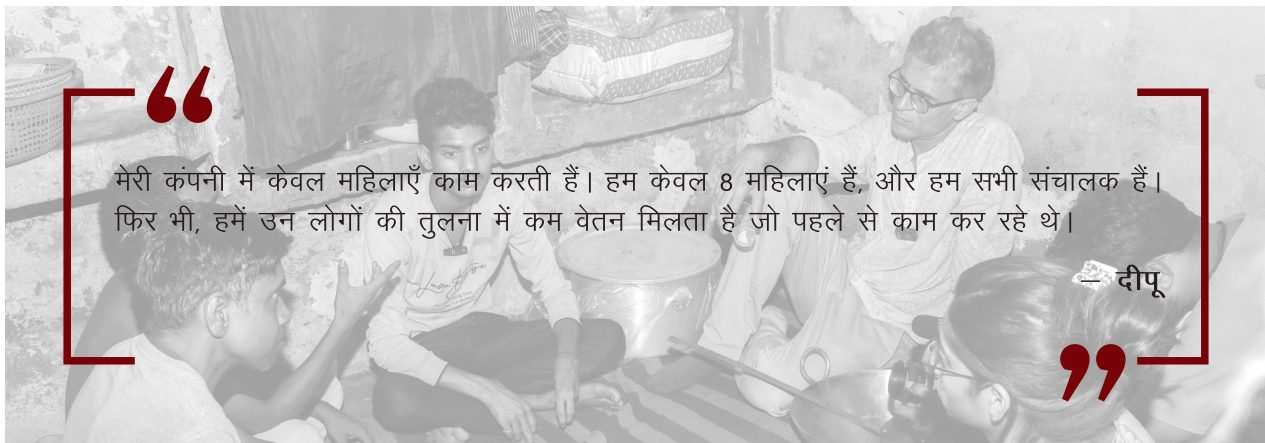
### 3.4.1 Women constitute a significant segment of the workforce in the Indian manufacturing sector, and automobile supply chain, in particular; and are equally susceptible to crush injuries

As per the 2011 Census, in the organised sector, women workers constituted 20.5 percent of total employment in the country which is higher by 0.1 percent as compared to the preceding year.<sup>22</sup> According to a survey conducted by Catalyst Knowledge Centre at EY, women occupy 26.7% of the positions in automotive and equipment manufacturing exposing these women equally to injuries as their male counterparts.

**Figure 3.4 News clips from the “Economic Times<sup>23</sup>” and “ET HR World<sup>24</sup>” on women’s employment in supply chain**



A few injured women advised that in their factory, there were more women employed as operators compared to men. It is believed that women are more efficient on the machine and have higher productivity - a double benefit, given the lower wages being given to women.



### 3.4.2 Driven by distress and lack of choice: the employment of women as operators of power press machines

Women injured on power presses advise that most of them take up these jobs to help ends meet at home and specifically in the auto sector factories for lack of options in their vicinity. Most start off as helpers or packers at low wages and are tempted to work as operators for the higher wages, but many are forced against their will to run the machines by their supervisor, when there are fewer operators available and the production pressure high.

<sup>22</sup> See, <https://hr.economictimes.indiatimes.com/news/workplace-4-0/diversity-and-inclusion/rise-in-recruitment-of-women-in-the-equipment-manufacturing-industry/82290943>

<sup>23</sup> [https://m.economictimes.com/industry/auto/auto-news/domestic-automakers-accelerate-employment-of-women-in-shop-floors/amp\\_articleshow/101431075.cms](https://m.economictimes.com/industry/auto/auto-news/domestic-automakers-accelerate-employment-of-women-in-shop-floors/amp_articleshow/101431075.cms)

<sup>24</sup> <https://hr.economictimes.indiatimes.com/news/workplace-4-0/diversity-and-inclusion/rise-in-recruitment-of-women-in-the-equipment-manufacturing-industry/82290943>

Note: All the quotes from the workers used, are either in the original hindi and/or a translation in English, to minimize the Report size.



“

**Employment of women is largely through informal sources like contractors**

My previous contractor came to my house and asked me to join this new company, as I was looking for a job. I had previously operated a Power Press Machine, so I knew the danger. I had refused but I had to go, given my family conditions.

- Ruby

”

“

मैं एक महीने से काम कर रही थी। मैं एक सहायक के रूप में नौकरी की तलाश में थी। पहले मैं एक मशीन चलाती थी, क्योंकि मुझे हेल्पर की नौकरी नहीं मिल रही थी। मैंने 1 अगस्त को काम करना शुरू किया और 8 अक्टूबर को मेरा एक्सीडेंट हो गया। मुझे मेरी पहली नौकरी से निकाल दिया गया, क्योंकि मैं अपने गांव चली गयी थी। हालाँकि मुझे एक कंपनी में नौकरी मिल गई, लेकिन वह एक ऑपरेटर की भूमिका में थी।

- दीपू

”

“

**No choice but to operate power press**

I had no support from my husband at home. My family members asked me how I run my house like this. Then I had to run the power press. Women have to do a lot of work at home, have a lot of responsibilities, what do the rich people know, we are being forced to do the work.

- Saira Banu

”

“

मेरे पति ने मुझे छोड़ दिया और वह अलग रहते हैं, मैं बच्चों के साथ रहती हूँ। मुझे 8000 रुपये मिल रहे थे जो एक आदमी को मिलने वाले वेतन से कम थे लेकिन हमारे लिए काफी थे, इसलिए मैंने मशीन चलाना शुरू कर दिया। मैंने मशीन को केवल 4 महीने ही चलाया था कि मेरे साथ दुर्घटना हो गई।

-सुषमा

”

Note: All the quotes from the workers used, are either in the original hindi and/or a translation in English, to minimize the Report size.

### 3.4.3 Women getting paid less than men for operating the same 'dangerous machine'

The women are known to move to working on the power presses despite knowing the risks also for the additional meagre sums offered to them (between Rs. 1000-1500 per month) over the packing jobs they are usually hired for, due to their financial circumstances. This has led the employers to entice more of them and in certain factories more women run power presses than men, especially in Faridabad, while earning much lower than men for the same job.

“

#### Made to do operate a machine despite protest

Earlier I was in the packing section where I was getting Rs 8000. 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

”

“

मुझे 7500 मिलते थे। पैकेजिंग में केवल 7500 रुपये मिलते हैं और ज्यादातर महिलाएं ऐसा करती हैं। जेंट्स को 9500 रुपए दिए जाते हैं। बहुत कम महिलाएं पावर प्रेस मशीन पर काम करना चाहती हैं।

— वृंदा

”

“

#### Lower bargaining power

Women think that the more they get, the better. However, the owner threatens.

- Pooja

”

“

ड्यूटी से 8:30 बजे आई थी, मालिक ने मुझे बोला की मैं जल्दी निकालती हूँ, तो माल निकाल दो। मैं 300 पीस निकाल दिए, फिर 10 बजे मेरा एक्सीडेंट हो गया। मैं टेबल से नीचे गिर गयी थी। कुछ भी पेपर वर्क नहीं था।

— सुषमा

”

Note: All the quotes from the workers used, are either in the original hindi and/or a translation in English, to minimize the Report size.

### 3.4.4 Reasons for accidents appear to be the same for both male and females. However, it appears, anecdotally, that women are pressured more than men to operate power presses

“

#### Forced to operate

Used to do packing work. The operator did not come that day. Supervisor asked to run the machine. Made me to operate forcefully and got injured the same day.

- Vrinda

”

“

हमने भी मना कर दिया कि हम पावर प्रेस नहीं चलाएंगे और पैकिंग पर ध्यान देंगे। लेकिन उन्होंने हमारी बात नहीं सुनी। मैंने इसे किसी तरह 3 साल तक चलाया, मालिक बस यही चाहता था कि उसका काम हो जाए। मैं उसी दिन काम छोड़ने वाली थी और दूसरी कंपनी में 7500 रुपये पर हेल्पर के तौर पर काम करना चाहती थी, तभी मैं घायल हो गयी।

— सायरा बानो

”

“

#### Contractors hiring as helpers but owner forced to operate machine

Contractors hire helpers but the owners make us run the machines. I was about to leave San Auto and join a new job on the 1st, but I met with an accident on the 25th.

- Indu

”

HOME / NEWS / CITIES / DELHI

## Three-fourth injured auto workers lost two fingers on an average: SII report

Most factories violate many regulations — potential criminal offences, says report

January 26, 2022 04:52 pm | Updated 04:52 pm IST - GURUGRAM

ASHOK KUMAR

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Note: All the quotes from the workers used, are either in the original hindi and/or a translation in English, to minimize the Report size.

“

जब ऑपरेटर नहीं आते थे, तब फोरमैन हमें बैठा देते थे। मैं बटन वाले पर बैठती थी। जब मैं चलाती थी तो ठीक ठाक माल निकाल लेती थी। ऐसे ही 6-7 महीने चलाया, उसके बाद सुपरवाइजर ने बोला कि मशीन चला लो, मैंने बोला की लगा दो, पर मैं मशीन वाला ही चलाऊंगी, पड़ले वाला नहीं चलाऊंगी। मालिक ने मुझे जबर्दस्ती पड़ले वाले पर बैठा दिया, मेरी साथी, गूंजा का बटन वाली पर एकसीडेंट हुआ, फिर मुझे डर लगने लगा और मैं नहीं गयी। फिर मालिक ने बोला कि ऐसे हादसे तो होते रहते हैं, बाद में मैं सेफ्टी गार्ड लगवा दूंगा। फिर एक दिन मैंने पड़ले वाला ही चला दिया। एक बार मशीन की डाई धीरे धीरे चल रही थी, कुछ गड़बड़ी थी, जिसके बारे में मैंने फोरमैन को बताया, पर उन्होंने फिर भी चलाने को बोला। ऐसे 2-3 बार और हुआ। एक शाम मशीन चलते वक्त वह आवाज कर रही थी, फोरमैन ने बोला चला लो, फिर मेरा हाथ कट गया।

– सोनी

”

### 3.4.5 A large segment of women faces differential treatment post-injury at ESIC

While male workers who have been injured also face problems at ESIC, women have the additional issue of needing a male companion to try and get the services that they need after the injury and the documentation they need from the employers.

“

#### Poor treatment at ESIC

ESIC does not give us good treatment. They just got the bandage done and left me unattended.

- Pooja

”

“

मेरे नाम के कारण एक समस्या थी। मेरे आधार कार्ड के आधार पर एक अलग नाम था। ESIC वाले ने मेरी उंगली काट दी, जिसे बचाया जा सकता था।

– मनोरमा

”

“

#### Unhelpful contractor

Contractor stalls work in ESIC.

- Ruby

”

Note: All the quotes from the workers used, are either in the original hindi and/or a translation in English, to minimize the Report size.

“

5 साल से दौड़ रहे हैं, पेंशन चालू नहीं हुआ। मालिक ने बोला कि हमारी पेपर रिजेक्ट हो गई है।

– सुमित्रा

”

“

**Post Accident Registration case**

My esic card was made after the accident.

- Deepu

”

### 3.4.6 Many women in the aftermath of these injuries are either fired from the company or find it difficult to search for employment opportunities

Employers seem to accommodate male injured workers more than injured women. Many women find themselves without jobs after getting injured. Several who have been given jobs are threatened with firing, if they advocate new methods to prevent accidents or ask for documentation to get pensions and other funds due to them.

“

**Societal acceptance reduced post injury disabling her**

There is difficulty in working at home. Even if there is a slight abnormality in women, four fingers are raised. If people see me differently then they feel guilty. There is difficulty in holding the luggage. Some people have problems with me, at home.

- Pooja

”

“

Accident के बाद आदमी को रखा जाता है, महिलाओं को निकाल देते है। मेरे सामने 3 महिलाओं को निकाल दिया था। मैं शायद पहली महिला हूँ जिसे रखा है। कंपनी का नाम बदल दिया। 6 साल से काम कर रही हूँ। 2017 में पहला accident हुआ, दूसरा 2019 में।

– रुबी

”

Note: All the quotes from the workers used, are either in the original hindi and/or a translation in English, to minimize the Report size.



“

**Another woman fired after accident and now much lower income**

After the injury, the owner said that he will throw me out of the company, and say I do not work. Currently, wherever I work, I get only Rs 7500.

- Vrinda

”

“

मालिक की जिम्मेदारी है की हमें permanent कर दे। हमें बाहर कहीं क्या काम मिलेगा जब हमारी कंपनी निकाल दे। मेरा इलाज 7-8 महीने चले। मुझे Accident Report नहीं मिला था। यहां तक की मालिक ने कोई कार्ड भी नहीं दिया। मालिक ने Accident के बाद 1000 रुपये कम भी कर दिए। हादसा होता है मालिक के लापरवाही के वजह से। 100% accident maintenance ना करवाने की वजह से होता है।

- सायरा बानो

”

“

**Lower wages post accident and name of the company changed**

After the accident the owner reduced our salary. Someone in the company had discreetly placed an auto part in my purse, and I only discovered it while going for lunch. When I asked about it, nobody admitted. I realise the potential consequences, such as being accused of stealing. Since then, I have been more precautious. After the accident, my company changed its name from Pooja to JJ. The owner changed the name to avoid defamation. After the accident my family did not even come to see me. My husband beats me a lot if I fail to give him money.

- Sucheta

”

This chapter has clearly highlighted the lack of professionalism in a large part of the auto sector supply chain wherein contravention of the law begins with hiring workers who do not meet the defined qualifications by education/gender and then make them operate on poorly maintained machinery with barely any training or safety equipment. This is an issue that can clearly be monitored and addressed by both government organisations and the OEMs who are the recipients of the products manufactured under such poor conditions. Profits and margins cannot rest on the exploitation of individuals who are desperate to just survive.

Note: All the quotes from the workers used, are either in the original hindi and/or a translation in English, to minimize the Report size.

# Analysis of injury data of the top 10 auto brands by State



**Latest national worker injury data and trends for individual  
auto-sector brands' (OEMs') supply chain**



This chapter covers the injuries reported by injured workers based on the OEM supplied to directly or through intermediate tiers by the organisation where the injured workers worked and who learnt of the buyer OEM from one or more of sources, including: (a) their supervisor advises them, (b) there are 'auto part' drawings displayed in factories, (c) visits of auditors from buyers, (d) imprint of brands on tools, (e) their own knowledge due to long period of working in these factories, (f) packing, delivery instructions etc. As noted later in the chapter, 92%+ injured workers claim to know the OEM they/their factories have been making parts for.

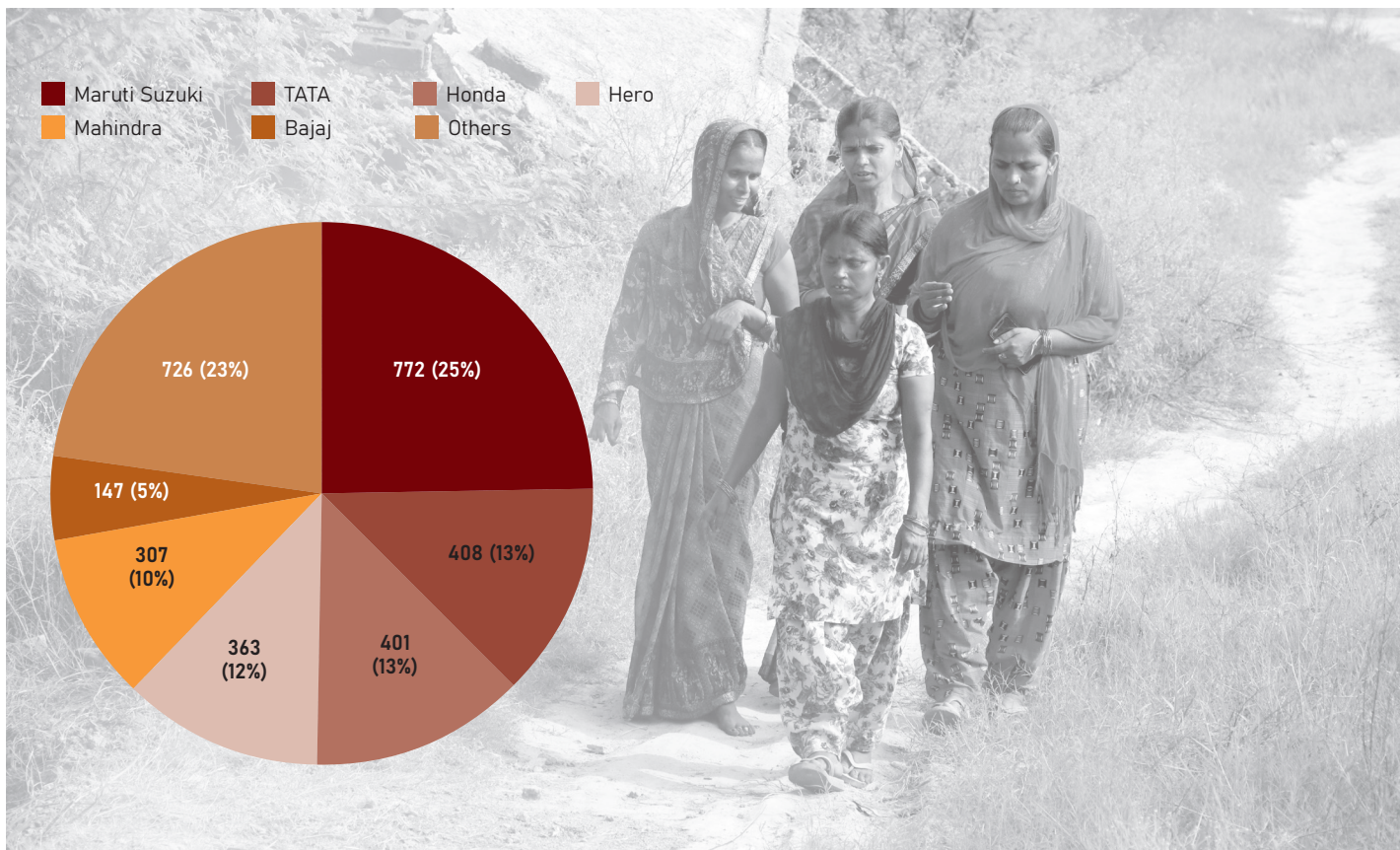
Please note that the proportions in the following figures, sometimes, add to more than 100% due to a shared supply chain where injured workers state more than one OEMs for which their factory makes parts.

The following analysis is based on injured workers supported/located by SII in these states and may not be representative of true national proportions, which may be different. That would require a national assessment as recommended to DG FASLI (see Chapter 5) and towards which SII will gradually progress.

### 4.1 The top six OEMs, in whose supply chain the injured workers worked, accounted for 75% of all such injuries nationally - Haryana, Maharashtra, Uttarakhand, Rajasthan, Karnataka and Tamil Nadu

In the following charts, the proportions of Haryana are much larger mainly on account of SII's operations expanding outside Haryana only recently. SII believes, based on its recent experience, that the numbers in other states will increase as SII's operations there mature.

**Figure 4.1 Top six responsible OEMs nationally - In Haryana, Maharashtra, Uttarakhand, Rajasthan, Karnataka and Tamil Nadu (Haryana- Apr22-Jul23; Maharashtra- Aug22-Jul23; Others- Aug22-Oct22) from SII's database of injured workers**



- The OEMs covered under the "others" category include JCB, Ashok Leyland, TVS, Eicher, Hyundai, Escorts, BMW, etc.

## Vast majority (92%) of injured workers are sure of the OEMs they were making parts for

OEMs have mapped their suppliers mostly to only Tier 1s and sometimes to Tier 2 (see SafetyNiti23). A few of them have rejected the claims of the injured workers that they belong to their supply chain. SII believes that since the workers have no incentive to name a particular OEM and as stated above get to know the name of OEMs their factories supply to from various sources, the OEMs should not avoid the issue by discrediting these injured workers. SII has now conducted additional following analysis to support the workers' claims.

An analysis of injured workers in Faridabad in the period Apr22-Jul23 found that 92% were certain of their buyer OEMs. This Report's OEM-analysis is therefore robust enough for OEMs to own the issue and act upon it.

- Total number of injured workers assisted: 1,006.
- Of those, work(ed) in the auto sector supply chain: 807 (80%).

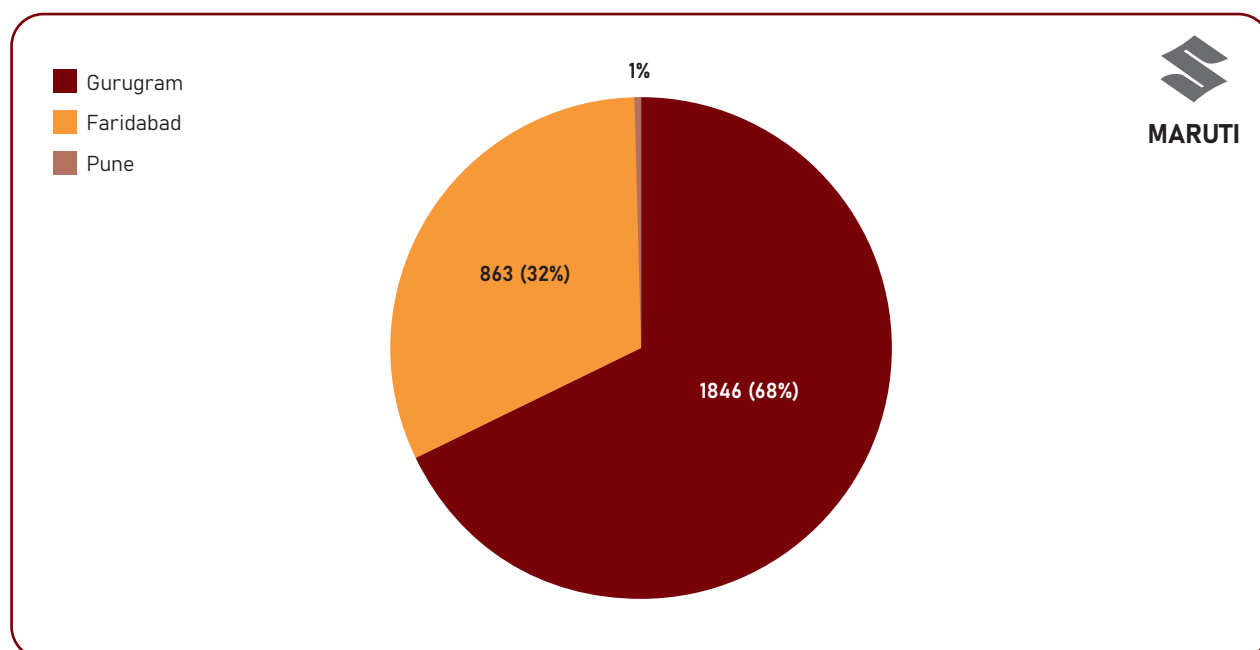
Of these 807, as advised by workers:

- Maruti Suzuki, Hero, Honda suppliers: 543 (67%),
- Escort, JCB, Yamaha, Mahindra, Swaraj, Eicher: 264 (33%),
- Maruti Suzuki, Hero, Honda and Bajaj/ JCB/, Mahindra/ TVS/ Eicher/ Escort/Denso/ Victoria etc: 739 (92%), and
- Workers who were not aware to which OEM their factories supply to but know that their factories manufacture parts for trucks, tractors, buses, bikes, 4 wheeler, 2 wheeler, railways, aeroplane etc.: 68 (8%).

## 4.2 An OEM-wise analysis of injuries in different states for top six OEMs and other than top six responsible OEMs, nationally; Top 3 have 1,000+ reported injuries already

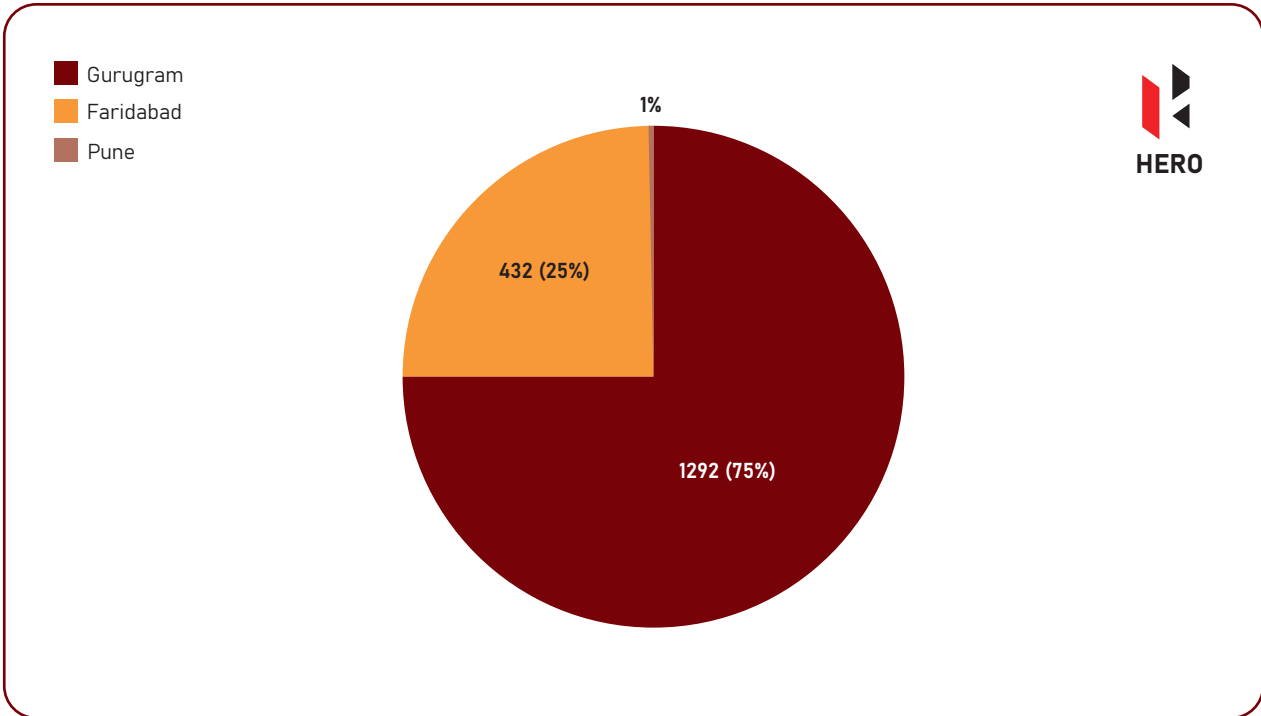
### 4.2.1 Maruti: 2,714 injured workers

Figure 4.2 2700+ injured workers in the supply chain of Maruti (Gurugram: 2016-Jul23; Faridabad: 2019-Jul23; Pune: Aug22-Jul23)



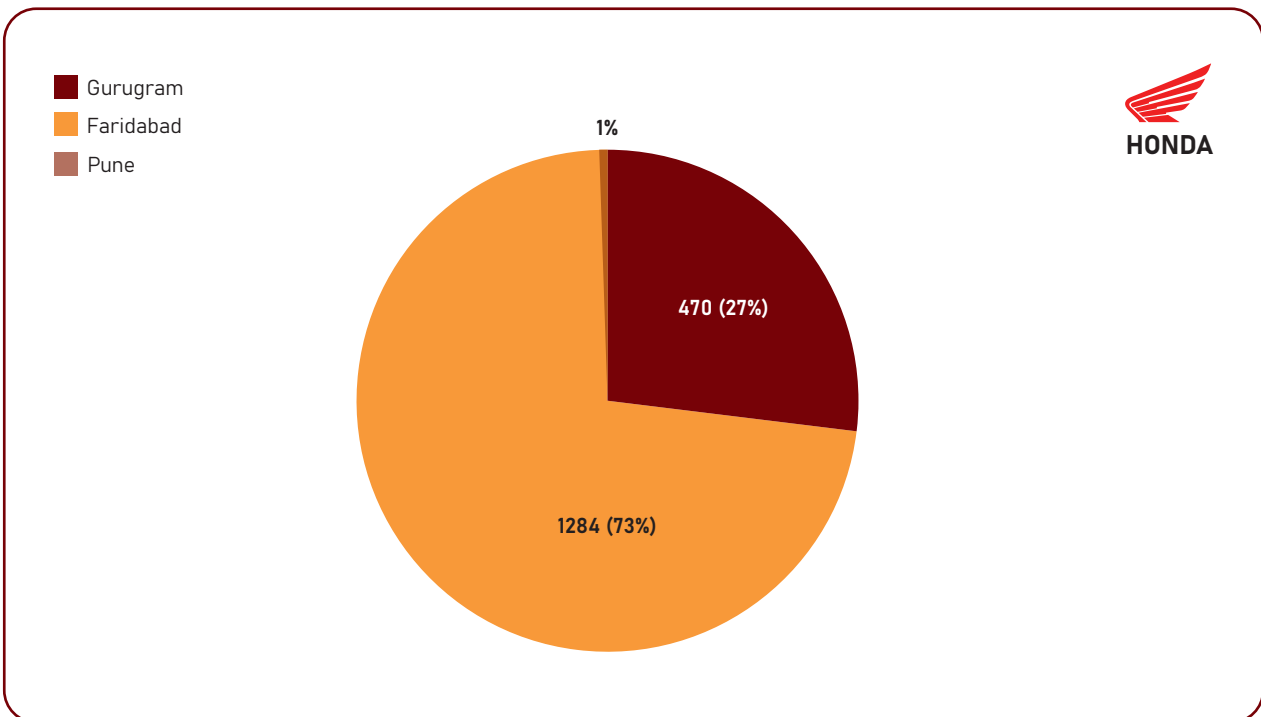
### 4.1.2 Hero: 1,723 injured workers

Figure 4.3 1500+ injured workers in the supply chain of Hero (Gurugram: 2016-Jul23; Faridabad: 2019-Jul23; Pune: Aug22-Jul23)



### 4.1.3 Honda: 1759 injured workers

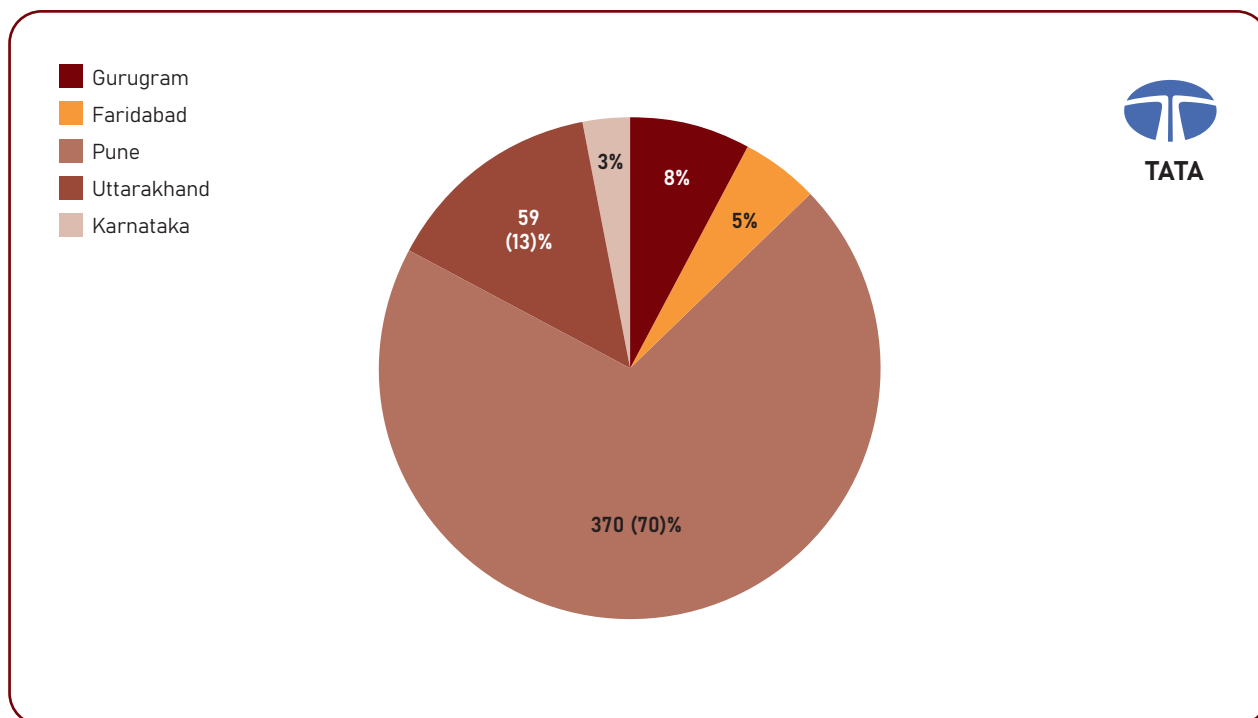
Figure 4.4 1500+ injured workers in the supply chain of Honda (Gurugram: 2016-Jul23; Faridabad: 2019-Jul23; Rajasthan: Aug22-Oct22)





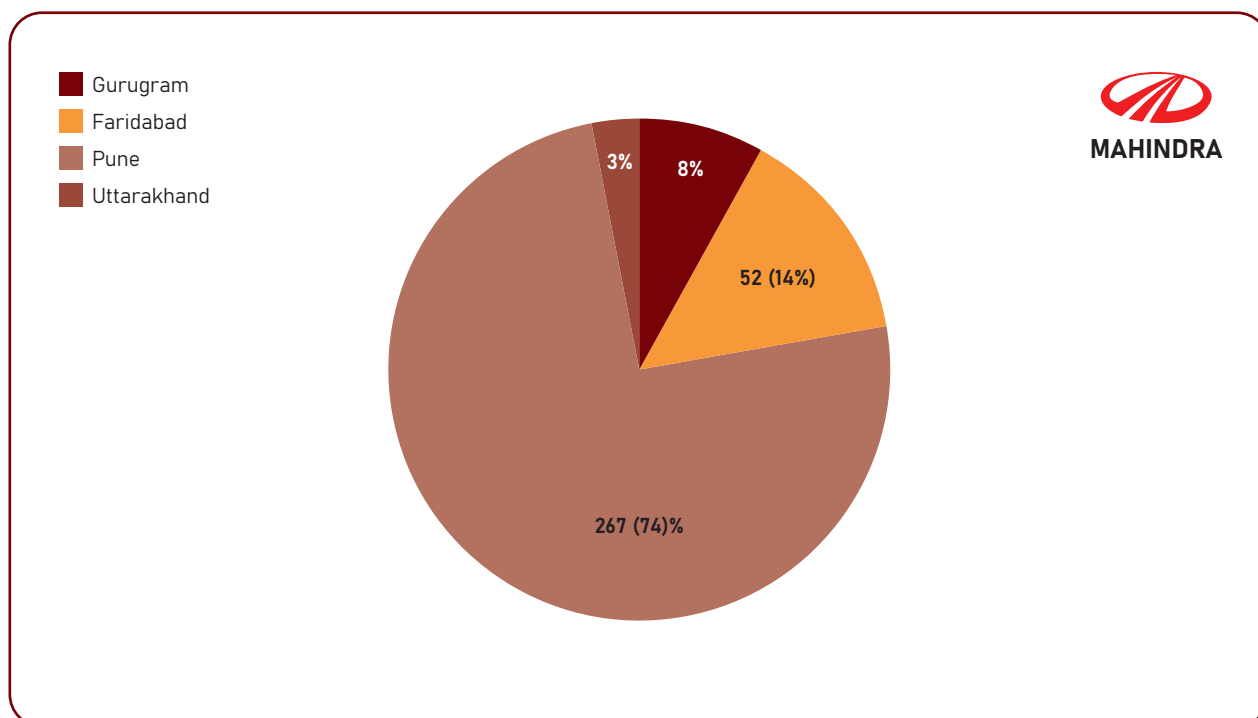
#### 4.1.4 TATA: 529 injured workers

Figure 4.5 500+ injured workers in the supply chain of TATA (Gurugram: 2016-Jul23; Faridabad: 2019-Jul23; Pune: Aug22-Jul23; Uttarakhand: Apr23-Jul23; Karnataka: Aug22-Oct22)



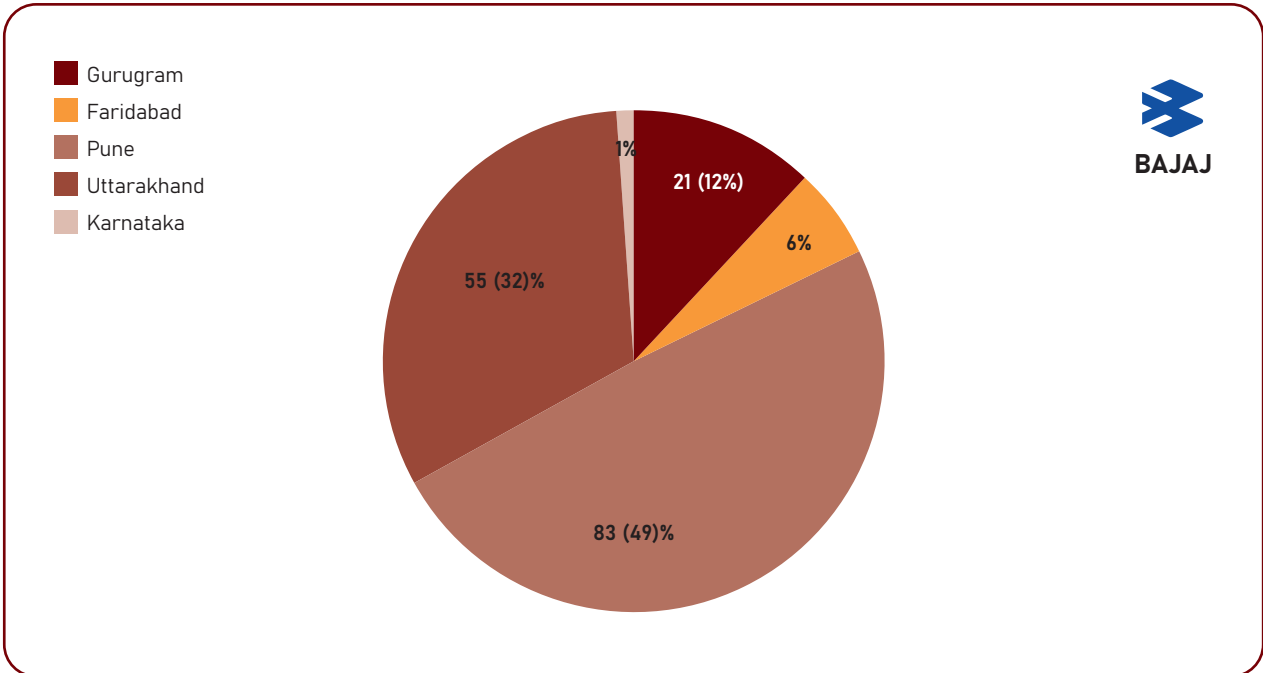
#### 4.1.5 Mahindra: 361 injured workers

Figure 4.6 360+ injured workers in the supply chain of Mahindra (Gurugram: 2016-Jul23; Faridabad: 2019-Jul23; Pune: Aug22-Jul23; Uttarakhand: Apr23-Jul23)



### 4.1.6 Bajaj: 164 injured workers

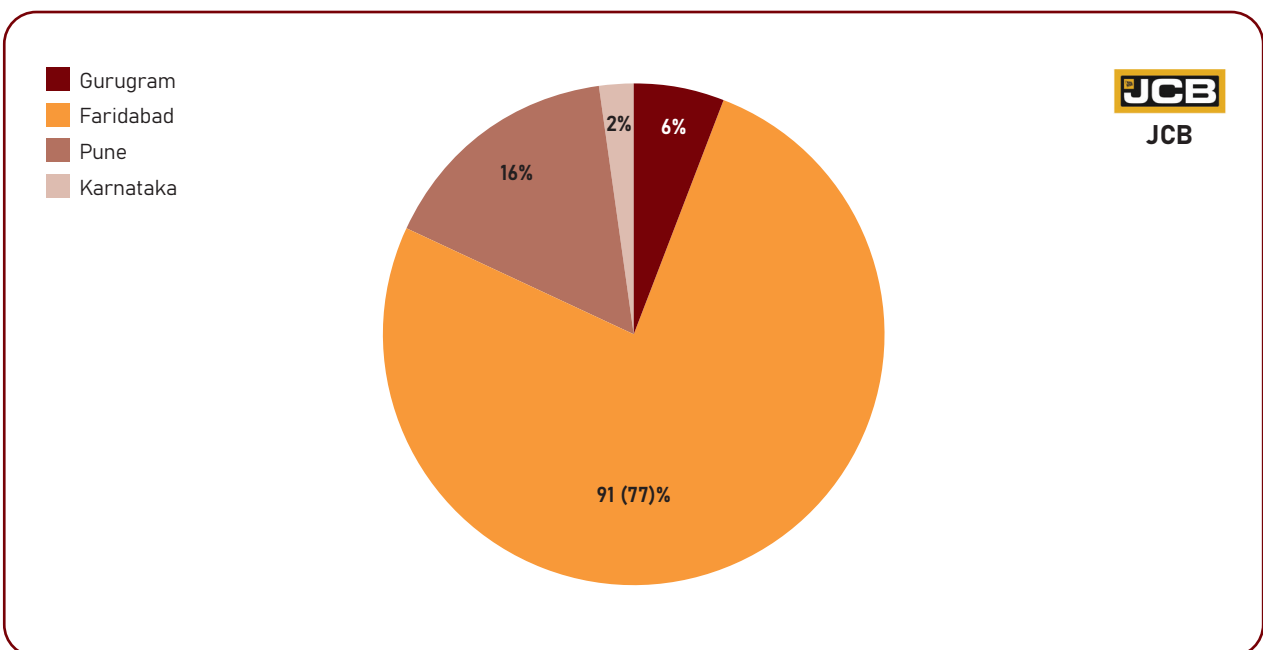
**Figure 4.7 150+ injured workers in the supply chain of Bajaj (Gurugram: 2016-Jul23; Faridabad: 2019-Jul23; Pune: Aug22-Jul23; Uttarakhand: Apr23-Jul23; Karnataka: Aug22-Oct22)**



### 4.3 Accidents in the supply chain of other than the above top six responsible OEMs include JCB in Haryana that SII had not investigated earlier as it's not even among the top 10 OEMs in the country

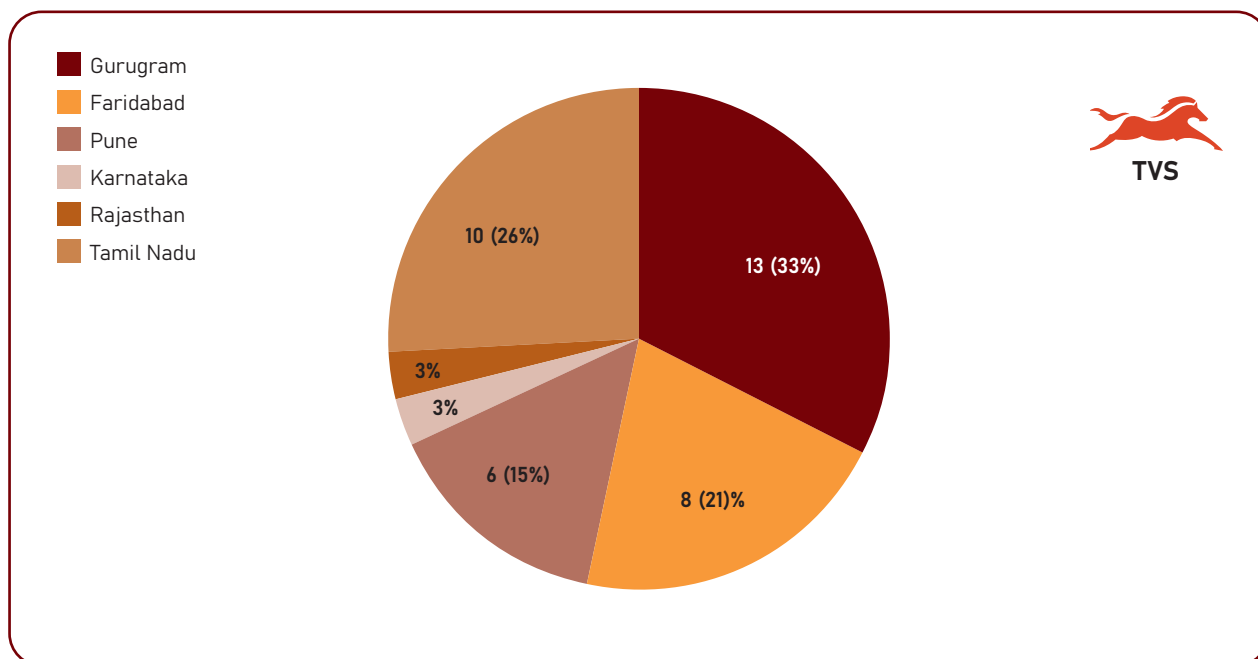
#### 4.3.1 JCB: 118 injured workers

**Figure 4.8 100+ injured workers in the supply chain of JCB (Gurugram: 2016-Jul23; Faridabad: 2019-Jul23; Pune: Aug22-Jul23; Karnataka: Aug22-Oct22)**



### 4.3.2 TVS: 40 Injured workers

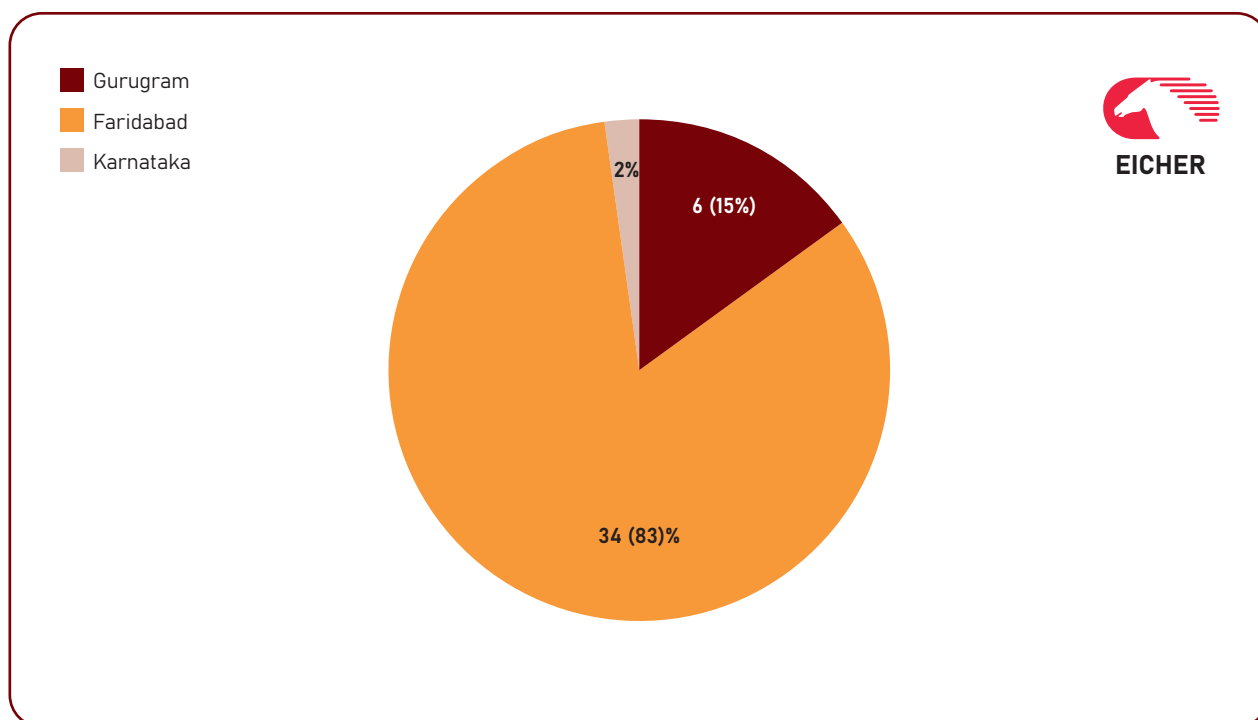
**Figure 4.9 c.40 injured workers advised that they were producing auto-components parts in the supply chain of TVS (Gurugram: 2016–Jul23; Faridabad: 2019–Jul23; Pune: Aug22–Jul23; Karnataka: Aug22–Oct22; Rajasthan: Aug22–Oct22; Tamil Nadu: Aug22–Oct22)**



*As stated earlier, TVS is under-represented in SII's data due to limited survey in Chennai, TamilNadu.*

### 4.3.3 Eicher: 41 injured workers

**Figure 4.10 41 injured workers in the supply chain of Eicher (Gurugram: 2016–Jul23; Faridabad: 2019–Jul23; Karnataka: Aug22–Oct22)**

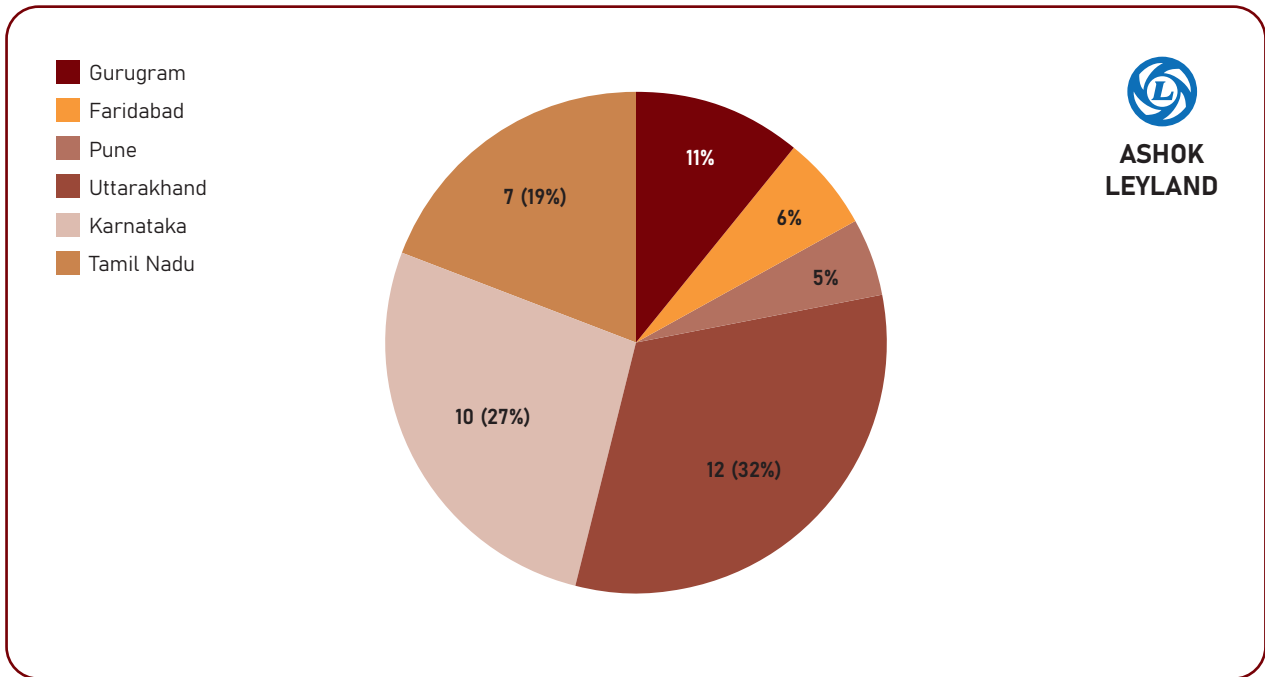


In meetings with Eicher, the company has advised SII that Eicher had sold its operations in Haryana and therefore these accidents are no more in Eicher's supply chain. However, as Eicher has also sold the use of its brand, SII believes that it is Eicher's responsibility to improve these supplier factories as it continues to earn or has earned from this brand usage by another.

Eicher's main supply chain is in TamilNadu and where SII has only conducted short surveys and does not have a Worker assistance Centre. As a result, these numbers are still very small and reality will undoubtedly be much larger.

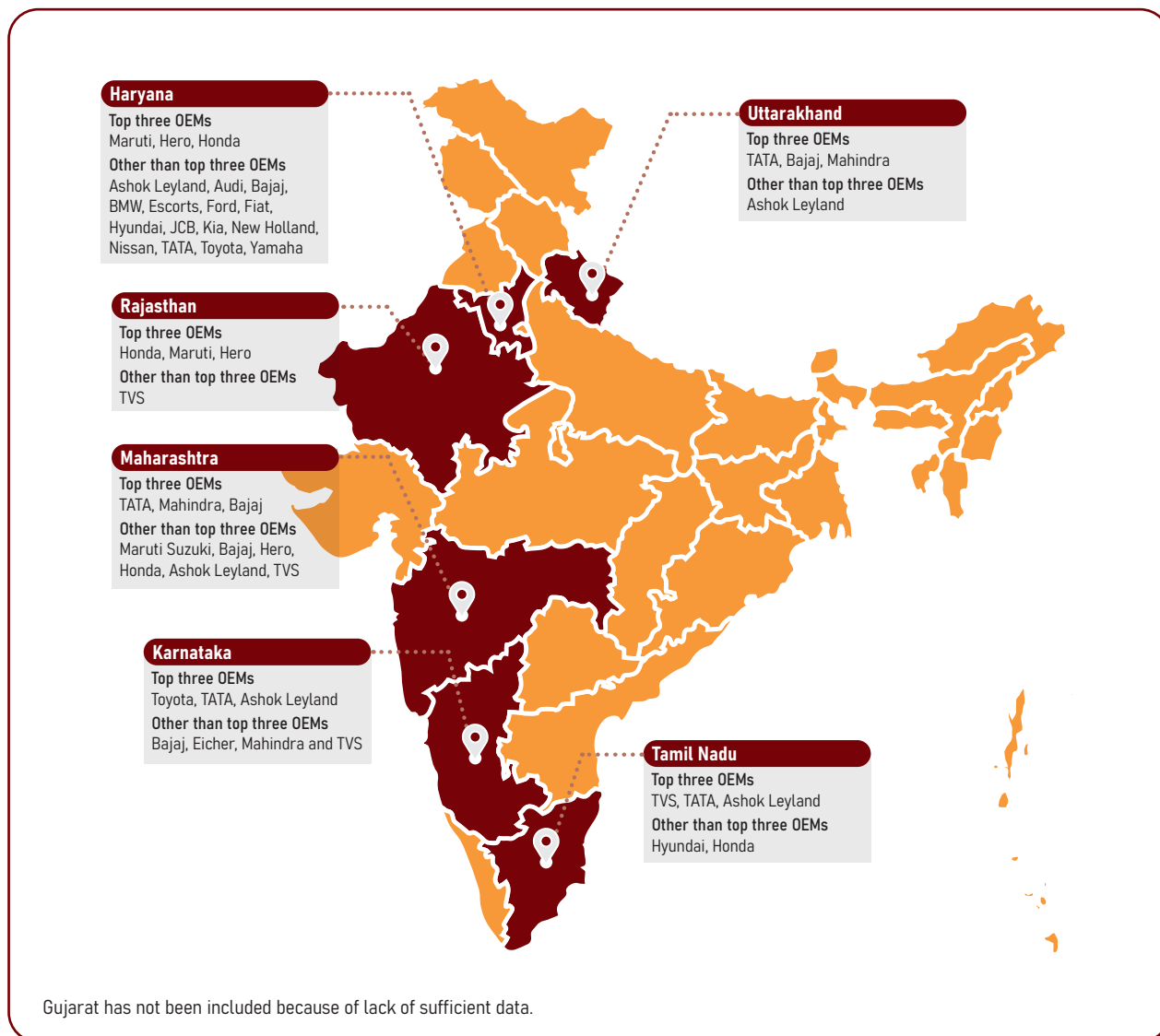
#### 4.3.4 Ashok Leyland: 38 injured workers

**Figure 4.11 c.40 injured workers in the supply chain of Ashok Leyland (Gurugram: 2016-Jul23; Faridabad: 2019-Jul23; Pune: Aug22-Jul23; Uttarakhand: Apr23-Jul23; Karnataka: Aug22-Oct22; Tamil Nadu: Aug22-Oct22)**



Below is state-wise analysis of top 2/3 OEMs in each of the six states to enable these OEMs to focus their intervention efforts.

### 4.4 Top three OEMs in auto hub States, indicating their dominant responsibility in these States



News / India News / Poor safety mechanism, work pressure maims thousands in au...

## Poor safety mechanism, work pressure maims thousands in auto sector: Report

Hindustan Times, New Delhi | By [Rhythmia Kaul](#) ✕

Aug 12, 2019 11:43 AM IST



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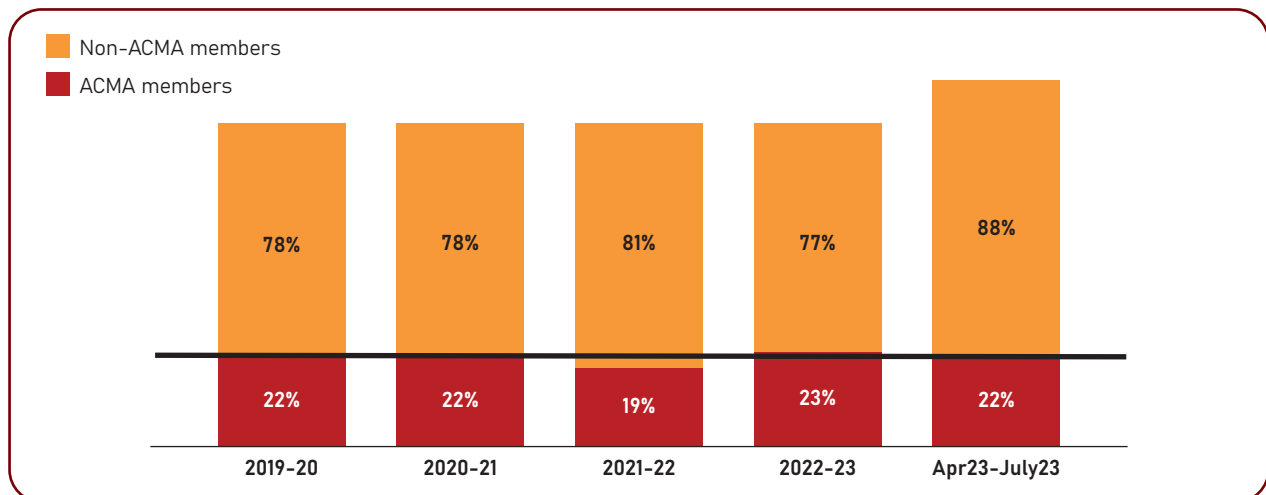
## 4.5 it is not just a small Tier 2/3/4 factory problem; ACMA members<sup>25</sup> (some of the largest suppliers) in Haryana and Maharashtra continue to have a significant proportion of all accidents, though this is worse in Gurugram

ACMA (Automobile Component Manufacturing Association) and its c.800 members, some of them large public listed companies, represent the largest supplier to OEMs, mostly Tier 1s and are obviously the buyers of the remaining Tier 2/3/4 factories, where c.80% of these worker injuries occur.

Most of them have large factories in multiple states and are significant exporters of automobile components to international brands. They get significant support from the government and even from multilateral organisations like UNIDO. They are expected to be the best of the sector's supply chain in professionalism and working conditions for their workforce.

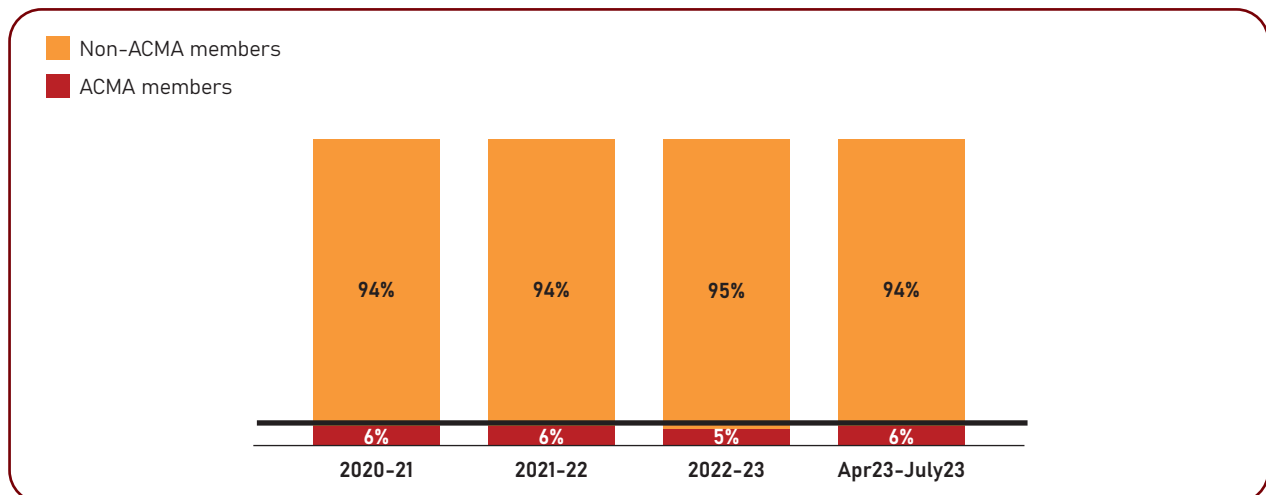
However, c.19% (22% reported in CRUSHED22) of the factories in Gurugram where accidents took place in the latest reporting period are ACMA members.

**Figure 4.12 Proportion of workers getting injured in ACMA-member factories in Gurugram remains significant**



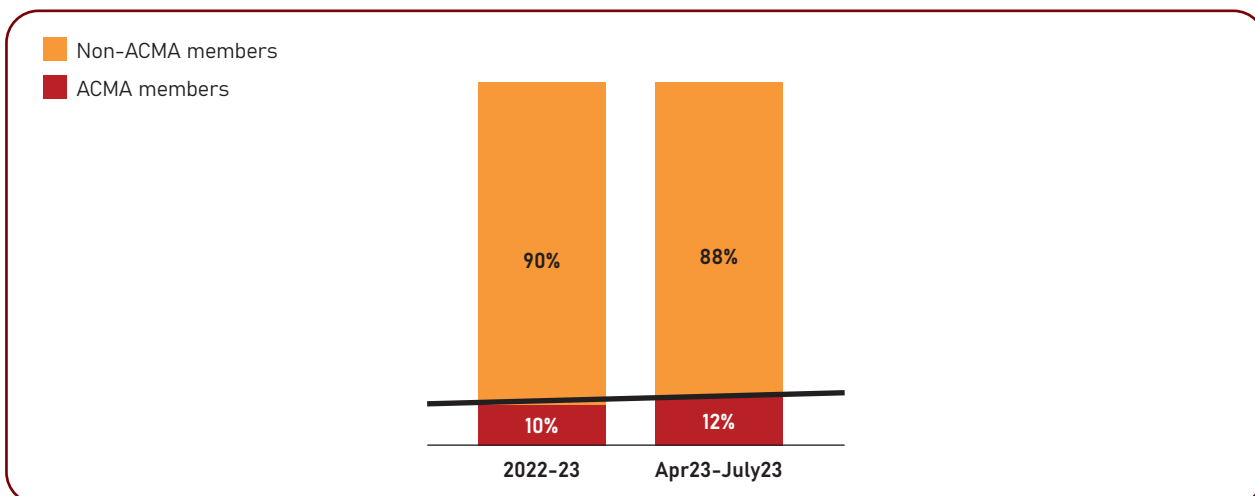
In Faridabad, the proportion of workers getting injured in an ACMA-member factory remains the same as last reported, at 6% in Apr22-Jul23.

**Figure 4.13 Proportion of workers getting injured in ACMA-member factories in Faridabad is lower than Gurugram and continues to be c.5%**



<sup>25</sup> The list of ACMA members is from the Directory of members of ACMA, 2019.

**Figure 4.14 Proportion of workers getting injured in ACMA-member factories in Faridabad is lower than Gurugram and continues to be c.10%**



It is important that ACMA members also take ownership of ensuring safety in their supply chain, where the majority of these injuries occur, and prevent these accidents.



**We need our businesses to have safety as the number 1 priority. Just like India has worked towards the elimination of Polio with the involvement of the government and other stakeholders, safety is a hygiene factor for which everyone should share the responsibility.**

**DINESH VEDPATHAK**

CEO, Skilling, and Mentoring, Automotive Component Manufacturers Association of India during the launch of CRUSHED 2022

## Injured Women Worker's Story - CR'23

**Shayara Bano:** 31, from Uttar Pradesh

*Lost 2 fingers and nerve damage to 3 fingers of her right hand on a power press machine at VNM Metal Engineering, which makes auto component parts for Mahindra and Swaraj*

**Shayara met with an accident on power press machine twice within a year, losing 2 fingers and severely damaging 3 of the same hand.**

Born and raised in the bustling town of Aligarh, Uttar Pradesh, Shayara's life was woven with the threads of resilience and fortitude. Her family eked out a living by selling fruits, and it was amidst this humble backdrop that Shayara's journey unfolded. Shayara's life took an unexpected turn when she got divorced, leaving her alone to fend for her four children. Her ex-husband refused to provide any financial support, and her own family disowned her during her time of need. It was in the face of these daunting challenges that Shayara's indomitable spirit shone.

Employed in different companies in the past, Shayara had occasionally operated Power Press machines, primarily in emergencies, otherwise, she used to work as a helper. However, it was in her third company that she found herself regularly working on these machines, which supplied parts to Mahindra and Swaraj. Tragically, this new endeavour took a disastrous turn when she experienced a harrowing accident caused by a triple stroke from the power press machine.

Shayara's employer, far from providing the necessary support, only made an Employee State Insurance Corporation (ESIC) card for her two days after she met with an accident. Her employer failed to offer assistance, even to cover her travel expenses. The doctor advised a follow-up checkup after two days, but the contractor did not arrange it, leaving Shayara to shoulder the burden alone. Financially strained and with four children to look after, the meagre 1000-2000 rupees per month the company sent her proved insufficient, which too abruptly stopped. To make ends meet, Shayara took on work as a housemaid. She ingeniously wrapped polythene around her wrist, allowing her to undertake household chores despite her injured hand. The daily struggle continued.

**“बच्चों को मैं पढ़ा लिखा नहीं पा रही हूँ, 8000-9000 में घर कैसे चलेगा।  
मेरे 2 बच्चे अभी 3 और 5 साल के हैं और पति भी नहीं है।”**

On the 2nd of March, 6 months after her accident, Shayara received an unexpected call from her contractor, asking her to return to work on the power press. She was instructed to operate the machine again. Tragically, another accident ensued, damaging her three fingers. The supervisor laid the blame at her feet, accusing her of being distracted during work for the accident on the machine.

In the wake of this second accident, Shayara's wage was further reduced. In response, she resolved to steer clear of the hazardous power press machines and instead started working as a helper. However, the contractor imposed a range of tasks upon her, from disposing of trash to oiling machines and loading and unloading materials. The contractor's negligence was painfully evident, as he did not file the accident report for six months. When Safe in India intervened and reached out to the contractor, the contractor said he didn't know how to file the accident report. Over a year has passed since the accident, and Shayara is still in the relentless pursuit of her pension, constantly chasing ESIC officials and the contractor.

Shayara's plight mirrored the anguish of countless workers trapped in a cycle of neglect and exploitation. Her impassioned plea called for the government and companies to address the need for safer working conditions and financial security for workers like her.

# Government intervention - needs more efficiency and effectiveness



**Continuing under-reporting of factory injuries and  
reducing factory inspections**



## 5.1 Worker accidents have been under-reported for decades both in Haryana and Maharashtra and there is no data since 2020: Haryana state-reported accident numbers are less than 5% of reality and increasing rather than reducing as shown in State data

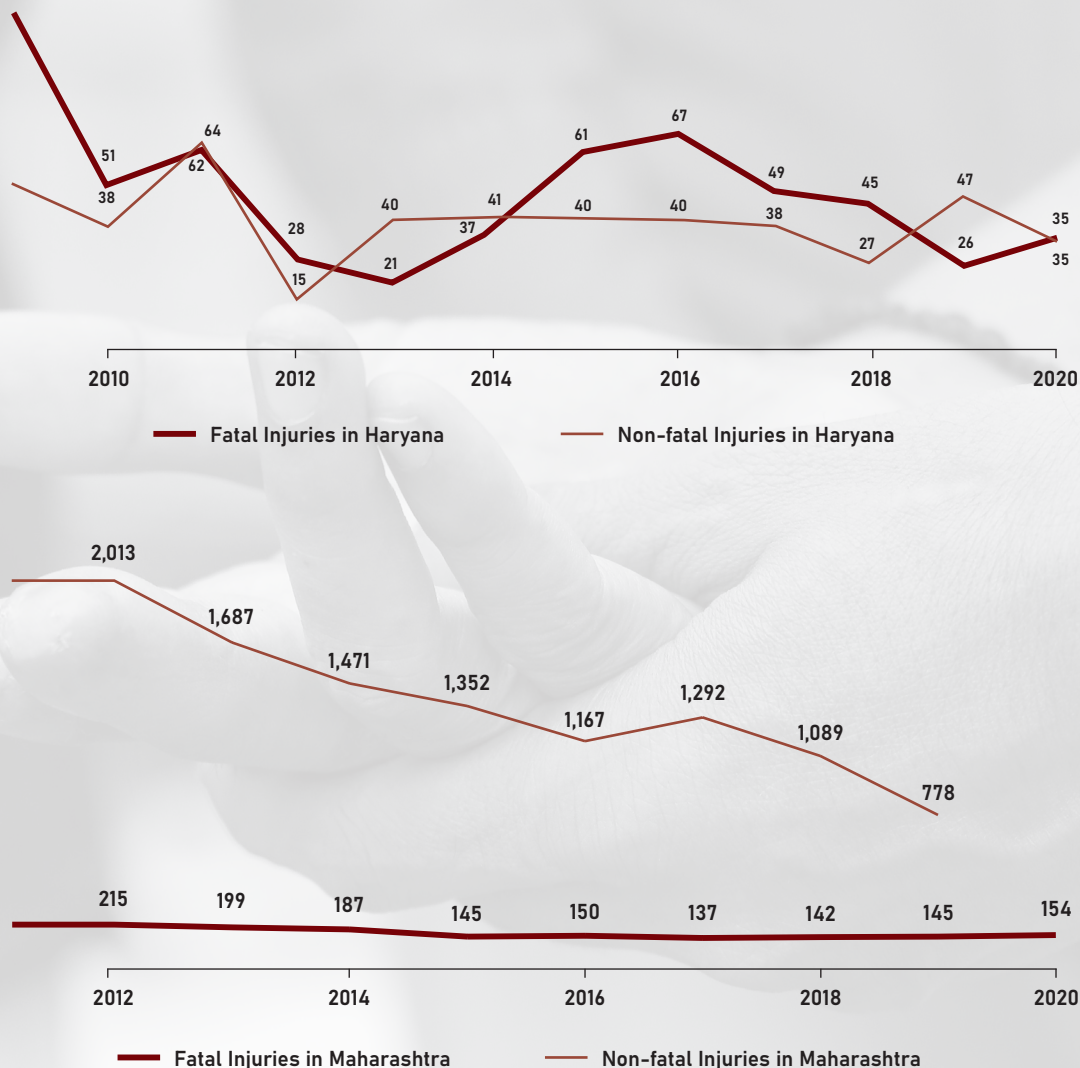
SII now meets and assists c.1000 injured workers in Haryana and Maharashtra, every year. Please refer to figure 1.2 in chapter 1 of this report.

However, in 2020, the last year of data publicly available, DG FASLI (Standard Reference Note 2021) reported 3,882 injuries (5,054 in 2019), **nationally**, of which about one third, 1,050 (1,127 in 2019) were fatal injuries.

Within the above national 3,882 injuries, Haryana reported only 68 (73 in 2019) injuries, less than 2% (1.75% in 2019) of the national accident data. As noted in the CRUSHED series of reports, the true number in Haryana is more than 1,000 per annum.

Maharashtra reported a much larger 932 fatal and non-fatal injuries in 2020, 24% of the national accident data, which SII believes is on account of better reporting in Maharashtra than Haryana.

**Figure 5.1 Number of injuries reported on the government (DGFASLI) information portals**



Source: DG FASLI (Standard Reference Note, 2021)



While the count of non-fatal accidents reported by DG FASLI reduced by around 30% from 47 to 33 in Haryana, SII has been meeting an increasing number of injured workers year after year as it expands its operations and this number has increased from c.500 to c.1,000 a year.

Similarly, DG FASLI has been reporting a reducing number of non-fatal accidents in Maharashtra. SII does not have trend data in Maharashtra yet but in a span of about two months, SII has identified 93 industrial accidents only in the auto hub of Pune, Maharashtra and expects to find c.500 injured workers p.a only in Pune.

It is also not the case that SII-assisted workers were employed in factories smaller than 10 workers, and which do not need to report accidents to ISH. The average headcount last year in the factories, where SII assisted workers were employed, was c.300 (as advised by the injured workers). Also, as all these injuries occurred in ESIC-registered factories, they must have 10 or more workers as required for ESIC registration.

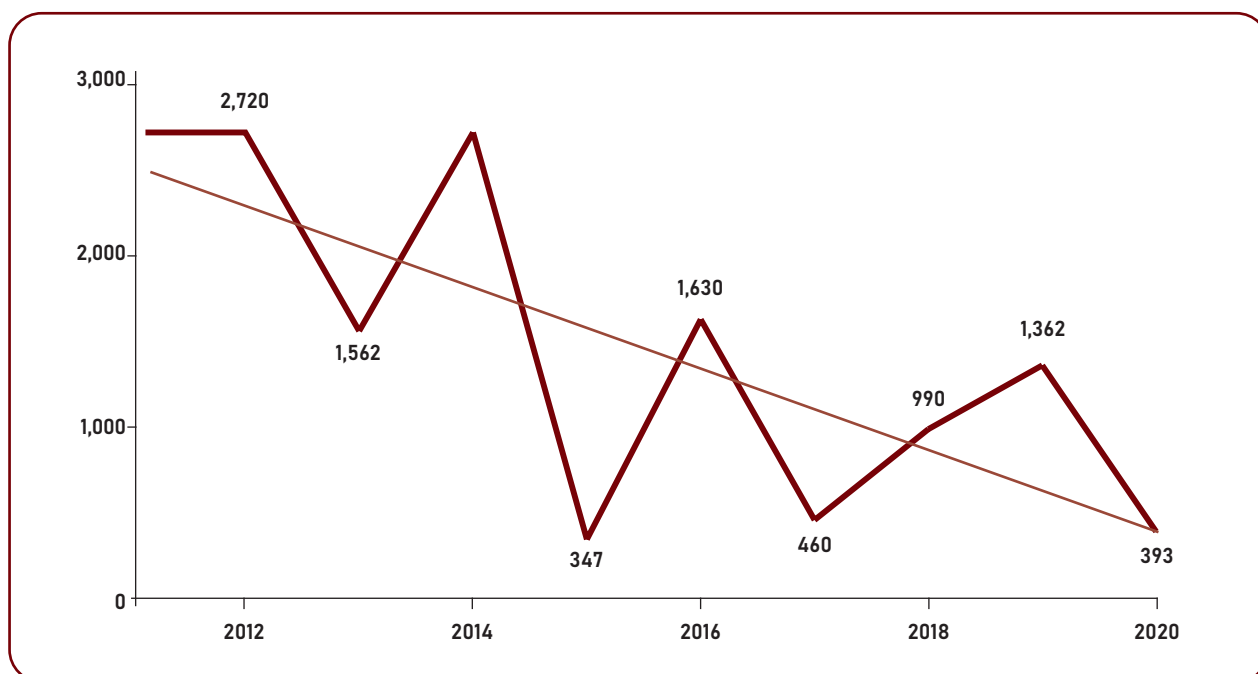
The above data, therefore, indicates that all these factories should be registered under the Factories Act and all these accidents/injuries should have been reported to, and these factories be inspected by the ISH. Clearly, that is not the case.

Unless the Government of India and the industry itself improves the process of collecting and reporting accurate information on such accidents and injuries, introduces more transparency and accountability in the relevant departments and agencies, any regional/national efforts to prevent these injuries, and improve Indian manufacturing, will not be as effective as they can and should be.

## 5.2. Haryana and Maharashtra state's factory inspections have been reducing for years (though marginal improvement was seen briefly in 2018/19). No data since 2020.

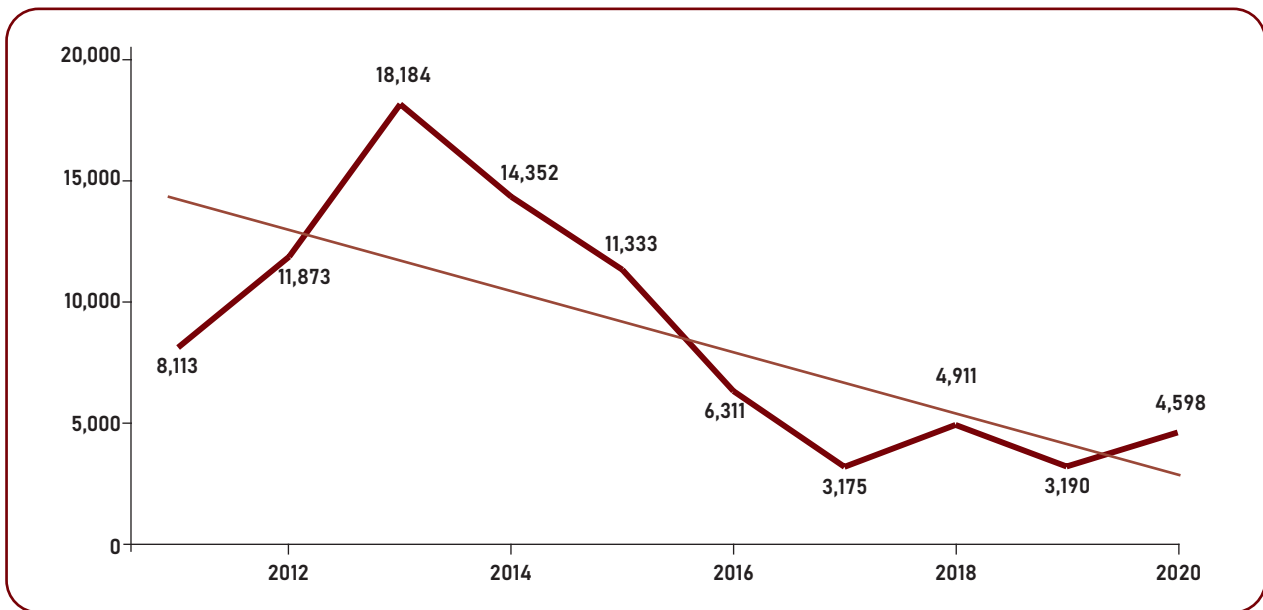
Audits/inspections by ISH are critical to improve the safe working environment in factories. However, these inspections have been reducing consistently.

**Figure 5.2 Reducing number of Industrial Safety and Health department's factory inspections in Haryana**



Source: DDG FASLI (Standard Reference Note, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021)

**Figure 5.3 Reducing number of Industrial Safety and Health department's factory inspections in Maharashtra**



Source: DG FASLI (Standard Reference Note, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021)

**States do not report full accident data, but ESIC has much more truthful injury data as injured workers are treated there and submit their “Accident Forms”; this can be used for proactive OSH improvements in ‘habitual offenders’.**



SII has been recommending, since 2019, prioritising inspections for factories which can be identified easily as “habitual offenders”, from ESIC’s robust and rich data on sickness and injuries/deaths. This data can be used in the government’s ‘black-box’ that generates random factory inspection lists for ISH to make it more ‘risk-based’, which would be better in many ways including being more business-friendly as ISH will then inspect unsafe factories more than relatively safer factories.

### 5.3 Are these dangerous press shops being exempted from the State ISH inspections?

It is important to note that “The Haryana Transparent Inspection Policy” mandates ISH inspections once every 5 years even in “non-hazardous factories” and exempts only “low-risk factories.” However, SII could not find any definition of “low-risk factories” or data on such exempted factories in the public domain or through ISH-Gurugram.

Given the numerous injuries in these factories, especially many on the power presses, that are classified as “dangerous” machines under the Punjab Factory Rules 1952, there appears to be no reason to exempt them from at least the five-yearly inspections.



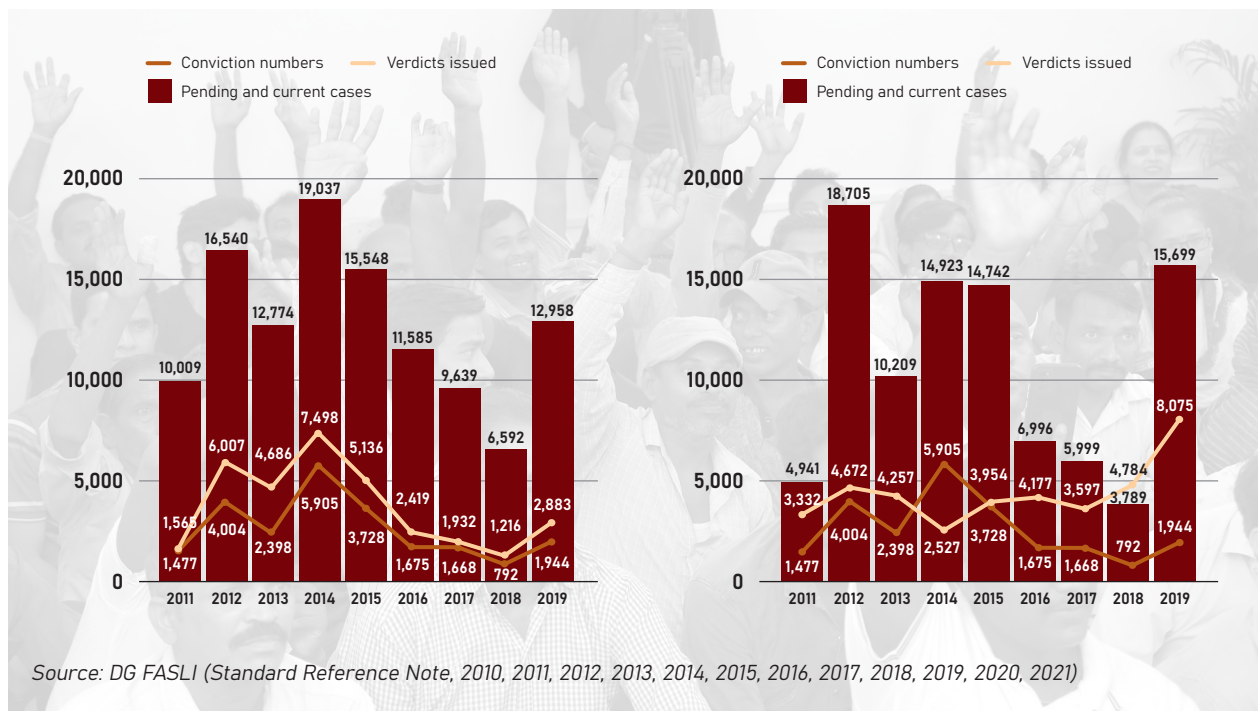
<https://www.youtube.com/watch?v=sctv5f01BmI>

**Injured workers experience and views on audit in their factories**

## 5.4 The penalties (c.Rs5,000 and no imprisonments) for Factories Act infractions are rarely imposed and are in any case insignificant to change factory owners' behaviours

Public data for Haryana is available only for violations of The Factories Act, 1948, and only until 2020 in the DGFASLI Standard Reference Notes.

**Figure 5.4 Prosecutions and convictions in Haryana under Section 92 and 96A respectively**



1. The proportion of verdicts continued to be low (around 15%) until 2020, indicating tardy corrective action and therefore inadequate pressure on errant factories to improve.
2. Of the verdicts, a very large proportion (around 66%) were convictions, potentially indicating high incidence of violations.
3. The average fine imposed per conviction decreased further from Rs. 8,075 in 2019 to Rs 5,890 in 2020, which is too small to serve as an effective deterrent.

There is no data on imprisonment because of these violations since 2016.

It is apparent that these checks and balances are not effective and the responsibility of protecting the workers has fallen through the cracks. Even as one part of the government system (ESIC) has data to show the number of injuries they have treated, another part is reporting a fraction of it and penalising even less, and there is no evidence of significant proactive actions to improve these factories, though ISH Haryana-Maruti-hero-Honda-SII platform has made a small start on this direction. These penalties need to go up significantly to be effective.



## Injured Women Worker's Story - CR'23

**Pooja:** 27, from Uttar Pradesh

*Lost 4 fingers of her left hand on a Power Press machine at Accurate Engineers, which makes auto components for Hero and Honda*

### **Pooja lost 4 fingers and her job in pursuit of equal pay as her male colleagues.**

Pooja, 27-year-old from Uttar Pradesh, worked at Accurate Engineers, a company that supplied parts to industry giants like Hero and Honda.

Pooja had seen nine accidents unfold before her eyes in the unforgiving environment of the power press machines. She, too, became a victim of an unfortunate accident when a power press machine malfunctioned due to a loose spring, leading to a double stroke that cost her four fingers of her left hand.

In the midst of her distress, she found herself alone as no one from her family was present during this ordeal, and her husband was away. Adding to her plight, the contractor stopped communicating after her accident.

The environment in which Pooja worked was not devoid of gender bias. Factories saw a higher female workforce, with women often outperforming their male counterparts. Just a day before the accident, Pooja had produced more than 16,000 materials. Yet, despite their efforts, male supervisors often subjected them to intimidation and threats. Around 20-25 men and 50-60 women worked on the shop floor. Helpers often faced verbal abuse and mistreatment.

Pooja used to earn only 9,500 rupees monthly, significantly less than her male colleagues for the same job. Working 12-hour shifts without getting paid for overtime is a predicament shared by many women workers.

Pooja's accident had consequences that transcended the workplace. She grappled with household chores and felt ashamed walking in public with her lost fingers.

*“घर में काम करने में दिक्कत होती है।  
औरतों में थोड़ी भी कमी होती है तो चार उंगलियां उठती हैं।”*

Two months after the accident, the company fired her from the job without mentioning any reason. Her lost fingers made finding new work difficult, as potential employers doubted her abilities. Today, Pooja contemplates the life that might have been if her hands had not been marred by the accident, and the countless opportunities she could have pursued.



# **SII's role in helping improve worker safety, with focus on the auto sector supply chain**





## 6.1 About Safe In India Foundation (SII)

Safe in India Foundation (SII) is a civic initiative started by three alumni of IIM Ahmedabad (IIMA) to address a single problem: “20 workers lose their fingers every day in Gurgaon<sup>26</sup>” as reported in Dec14.

Since setting up its first Worker Assistance Centre in Manesar, Gurugram, SII has located and assisted thousands of such workers across many states in the country, most of whom also struggle to obtain appropriate ESIC healthcare and compensation post-injury due to lack of appropriate documents from employers/contractors and patch service in ESIC hospitals, dispensaries and branch/regional offices.

The scale of this national auto-sector problem was hidden and unacknowledged until SII began working with the injured workers and highlighting the issue more widely and SII remains focussed on this relatively ignored areas of ‘Industrial safety’ for 10m+ workers in the auto-sector supply chain and ‘ESIC service delivery’ for 35m+ Indian workers and their families.

To achieve this, SII has gradually created four pillars of activities:

### **Pillar 1: Free support to injured workers for obtaining their ESIC healthcare and compensation**

In Dec16, SII opened its first Worker Assistance Centre (WAC) in Manesar, Gurugram, followed by its second WAC in Faridabad in Dec21; the third, in Dec22, in Pune, and latest fourth one in Gurugram in Aug23<sup>27</sup>.

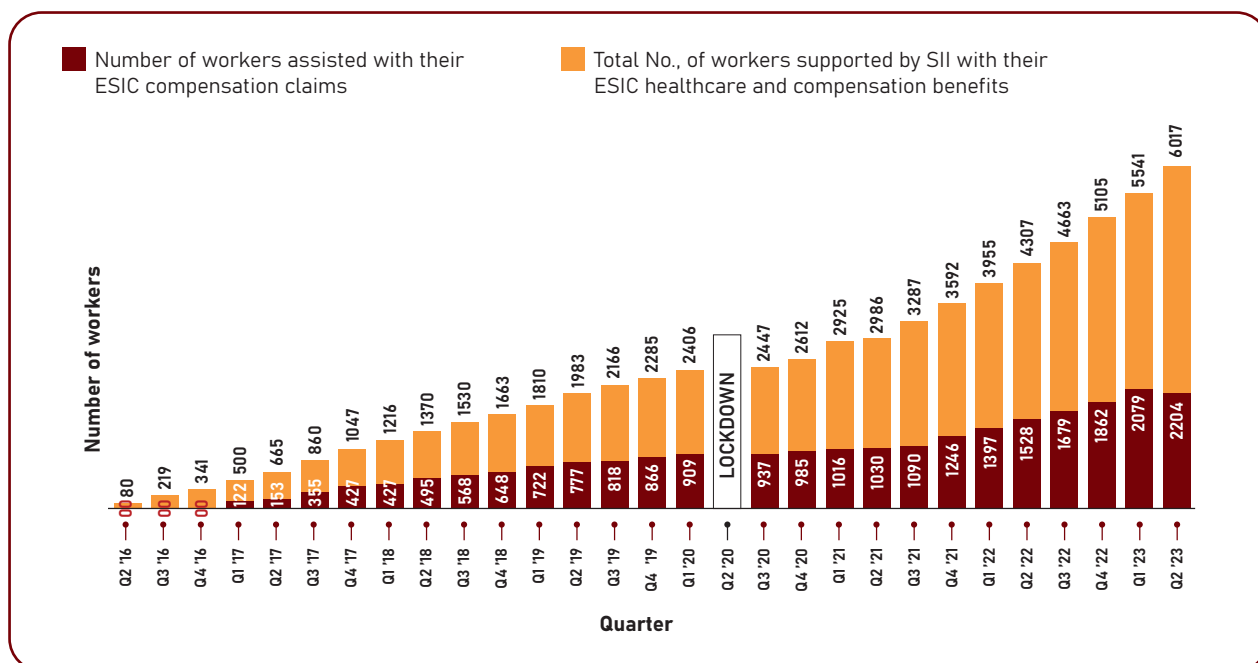
Through these WACs, SII has now supported 6,000+ injured workers of whom 5,000+ are from the auto sector workers (as at Mar23) and helped them obtain Rs 50+ crore (c.USD 7m+) of ESIC compensation value. In 2023, SII broadened its ESIC-assistance services to non-injured workers too. These four centres are now expected to double the workers supported by SII to 3,000+ injured and non-injured workers per annum by FY 24-25.



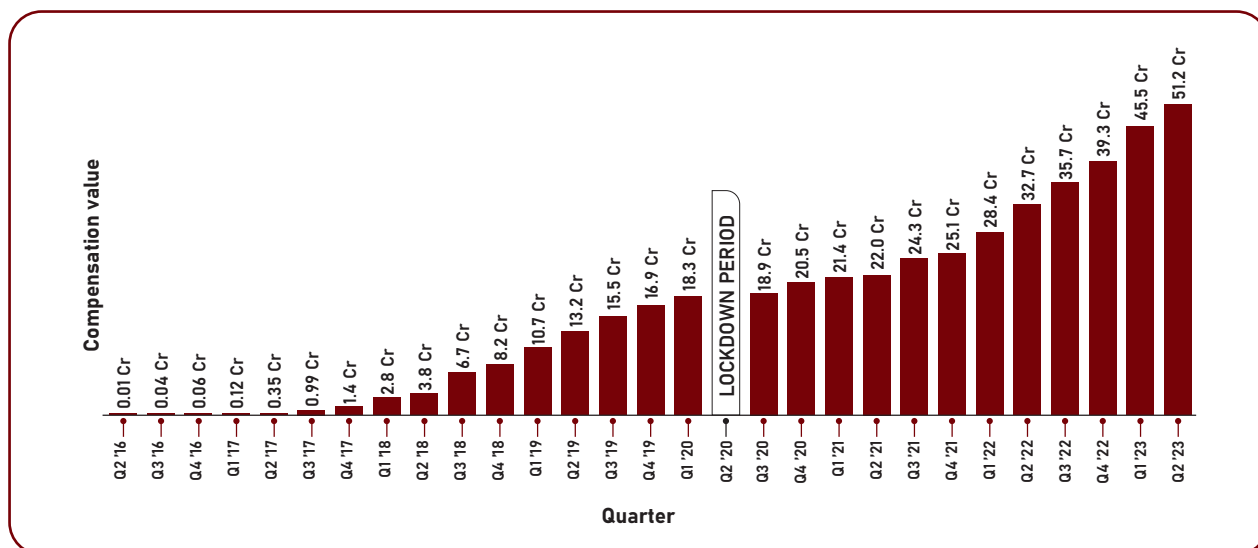
<sup>26</sup> <https://scroll.in/article/692477/your-car-has-been-built-on-an-assembly-line-of-broken-fingers#:~:text=%E2%80%9CWe%20see%20about%2020%20cases.worker%20has%20come%20to%20us>.

<sup>27</sup> <https://www.safeinindia.org/post/growing-stronger-together-new-worker-assistance-centre-and-hq-in-gurugram-launched>

**Figure 6.1 Injured Workers assisted by SII for their ESIC healthcare and compensation (1,500+ just in FY22-23)**



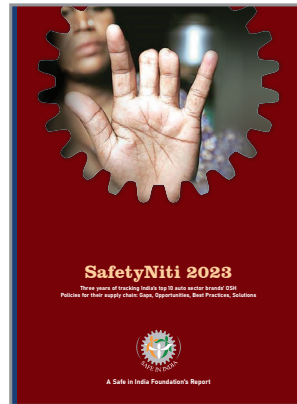
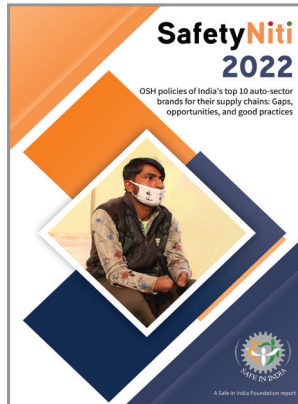
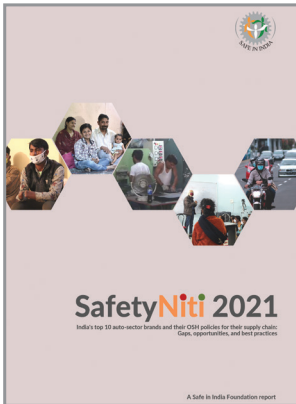
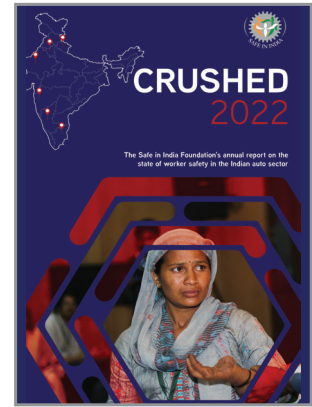
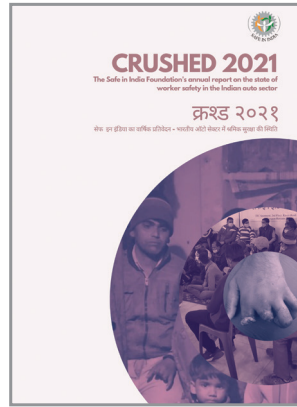
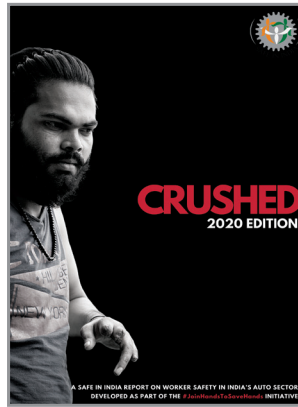
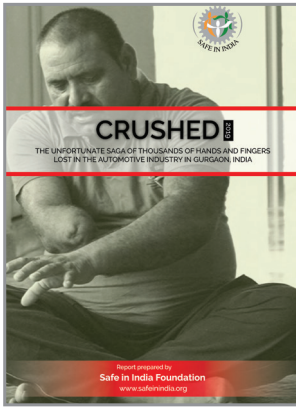
**Figure 6.2 Total ESIC compensation value obtained by injured workers assisted by SII (Rs 17+ crore just in FY 22-23)**



**Pillar 2: Helping improve workplace safety (and thereby worker productivity) in national auto-sector supply chain that employs 10m+ workers through sustained advocacy to all stakeholders**

SII's Pillar 2 endeavours to drive change through evidence, published through two annual series of reports – CRUSHED and SafetyNiti – which form the bases of constructive engagement with key stakeholders in the Auto Industry and Indian Government.

These engagements, expectedly challenging and often resisted, since 2018, despite the interim hurdles of COVID19 lock down and slow down, have led to a start of a positive movement. This, hitherto unknown, disregarded and/or ignored issue is now firmly on the map though there is still a very long way to go. Chapter 8 of this report details all progress in this Pillar.



### Pillar 3: Helping improve ESIC's health and compensation services nationally for c.130m Indians

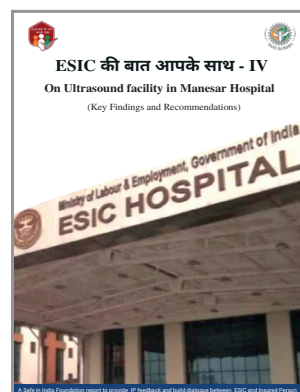
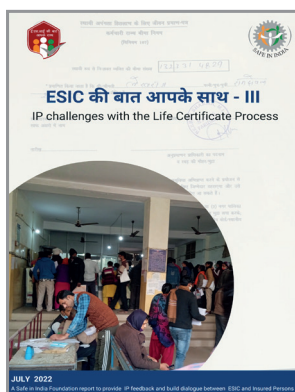
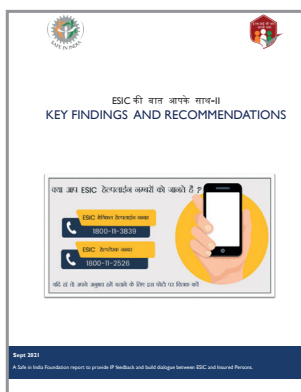
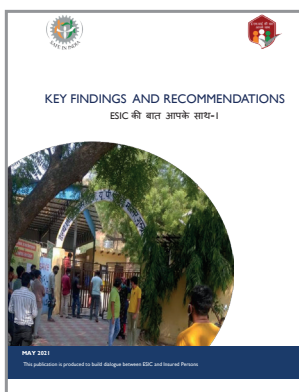
SII engages constructively with ESIC, regionally and nationally, to help improve the design and implementation of their services to c.34m workers, ESIC's insurance-premium-paying customers, and their dependents, much in line with Vision ESIC2.0 for a total beneficiary population of 132m.<sup>28</sup>

In May21, SII started a series of worker surveys called **"ESIC Ki Baat, Aap Ke Saath,"** which help worker voices reach the ESIC's top executives/board, since despite SII's recommendations to the offices of DG- ESIC and CAG, who had sought SII's advice for their last audit, they still have not instituted a formal independent mechanism to collect and address ground level realities. These surveys have brought to light several on-the-ground issues and possible actions to improve the situation. Their findings and recommendations are reported on the SII website.

Since 2017, ESIC has issued 10+ national notifications based on SII's recommendations and materially improved its COVID19 unemployment scheme resulting in an increase of disbursements from c.Rs 1 crore in its first 6 months to c.Rs 80 crores in its second six months. SII also won the Indian Labour Minister's national award for assistance to ESIC during COVID19. Several other SII recommendations are under discussion. SII is grateful to ESIC for these improvements though these are still a drop in the ocean.

<sup>28</sup> International Labour Organisation, India (2022). *Accessing medical benefits under ESI Scheme: A demand-side perspective*. [https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new\\_delhi/documents/publication/wcms\\_841438.pdf](https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new_delhi/documents/publication/wcms_841438.pdf)





## Pillar 4: Empowering workers through knowledge of ESIC and workplace safety

To empower workers through knowledge, SII leverages in-person interactions (including monthly worker support group meetings and community outreach), distributes print collateral, and carries out at-scale outreach through social media. 2,500+ workers have so far attended SII's support group meetings. SII's Hindi Facebook page<sup>29</sup> for workers now has 55,000+ followers, has an annual reach of c.4m, with 50,000+ engagements per quarter now through quizzes and 'Kya Aap Jaantein Hain?' ("Did you know?") series of content. SII has also recently started working with a respected corporation to educate their supply chain on ESIC services and benefits.

<sup>29</sup> [www.facebook.com/safeinindiafb](https://www.facebook.com/safeinindiafb)

### Gang of Shramikpur: SII's YouTube edutainment series to empower workers with ESIC knowledge:

About half of SII assisted workers have smart phones and they prefer consuming short-form videos. This has led SII to create video content.

Gang of Shramikpur is an immersive and intimate account of an injured worker, Vijay, and his journey in availing compensation benefits from ESI after his injury in a factory. The series dramatically unfolds multiple challenges that a worker might face in the process of getting his ESI compensation. Vijay's struggle is presented in four c.15 minute episodes available on YouTube, which has had c.100,000+ views by now.



SII's latest annual review of 2022 and past updates are at [www.safeinindia.org/blog](http://www.safeinindia.org/blog).

### Join hands to save hands!

Safe in India Foundation – founded by three IIMA91 alumni and supported by the whole batch – is funded only by Indian citizens, foundations and corporates. SII does not accept CSR or other funding from auto sector OEMs to avoid any clash of interest. SII welcomes other financial supporters and NGO partners to help improve workplace safety, social security (ESIC) and knowledge of Indian workers.





# Government Policies and Practices on Worker Safety



**Government policies are always Work-in-Progress and are meant to be amended to reflect and support the needs and goals of all stakeholders, in balance. In 2020, a new OSH Code and the Draft Rules was published by the Central Government and several states published their versions. This chapter updates previous reports with most recent status and findings.**



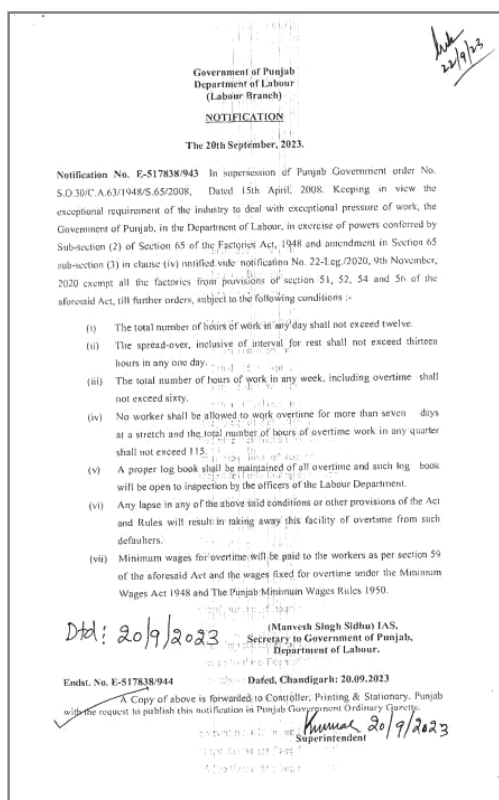
1. Daily working hours extended to 12 hours a day in the Draft Rules, and the 48 hours weekly cap removed in the OSH Code; this may create a convenient confusion for businesses, resulting in even more strenuous working conditions, especially in poorly run factories, which will in all likelihood, cause more accidents.

Karnataka and Tamil Nadu governments had passed amendments to the Factory Act, i.e., The Factories (Karnataka Amendment) Bill, 2023<sup>32</sup> and the Factories (Tamil Nadu Amendment) Bill 2023<sup>33</sup>, which were later withdrawn. The Karnataka bill increased the number of hours of work from the existing nine to up to 11.5 (12 hours including a break of 30 minutes), increased the continuous working hours without rest/interval from five to six and removed the specific details with respect to overtime wage applicability. The Tamil Nadu amendment provided the state government with the right to provide exceptions to factories across daily working hours, the weekly cap on working hours, continuous working hours without an interval, weekly off, and overtime payments.

Additionally, the state governments of Maharashtra<sup>34</sup>, Gujarat, Himachal Pradesh, Madhya Pradesh, Odisha, Uttarakhand, Assam, Goa, Haryana, and Punjab had issued/withdrawn notifications exempting factories from the above-mentioned rules, including working hours post the Covid-19 pandemic based on the provisions of (i) three-month exemption in case of a public emergency (Section 5), and (ii) exemption to allow factories to deal with an exceptional amount of work (Section 65) of the Factory Act<sup>35</sup> (as per analysis by PRS India Research )

Punjab has been continuously using the notification route to exempt factories from the above-mentioned rules since 9 November 2020, with the latest notification being dated 20 September 2023<sup>36</sup>.

**Figure 7.2 Punjab Notification on 13-hour workday – September 2023**



<sup>32</sup> The Factories (Karnataka Amendment) Bill, 2023 - [https://dpal.karnataka.gov.in/storage/pdf-files/33of2023\(E\)Factories.pdf](https://dpal.karnataka.gov.in/storage/pdf-files/33of2023(E)Factories.pdf)

<sup>33</sup> the Factories (Tamil Nadu Amendment) Bill 2023 - [http://www.stationeryprinting.tn.gov.in/extraordinary/2023/120\\_Ex\\_IV\\_1\\_E\\_2023.pdf](http://www.stationeryprinting.tn.gov.in/extraordinary/2023/120_Ex_IV_1_E_2023.pdf)

<sup>34</sup> The Hindu report on Maharashtra government 's changes to labour laws - <https://www.thehindu.com/news/national/other-states/maharashtra-tweaks-labour-laws-to-increase-working-hours/article61659277.ece>

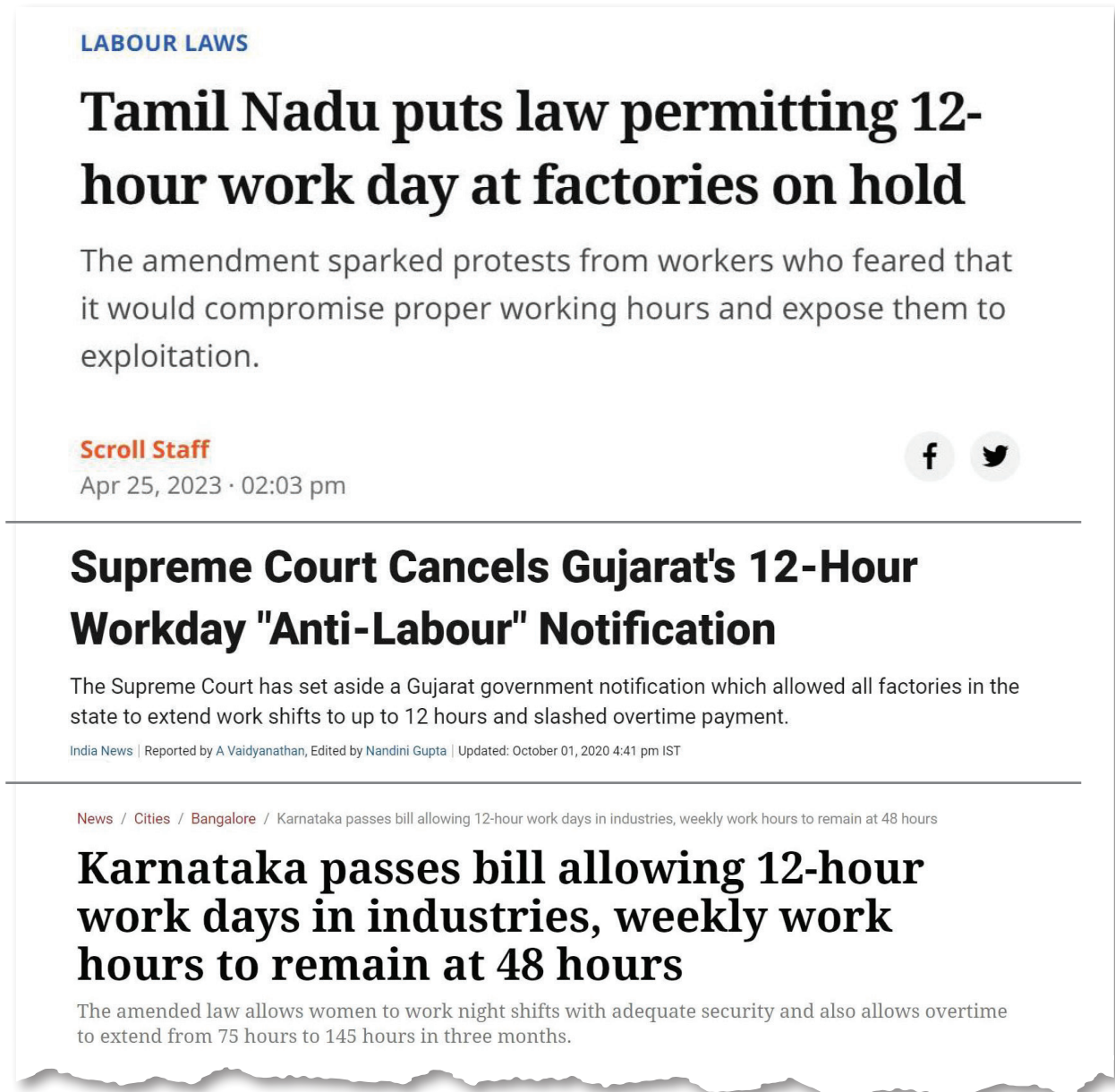
<sup>35</sup> PRS India research on changes to labour laws by multiple states - <https://prsindia.org/covid-19/covid-blogs/relaxation-of-labour-laws-across-states-34>

<sup>36</sup> Punjab government notification on changes to labour laws from September 2023- [https://pblabour.gov.in/pblabourStaticSiteAdmin/uploads/2498c926-a4f0-418a-9884-40e08eda8e7a\\_Notification%20date%2020.09.2023.pdf](https://pblabour.gov.in/pblabourStaticSiteAdmin/uploads/2498c926-a4f0-418a-9884-40e08eda8e7a_Notification%20date%2020.09.2023.pdf)



With the Draft Rules under OSH & WC Code 2020 increasing the limit on overtime to 125 hours/quarter, post-2020 amendments/bills by Punjab, Odisha and Himachal Pradesh have also increased the number of overtime hours in a quarter from 75 hours to 115 hours.

**Figure 7.3 Newspaper reports on acts and notifications on work hours**



SII believes that the 12-hour shifts without the weekly cap may now be seen as more acceptable/legal by industry and less punishable by authorities, despite breaching the continuing 48 hours/week legal cap.

Almost all injured workers assisted by SII had worked 12-hour shifts already, and the OSH&WC code does not categorically put a cap of 48 hours per week even though the Draft Rules specifies a 48-hour limit (Section 28(1)).

The Hours of Work (Industry) Convention, 1919, adopted by the General Conference of the International Labour Organisation, and ratified by India, specifies that maximum work hours should not exceed nine hours in a day and 48 hours in a week for industrial undertakings.<sup>37</sup>

<sup>37</sup> ILO Convention- [https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C001#:~:text=\(c\)%20where%20persons%20are%20employed.and%20forty%2Deight%20per%20week](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C001#:~:text=(c)%20where%20persons%20are%20employed.and%20forty%2Deight%20per%20week).

## OSH Code: 8-hour cap on daily hours, but no weekly cap



The OSH &WC code states

25. 1. No worker shall be required or allowed to work, in any establishment or class of establishment for more than—
- eight hours in a day; and
  - the period of work in each day under clause (a) shall be so fixed, as not to exceed such hours, with such intervals and spread overs, as may be notified by the appropriate Government.

## Draft Rules: 48-hour weekly cap, but no cap on daily hours



The Draft Rules states:

28. Daily and weekly working hours under clause (b) of sub-section (1) of Section 25.-

- No worker shall be required or allowed to work in an establishment for more than forty-eight hours in any week.
- the period of work of a worker shall be so arranged that, inclusive of his intervals for rest, shall not spread over for more than twelve hours in a day.
- the period of work of workers shall not exceed five hours and that no worker shall work for more than five hours before he has had an interval for rest of at least half an hour.
- the working hours in a day may be modified subject to sub-rules (1), (2) and (3), so that the total number of working hours in a week shall be so fixed and followed.





## Post OSH Code Legislations on Factory Act Eligibility, Exemptions from the Act, and Decriminalisation:

- 1. Minimum number of workers to be defined as a factory relaxed to a double of the past which will leave more factories out of many needed controls:** The OSH & WC Code 2020 has relaxed the definition of a factory for which rules are applicable, with Section 2 (w) stating that the act is applicable for factories with 20 workers (with power) or 40 workers (without power). This is double the minimum criteria defined under the Factory Act of 1948. Punjab, Gujarat, Assam, Odisha, Bihar, Goa, Himachal Pradesh, and Tripura have amended the Factory Act and relaxed their definition post 2020.
- 2. Full exemption from the Factory Act for new factories, without commensurate controls, that may be misused:** Section 127 (2) of the OSH & WC Code 2020 provides the state government with the power to exempt factories and with no upper limit with respect to time period of said exemption, unlike the Factory Act which provided a limit on exemptions to a maximum of 3 months for emergencies. Haryana, Uttar Pradesh, Assam, Odisha, Bihar, Goa, and Tripura have amended the Factory Act and now can fully exempt new factories from all sections of the Factory Act for their first 1000 days.
- 3. Weakening regulation of factories by introducing the option for compounding offences and thereby decriminalising offences:** Section 114 of the OSH & WC Code 2020 introduces power to notified officers to compound the first offence for most offences attracting a fine and imprisonment with reduced penalty while the Factory Act of 1948 includes provisions for imprisonment for up to 2 years & a fine of up to one lakh rupees. Punjab, Gujarat, Assam, Odisha, Himachal Pradesh, and Manipur have decriminalised most offences under the Factory Act.



## **Finding 2: On the other hand, there are a number of simple worker-friendly rules in the new OS&WC Code, which do not appear to be implemented.**

The new OS&WC Code and the Draft OSH Rules have a few worker-friendly sections e.g.,

1. Annual free health check-ups (Section 6 (1) (c) of the OSH & WC Code),
2. Consent for overtime work (Section 27 of the OSH & WC Code),
3. Calculating overtime with rounding up to the next half hour (Section 56 (2) of the Draft OSH Rules).
4. Maintaining a database for inter-state migrant workers (Section 21(1) of the OSH & WC Code),
5. Restricting the engagement of contract labour/third-party employees in certain core activities (Section 57 (1) of the OSH & WC Code) and
6. Social security for workers in the unorganised sectors (Section 115 of the OSH & WC Code).

SII has seen no evidence of any of these being implemented with the same desire as the quick acceptance of the 12-hour shift mentioned above. None of the 6,000+ workers assisted by SII have had an annual health check and/or consent for overtime work. 80% of these workers were and are on contract (see Figure 2.1) and were performing core machine work in these factories.

## **7.2 Findings relevant to this cause in the government's OSH practices**

### **Finding 3: The schedule of the public release of India's National Action Plan (NAP) on Business and Human Rights (NAP) continues to remain unclear; NAP will help improve workers' OSH conditions.**

The Ministry of Corporate Affairs has published a Zero Draft of the National Action Plan on Business and Human Rights (updated in March 2020 on the Ministry website<sup>38</sup>).

The Zero Draft (p.21) mentions 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. The working group was also expected to hold consultations with stakeholders, including businesses, trade unions, and civil society organisations.

Additionally, the NAP Zero Draft lists among its action points the following:

1. Comprehensive study on the implementation of UNGPs in India.
2. Identification of key priority areas.
3. Preparation of time-bound policy actions.
4. Articulation of responsibilities of ministries and departments.

However, the progress on the action points and schedule for the release of the final draft of the NAP is unclear.

The UNDP has reported that several Asian, African and Latin American countries, including Colombia (2015), Chile (2017), Kenya (2019), Thailand (2019), Uganda (2021), and Pakistan (2021), have adopted National Action Plans on Business and Human Rights.<sup>39</sup> China and Mexico have included a 'Business and Human Rights' chapter in their Human Rights national action plans.

ETPrime

### **Eicher Motors Q1 Results: Profit zooms 50% YoY to Rs 918 crore, revenue jumps 17%**

ETMarkets.com - Last Updated: Aug 03, 2023, 06:12 PM IST

<sup>38</sup> NAP Zero Draft on MCA website - [https://www.mca.gov.in/Ministry/pdf/ZeroDraft\\_11032020.pdf](https://www.mca.gov.in/Ministry/pdf/ZeroDraft_11032020.pdf)

<sup>39</sup> OHCHR Report on NAP adoption - <https://www.ohchr.org/en/special-procedures/wg-business/national-action-plans-business-and-human-rights>



**Finding 4: MCA has thankfully now started promoting the need for NGRBC adoption by large businesses and the MSME sector, but there is still the need to have a timeline for the adoption of the much needed simpler BRSR Lite as a reporting format for MSME's rollout.**

Since April 2023, IICA, under the guidance of MCA, has been holding certification courses for large and small businesses. SII is aware of the increasing promotion of NGRBC in India, which is a welcome change after low activity since the release of NGRBC in 2019. SII has been recommending this since 2020. Please check Chapter 8 for details about SII's engagement with the MCA.

**Figure 7.4 IICA Certification Course on NGRBC**



The National Guidelines for Responsible Business Conduct (NGRBC) 's Annexure 2<sup>40</sup> does lay emphasis on adoption by MSMEs. Guidance for Micro, Small, and Medium Enterprises (p.38) demonstrates MCA's and NGRBC's concerted attempt to reach MSMEs in line with UNDP. The NGRBC also mentions the steps that MSMEs should take to adopt the NGRBC, i.e., Prioritising the Core Elements and Embedding Prioritised Core Elements into the business. Implementation of this needs a simpler BRSR format for MSMEs.

However, 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.

<sup>40</sup> NGRBC on MCA website - [https://www.mca.gov.in/Ministry/pdf/NationalGuideline\\_15032019.pdf](https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf)

### **Finding 5: Still no visible progress on the Expert Committees for framing standards under the OSH act.**

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>41</sup>.

However, SII had not yet found any progress of/on proceedings of the Expert Committees in the public domain.

### **Finding 6: Still no progress on DGFASLI's Online Portal for real-time OSH data since April 2022.**

In the 2021-22 Labour Ministry Annual Report, DGFASLI, in liaison with the IT Cell, Ministry of Labour and Employment, announced 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).

This quantitative OSH data was to include details of establishments, manpower, prosecutions and convictions, medical and welfare facilities, onsite emergency plan, quantitative data related to accidents, dangerous occurrences, notifiable diseases etc. and was to be provided by the CIF/ DISH/ Regulatory Authorities on an annual basis. The real-time OSH data, like detailed reports of accidents, dangerous occurrences, and notifiable diseases, were to be collected online on a real-time basis<sup>42</sup>.

However, SII has been unable to find the said data/online portal.

### **Finding 7: NITI Aayog's SDG India Index continues to not include an indicator of promoting safety and health in the workplace.**

UN SDG Indicator 8.8 states, "Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment."

The SDG India Index & Dashboard 2020-21,<sup>43</sup> the latest version available publicly, includes the percentage of regular wage/ salaried employees in the non-agriculture sector without any social security benefit as part of SDG 8.8 among the 115 indicators across 17 goals it measures. However, it does not include any data on indicators related to promoting safety and health in the workplace under SDG 8.8. 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.

### **Finding 8: The number of accidents in factories is part of the Ministry of Statistics & Programme Implementation's National Indicator Framework on SDG.**

The Ministry of Statistics & Programme Implementation (MoSPI)'s National Indicator Framework on SDG was to be the basis for the development/refinement of sub-national level monitoring frameworks for SDGs. Version 3.0 (dated 31.03.2021)<sup>44</sup>, as well as the NIF Progress Report 2020<sup>45</sup>, have included three indicators under Indicator 8 of SDG 8, including the number of accidents in factories. The framework functions primarily as a directional document for the states with 286 indicators though MoSPI's progress report reports national numbers. Accurate and real-time data on accidents are essential to make the indicator actionable.

<sup>41</sup> Ministry of Labour & Employment press release on Expert Committees - <https://pib.gov.in/PressReleasePage.aspx?PRID=1708924>

<sup>42</sup> Ministry of Labour & Employment Annual Report 2021-22 - [labour.gov.in/sites/default/files/annual\\_report-21-22.pdf](https://labour.gov.in/sites/default/files/annual_report-21-22.pdf)

<sup>43</sup> SDG Dashboard on NITI Aayog website - <https://sdgindiaindex.niti.gov.in/#/>

<sup>44</sup> NIF V3.0 on MoSPI website - <https://www.mospi.gov.in/sites/default/files/NIF.pdf>

<sup>45</sup> NIF Progress Report 2020 on MoSPI website - [https://mospi.gov.in/sites/default/files/main\\_menu/SDG\\_Framework/Report4.pdf](https://mospi.gov.in/sites/default/files/main_menu/SDG_Framework/Report4.pdf)



## Finding 9: The number of workers covered under the Employees State Insurance (ESI) Act has been removed from the National Indicator Framework on SDG.

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

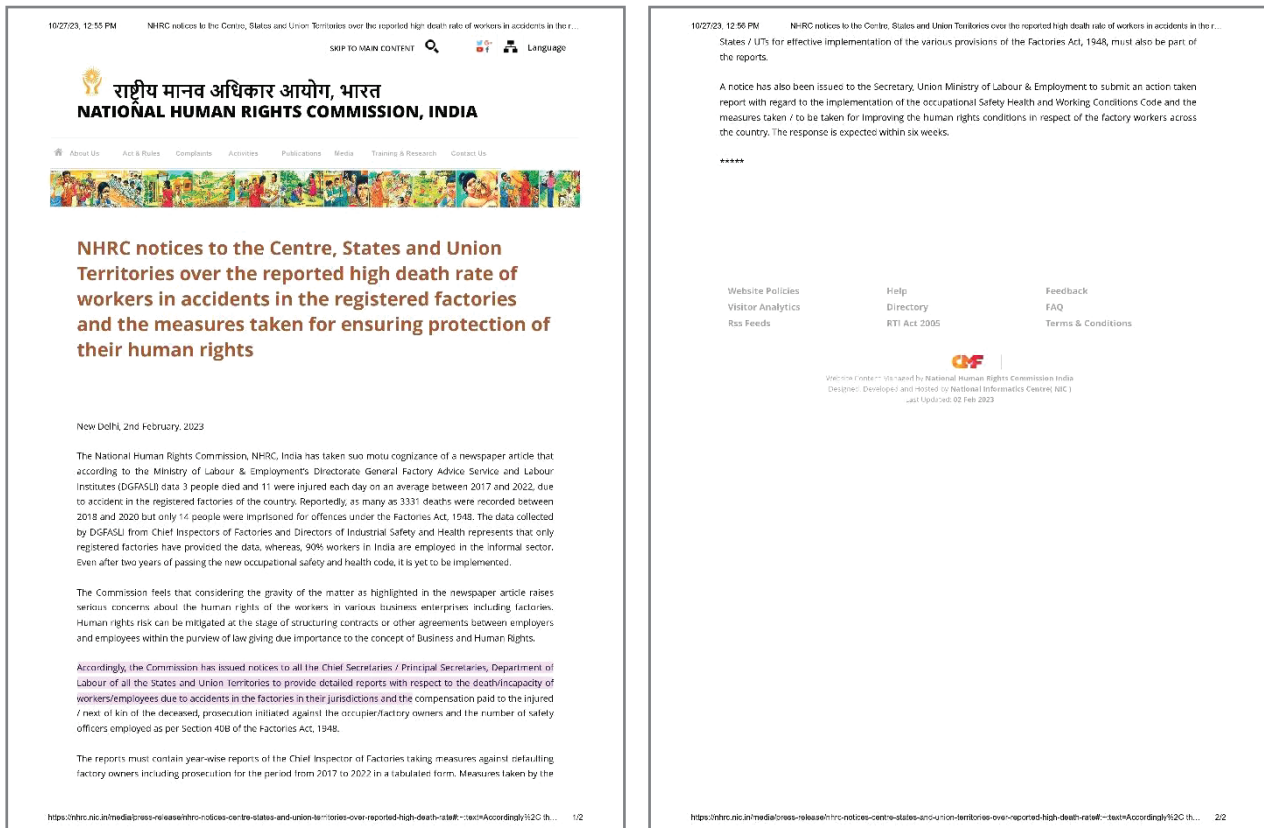
**Table 7.1 Target 8.8 parameters in the latest National Indicator Framework**

| Target 8.8: protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment |  |          |
|---|--|----------|
| 8.8.1: Percentage of households receiving social protection benefits under Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)   | Ministry of Rural Development                                    | Annual   |
| 8.8.2: Percentage of migrant workers  | Office of the Registrar General, India, Ministry of Home Affairs | 10 Years |
| 8.8.3: Number of accidents in factories   | Ministry of Labour and Employment                                | Annual   |

## Finding 10: NHRC (National Human Rights Commission) has appropriately increased its focus on the human rights angle of OSH.

In February 2023, 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). It issued notices to all the Chief Secretaries/Principal Secretaries, Department of Labour of all the States and Union Territories<sup>46</sup>.

**Figure 7.5 NHRC notice to the Central and State governments**



<sup>46</sup> NHRC media release on notice to governments on accidents - <https://nhrc.nic.in/media/press-release/nhrc-notices-centre-states-and-union-territories-over-reported-high-death-rate>

Although SII has not been able to find details of the responses received, this is a positive step for worker safety and SII will send CRUSHED23 to NHRC as further evidence for their suo moto proceedings.

NHRC organised an International Seminar on Business and Human Rights<sup>47</sup>.

**Figure 7.6 NHRC published a joint study on the Assessment and Evaluation of Business and Human Rights Reporting by Corporate India with IIM Bangalore<sup>48</sup>**

## NHRC organizes an International Seminar on Business and Human Rights

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NHRC organizes an International Seminar on Business and Human...

The National Human Rights Commission of India recently hosted a two-day conference on human rights in New Delhi. The conference, which was inaugurated by President Droupadi Murmu, focused on the themes of harmonizing climate change, human rights, and business, as well as advancing human rights in business and industry.

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**The pathbreaking comment India made in her National Guidelines, Principle 3, is about the workers and their families. The human rights impact on the family of someone who has just lost a limb or hand and is unable to work and is now disabled – impacts their rights, discrimination against such people, their livelihoods, impact on the girl child and so forth. It is not just a worker’s injury or a workplace issue. It is a human rights issue at home.**

**MR. VIRAF MEHTA**

Chief Executive - Partners in Change, at the release of SafetyNiti2023

<sup>47</sup> NHRC media release on BHR seminar - <https://nhrc.nic.in/media/press-release/nhrc-organizes-international-seminar-business-human-rights#:~:text=NHRC%20is%20working%20to%20bring.approaches%20to%20address%20these%20issues.>

<sup>48</sup> NHRC media release on NHRC-IIMB joint report - <https://nhrc.nic.in/sites/default/files/Assessment%20and%20Evaluation%20of%20Business%20and%20Human%20Right.pdf>

## **Mahindra & Mahindra sells 36,205 SUVs in July 2023, logs 30% growth on-year; 'Record-breaking month,' says automaker**

Auto sales in July: The company said that its overall auto sales for the month of July stood at 66,124 vehicles.

### **Finding 11: Ministry of MSME's policies do not include OSH and its positive linkages to Indian Labour Productivity.**

The Ministry of Micro, Small and Medium Enterprises (MoMSME)'s draft policy for Micro, Small and Medium Enterprises in India, 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<sup>49</sup>.

MSME-CHAMPIONS, MoMSME's centralised control room, grievance management, and information platform, also doesn't have any focus on OSH<sup>50</sup>.

In 2022, the 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.<sup>51</sup> With increasing reporting requirements from Europe, Japan, and others and increasing focus on human rights in supply chains, a similar certification focused on OSH could have also strengthened India's export growth potential.

The above appears to indicate that MoMSME has not considered the business case for OSH in Indian manufacturing. At the 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 should include OSH.

In May22, SII conducted a seminar with MoMSME and QCI on 'worker safety is good for business' where a number of experts established the relationship between OSH and good business. This opportunity continues to be missed<sup>52</sup>.

Worker Safety is good for business.



**Safety can be looked at as a cost, but when someone looks at it as an investment, they will get the returns and this will happen when you have the right people looking at the right problem.**

**DR. INDRAJIT BHATTACHARYA**

Director, NABET, QCI

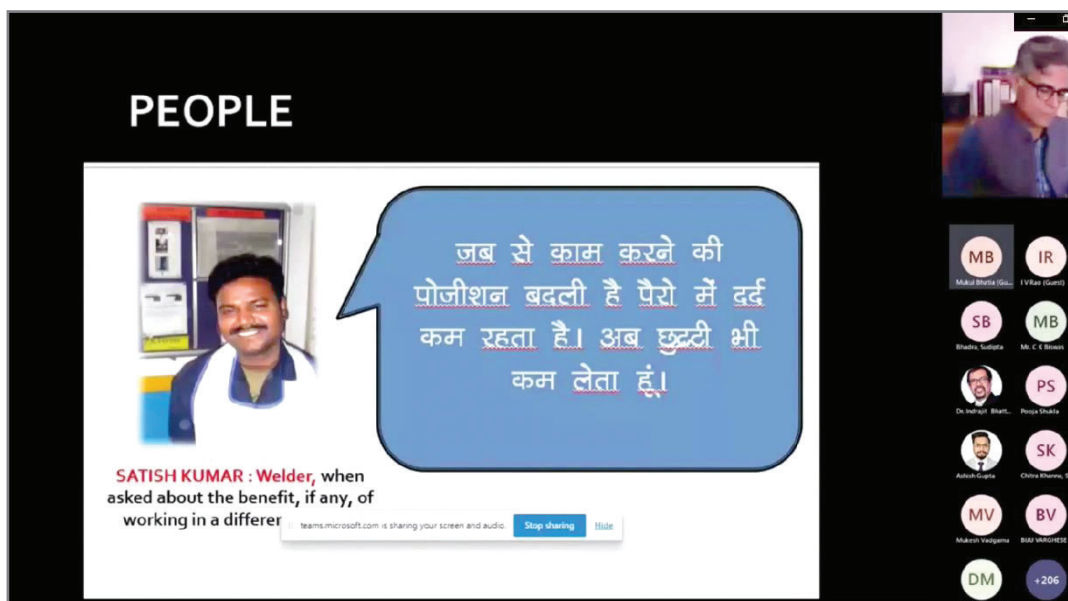
<sup>49</sup> Draft Policy for Micro, Small and Medium Enterprises in India - <https://www.dcmsme.gov.in/Draft08022022.pdf>

<sup>50</sup> CHAMPIONS initiative on MSME website - <https://champions.gov.in/Government-India/Ministry-MSME-Portal-handholding/msme-problem-complaint-welcome.htm>

<sup>51</sup> ZED initiative on MSME website - <https://zed.msme.gov.in/brief-history>

<sup>52</sup> Blog on QCI - SII conclave - [How can worker-safety deliver profits for MSME businesses? Experts speak. \(safeinindia.org\)](https://www.safeinindia.org/How-can-worker-safety-deliver-profits-for-MSME-businesses-Experts-speak)

Figure 7.7 Presentation at the “Worker safety is good for business” seminar



**Finding 12: BIS’ adoption of ISO standards 16092 parts 2 and 4, as recommended by SII, will help prevent crush injuries on the power press machines.**

Until 2023, Bureau of Indian Standards (BIS) did not have ISO standards 16092 parts 2 and 4 which dealt with mechanical presses and pneumatic presses, respectively 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 Jun23, the Panel on Safety of Metal Forming Machines published IS 17277 Part 2<sup>53</sup> and will soon be publishing IS 17277 Part 4 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.

SII, along with BIS organised an Awareness and Implementation Webinar in Jul23, which focused on IS 17277 Part 2.

<sup>53</sup> IS 17277 (Part 2) : 2023 on BIS website - [https://www.services.bis.gov.in/php/BIS\\_2.0/bisconnect/standard\\_review/Standard\\_review/Isdetails?ID=Mjg5MzE%3D](https://www.services.bis.gov.in/php/BIS_2.0/bisconnect/standard_review/Standard_review/Isdetails?ID=Mjg5MzE%3D)



**Finding 13: The Ministry of Heavy Industries (MHI) published the draft Machinery and Electrical Equipment Safety (Omnibus Technical Regulation) Order, 2022 in September 2022. 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>54</sup>.**

### 7.3. Findings related to OSH Reporting in the country

**Finding 14: Labour Bureau's Report on 'Statistics of Factories' doesn't include OSH data from multiple states.**

Ten states and two UTs (Arunachal Pradesh, Karnataka, Madhya Pradesh, Maharashtra, Mizoram, Odisha, Punjab, Sikkim, Uttar Pradesh, West Bengal, Delhi, and Lakshadweep) have not reported data on accidents, inspections, and convictions as part of the Labour Bureau's Report on Statistics of Factories 2019, released in December 2022. Haryana and Chandigarh reported no inspections or convictions. 10 states and UTs (Assam, Bihar, Jharkhand, Manipur, Meghalaya, Nagaland, Tripura, A&N Islands, Daman & Diu and Dadra & Nagar Haveli, and Jammu & Kashmir) have not reported any convictions.<sup>55</sup>

The finding about underreporting of accidents and our detailed analysis of underreporting in injury data and other data trends from data submitted by the states to DGFASLI has also been covered in Chapter 5.

**Figure 7.8 MHI's draft Machinery and Electrical Equipment Safety (Omnibus Technical Regulation) Order, 2022 hasn't included IS 17277 Part 2 & 4 concerning power press machines.**



**Preventive maintenance is not cheap as it requires planning based on the available information about the machines. However, it is one of the most efficient ways to reduce workplace accidents if it is well executed. The absence of this preventive maintenance can lead to major injuries and accidents which can result in the dysfunction of the entire production line, further losing the production target and reducing revenue.**

**MR SUMIT ROY**

Director, Regional Labor Institute

<sup>54</sup> Draft Machinery and Electrical Equipment Safety (Omnibus Technical Regulation) Order, 2022 - [https://heavyindustries.gov.in/sites/default/files/2023-09/circulation\\_of\\_draft\\_machinery.pdf](https://heavyindustries.gov.in/sites/default/files/2023-09/circulation_of_draft_machinery.pdf)

<sup>55</sup> Labour Bureau's Report on 'Statistics of Factories' 2019 - [https://labourbureau.gov.in/uploads/pdf/Stat\\_Factories\\_2019.pdf](https://labourbureau.gov.in/uploads/pdf/Stat_Factories_2019.pdf)

# SII recommendations for all stakeholders



**An opportunity for Indian automobile sector supply chain's professionalism and sustained growth**

Recommendations to key stakeholders-Auto sector brands, SIAM, ACMA, the government and its OSH-relevant ministries and departments/agencies.

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 reports.

## 8.1 Recommendations to OEMs

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

**Table 8.1.1 Top five policy recommendations to OEMs to prevent accidents in the auto sector's deeper supply chain. (ST: short-term; MT: medium-term)**

| Sl. No. | Top five policy recommendations to OEMs   | Suggested next steps/explanations with indicative time scale prioritisation/additional information and a few best practices  |
|---------|---|--|
| 1       | <b>OEM boards to take responsibility for worker safety in their deeper supply chain.</b>  | <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       | <b>Create a joint industry-level task force with SIAM/ ACMA (with any agreed participation from SII).</b>   | <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       | <b>Advocate to the government to make BRSR mandatory for all auto sector brands irrespective of ownership structure, for a level playing field and better transparency.</b> | <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 <i>all auto sector companies</i>.</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 Auto sector OEMs, Indian and MNC, irrespective of ownership</p>  |



| Sl. No. | Top five <i>policy</i> recommendations to OEMs   | Suggested next steps/explanations with indicative time scale prioritisation/additional information and a few best practices   |
|---------|--|---|
| 4       | <b>Strategic international compliance and reporting annually on Indicator 8.8 of SDG8 (the only SDG indicator about worker safety)</b> | <p>(ST) Start reporting under SDG8.8 (link below), 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 (link below), 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       | <b>Set up mechanisms to ensure that workers' voices and feedback in the entire deeper supply chain are heard.</b>                      | <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 eg. identify habitual offenders who may be servicing several OEMs and must be improved or punished.</p>   |

**Table 8.1.2 Top five operational recommendations to prevent accidents in the auto sector's deeper supply chain. (ST: short-term; MT: medium-term)**

| Sl. No. | Top five <i>operational</i> recommendations to OEMs   | Suggested next steps/explanations with indicative time scale prioritisation/additional information and a few best practices   |
|---------|---|---|
| 1       | <b>Map the deeper supply chain to be able to take effective action.</b>   | <p>(ST) Map all Tier 1 (if not already done) and 2 suppliers immediately, and</p> <p>(MT) Follow the same for Tier 3, and 4 in phases as soon as possible</p>   |
| 2       | <b>Create, publish, and implement a Supplier Code of Conduct (SCoC) that ensured compliance with NGRBC, ESIC and other rules and regulations.</b> | <p>Publish SCoC/Supplier Sustainability Guidelines in the public domain, including, inter alia:</p> <p>(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</p> <p>(ST) Making SCoC contractually binding</p> <p>(ST) Accident reporting from Tier 1 contracts.</p> <p>(ST) Ensuring Tier 1 suppliers make OSH principles contractually binding for their own suppliers (i.e., OEM's Tier 2 suppliers).</p> <p>(ST) Asking Tier 1 suppliers to cascade OSH, Human Rights, SDG8.8 and NGRBC Principles down the supply chain, even if in phases.</p> <p>(ST) Including compliance with OSH legislations such as the Factories Act 7A (3), which requires each company to have a written OSH statement/policy.</p> |



| Sl. No. | Top five operational recommendations to OEMs   | Suggested next steps/explanations with indicative time scale prioritisation/additional information and a few best practices   |
|---------|--|---|
|         |  | (ST) Including basic worker rights to be ensured in the supply chain including issue of Letter of Employment, Registration in ESIC on day of joining and handing over of e-Pehchaan Patra on joining, compliance of minimum wages in the state, payment of overtime at double the wage rate etc.  |
| 3       | <b>Include all non-permanent workers in their own factories, in the OSH Policy statement, at par with their own permanent workers.</b>                                       | (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       | <b>Improve transparency and accountability of accident reporting in the supply chain, start weeding out habitual offenders and commercially reward the safest factories.</b> | (ST) Increase transparency of the OSH-related information in the supply chain to the Board, which will help accelerate change.<br>(ST) Use Supplier Mapping data to establish an accident reporting system and monitor accidents and near misses in the entire supply chain<br>(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       | <b>Initiate/strengthen effective ground-level actions, e.g., honest surprise worker safety audits and worker training in regional languages.</b>                             | (ST) Start/Continue conducting surprise Tier 2/3 audits in addition to Tier 1s.<br>(ST) Conduct/ask Tier 1s to conduct and report to OEMs on these safety audits in a deeper supply chain.<br>(ST) worker training in deeper supply chain eg. Support ASDC programme for deeper supply chain like RPL training for power press operators.<br>(MT) create an industry-level training system especially for migrant/contract workers with the government/ASDC/etc.<br>(ST) set up a grievance redressal mechanism for deeper supply chain<br>(ST) web portal for simplified OSH materials for supply chain workers, supervisors, managers, owners<br>(ST) develop cost-benefit case of OSH for suppliers<br>(ST) set up OSH technical helpline/advisory for deeper supply chain questions on issues/best practices/etc. |

## 8.2 Recommendation to auto industry associations - SIAM and ACMA

SIAM's vision of "Building the Nation, Responsibly" should help this cause by encouraging auto sector OEMs to set a culture of worker safety in their supply chain by taking collaborative action.

ACMA too has stated its commitment to worker safety and it has a unit to help member companies continuously upgrade to make them safer for workers and more competitive.

**Table 8.2 Top 5 Recommendations for Society of Indian Automobile Manufacturers (SIAM) and Automotive Component Manufacturers Association (ACMA)**

| Sl. No. | Top five recommendations to ACMA and SIAM   | Suggested next steps/explanations with indicative time scale prioritisation/additional information and a few best practices   |
|---------|---|---|
| 1       | <b>Bring the OEMs, suppliers and experts together for effective ideation and implementation plan to prevent accidents in the auto sector deeper chain, while also improving much needed India's labour productivity.</b>            | (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       | <b>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.</b> | (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 OEMs to bring together industry expertise to create a business case for safety, and evaluate good practices highlighted by SII and any other channels.  |
| 3       | <b>Establish industry standards for safety in auto sector manufacturing.</b>  | <p><b>For SIAM</b></p> <p>(ST) Create a model SCoC with any assistance from SII and/or industry experts.</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       | <b>Integrate worker safety and health as core organisational values of its members, fitting with their sustainability claims.</b>   | <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, e.g., below:</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>                            |

| Sl. No. | Top five recommendations to ACMA and SIAM  | Suggested next steps/explanations with indicative time scale prioritisation/additional information and a few best practices  |
|---------|--|--|
|         |  | (MT) Setting up OSH technical helpline/advisory for deeper supply chain questions on issues/best practices/etc.<br>(ST) Supporting ASDC on prior learning projects with SII.   |
| 5       | <b>Support SIAM and ACMA members in complying with NGRBC and BRSR for long-term business success, compliance and international reputation.</b> | (ST) Organise a webinar/seminar to inform members of NGRBC principles which include:<br>(MT) Setting up a grievance redressal mechanism in the deeper supply chain.<br>(ST/MT) OSH for workers in their own factories and cascading the same in the deeper supply chain.<br>(ST/MT) Protection of Human Rights in own factories and cascading the same in the deeper supply chain. |

### 8.3 Top 5 recommendation for Central Labour Ministry

From Jun22, 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 Top 5 recommendation for Central Labour Ministry**

| Sl. No. | Recommendations to Central Labour Ministry   | Suggested next steps/explanations for recommendations  |
|---------|--|--|
| 1       | <b>Notify Rules for OSH&amp;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</b> | (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<br>(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. Publish the results and recommendations of such studies in the public domain to improve sharing of best practices and lessons learned.<br>(ST) Make industrial safety and health (ISH) divisions accountable for prevention of accidents in factories.<br>(ST) Put in place mechanisms to ensure machine manufacturers produce and sell machines with safety features needed under extant Indian laws.<br>(ST) Put in public domain, the factories which are exempt from inspections.<br>(MT) MOLE to Direct DGFASLI to <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> </ol> |

| Sl. No. | Recommendations to Central Labour Ministry   | Suggested next steps/explanations for recommendations   |
|---------|--|---|
|         |  | <ul style="list-style-type: none"> <li>d. Suggest equipment required for safety and working condition audit, which should be such that they can be read by workers. <ul style="list-style-type: none"> <li>▪ Suggest location of measurement equipment within the factory to measure the correct status.</li> </ul> </li> <li>e. Put in public domain technical solutions to make machines safe based on risks of accidents.</li> </ul> <p>(ST) Publish OSH studies commissioned by Government in public domain</p> |
| 2       | <b>NITI Aayog's SDG India Index should include OSH and State-wise updates on 'promote safe and secure working environment'.</b>  | (ST) Devise methodology of accessing and collating data from varied databases eg. ESIC, LWF, DG FASLI, etc on OSH issues, wages paid, percentage of non-permanent employment, audits and BRSR/NGBRC filings to include in the Index.  |
| 3       | <b>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.</b>                          | <p>(MT) Complete the phase two of the NAP development process - the completion of the National Baseline Assessment.</p> <p>(ST) Set a deadline to complete the processes and schedule the public release of NAP.</p>  |
| 4       | <b>Strengthen India's OSH business case and Institutions for improving occupational health and safety in the country and thereby labour productivity and MSME professionalism eg. DGFASLI and RLIs.</b>                        | <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>  |
| 5       | <b>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</b> | <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 Recommendations for State Labour Ministries

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 Top 5 Recommendation for State Labour Ministries**

|  |   |
|--|---|
| <p>1 <b>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.</b></p>   | <p>Further the similar recommendation included for the central labour ministry.<br/>           (ST) Direct ESIC to publish accident and occupational disease hot spots in the public domain.<br/>           (MT) Put in place a mechanism for monthly/quarterly reporting of accidents in factories or other workplaces by ESIC Regional Office to DGFASLI and Labour Commissioner, Industrial Safety and Health divisions of the states for action to improve these working conditions in repeat offenders.</p>  |
| <p>2 <b>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.</b></p> | <p>(ST) Create standard templates for accident reporting<br/>           (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<br/>           (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> |
| <p>3 <b>Set up a confidential helpline for workers to report unsafe working conditions and accidents in factories.</b></p>   | <p>(ST) Any worker should be able to report unsafe working conditions and/or accidents, especially now as OSH is FPRW</p>   |
| <p>4 <b>Introduce a practical policy and mechanism for safety training of contract and migrant workers.</b></p>  | <p>(MT) Make a policy for safety training of contract and migrant workers<br/>           (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>(ST) Design and cascade safety messages to small factories in regional languages digitally.</p>                             |
| <p>5 <b>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.</b></p>   | <p>Set up expert committees with industry, experts and civil society organizations to study and recommend reforms to<br/>           (ST) Study impact of accidents on the state’s Labour productivity<br/>           (ST) Study the status of worker safety in the MSME sector in the state and suggest improvements</p>  |

## 8.5 Top 5 recommendation 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.
3. 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'.
4. 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.
5. 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

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 eg. as the next step introduce BRSR filing for all Auto sector OEMs. 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. Thankfully, there appears to be some positive movement in this direction in 2023 (see next chapter)

For example, automotive brands such as Honda Motorcycle & Scooter India Ltd. and Hyundai Motor Company, India currently do not need to submit BRSR reporting on account of their being unlisted and yet both these MNCs are second largest 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.

#### 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 sectorally, 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 percent of the country's GDP, 45 percent of the manufacturing output and 40 percent of the exports.
  - b. Transparent monitoring systems for all core elements of NGRBC and SDGs including OSH in the value chain of businesses.



### 8.6.2 Niti Ayog should not ignore OSH from their policy framework; it's an opportunity to increase Indian labour productivity, currently 135th 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 techno-cractic 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 eg. ESIC, LWF, DG FASLI, etc on OSH issues, wages paid, percentage of non-permanent employment, audits and BRSR/NGBRC 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 Safety') 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**.

### 8.6.3 Ministry of MSME's LEAN and other programmes need to establish much stronger, and incetivised, 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.

### **8.6.4 Ministry of Industry should partner with MoMSME to improve Indian Labour Productivity with strategic programme intervention**

The Ministry of Industry 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.

### **8.6.5 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.

### **8.6.6 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.

# Engagement with all stakeholders- an update



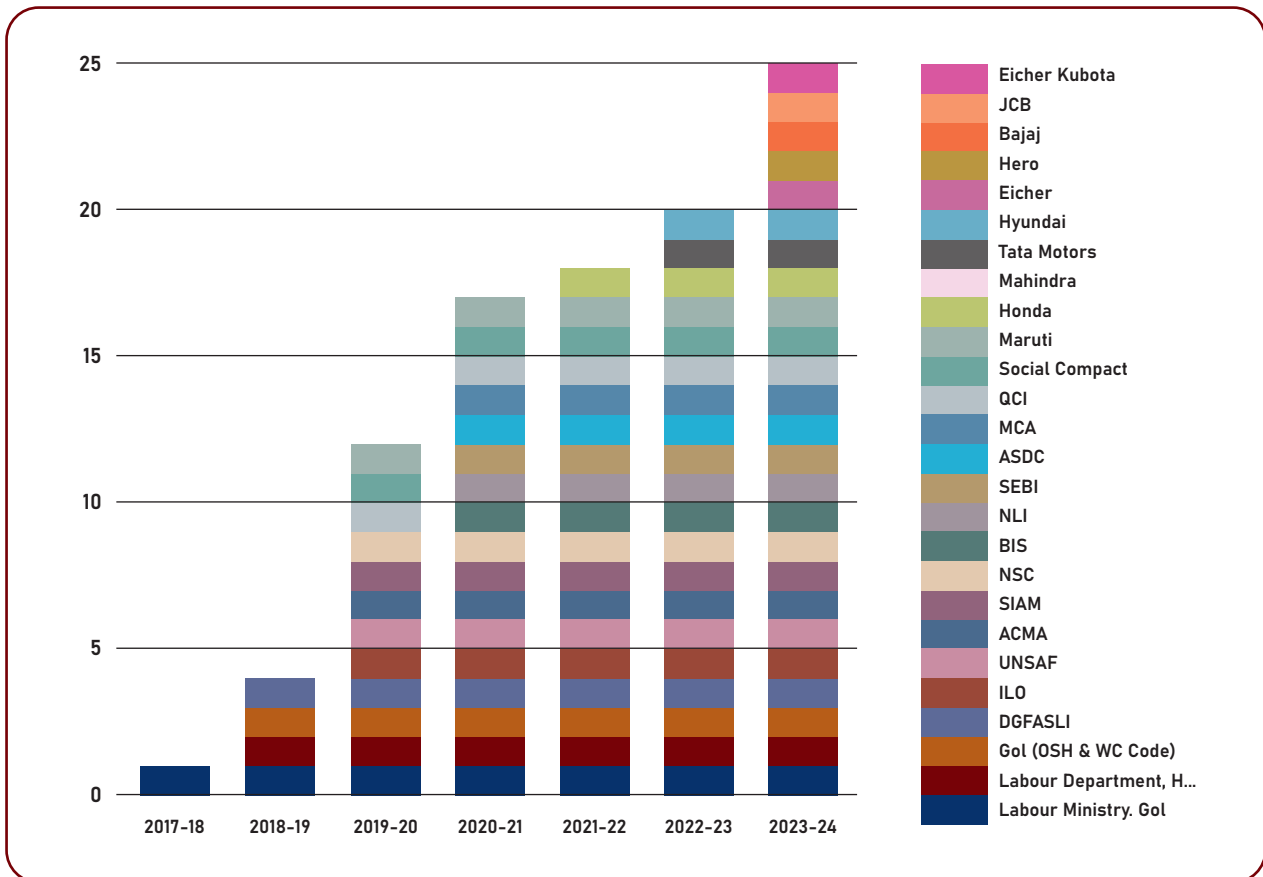
**First five years of SII's engagement with the auto sector and the government: encouraging signs but are they serious enough?**

In Dec18, with only Manesar, Haryana worker injury data then, SII started communicating with the three largest OEMs in Haryana, the two key national auto industry associations - SIAM and ACMA, the Haryana state, and the central government and its safety related agencies.

From 2019, with its first report – CRUSHED 2019 – SII’s engagements became much more formal and structured. Despite more than a year lost during Covid19 (to some good reasons and some not-so-good excuses), SII has continued to accelerate its engagements and is now regularly advocating to:

1. Top 10 auto sector OEMs in India (and writing once a year to top 40 OEMs)
2. SIAM and ACMA
3. Ministry of Labour and Employment, Gol and DG FASLI – the safety advisory arm of the Ministry
4. Haryana state Labour Department and the Industrial Safety and Health (ISH), Division of Gurugram and Faridabad, Haryana labour Department
5. Indian Institute of Corporate Affairs (IICA) under Ministry of Corporate Affairs
6. Other institutions eg. Niti Ayog, SEBI, DoH, NSDC, etc.

**Figure 9.1 Growth in SII’s engagements with the auto sector industry and the government to advocate improvements in OSH in the auto sector supply chain since 2017**



Many of these efforts have yielded some positive results, almost all are inevitably work-in-progress and a few are yet to take off – mostly a direct correlation with their interest in safeguarding these workers from this tragedy and India from a loss of skilled manpower and labour productivity. This chapter briefly summarises the state of these engagements.

*SII’s test of success of these engagements is an agreement on concrete policy and implementation-actions that lead to at least three years of sustained reduction in these grave injuries in each auto sector belt, SII is actively reporting on.*



## 9.1 Engagement with Top 10 Indian auto sector OEMs (well seven really, three still refuse to engage meaningfully)


SII's engagement takes the following shape with OEMs:

Annual sharing of injury data in their supply chains, where available - for CRUSHED series of reports

1. 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 seeking confirmation of its findings, any missing information, best practices and actions taken - for SafetyNiti series of reports.
2. Periodic meetings with OEMs, as and when agreed.
3. Planned quarterly platform meetings of ISH-Maruti-Hero-Honda-SII in Gurugram (actual frequency about twice a year) from 2021.
4. Planned quarterly platform meetings of ISH-Maruti-Hero-Honda-SII (actual frequency about twice a year) in Faridabad since Oct22. Other large auto sector OEMs in the region eg. 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 OEM 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.

**Figure 9.2 Maruti's initiatives to improve capacities of suppliers workforce Tier 1 and 2**

|   | Trend | 2021-22 | 2020-21 |  |
|---|-------|---------|---------|--|
|  <b>Social and Relationship Capital</b><br>The Company strives to maintain mutually respectful and beneficial relationships with its stakeholders such as customers, value chain partners, local communities and the Government, creating a favourable environment for business. | △     | 3,357   | 3,120   |  |
|   | △     | 4,254   | 4,044   |  |
|   | △     | 310,199 | 190,635 |  |
|   | △     | 511,629 | 353,179 |  |
|   | △     | 400     | 387     |  |
|   | △     | 700     | 209     |  |
|   | ▽     | 1,007   | 1,409   |  |
|   | △     | 168,291 | 106,441 |  |
|   |       |         |         |  |
|   |       |         |         |  |

Source: [MSIL Annual Integrated Report 2021-22 downloaded on 21Sept22.pdf](#)

Three brands, namely Ashok Leyland, Mahindra and TVS have yet to engage meaningfully, although their representatives attended the last SIAM+OEMs+SII meeting on August 5, 2022 to discuss SII's latest findings and recommendations.

## Honda Cars India domestic sales grow 13% to 9,861 units in September 2023

Adding to the sales momentum was the introduction of Honda's latest mid-size SUV, the Elevate, that has received an overwhelming response in the market, the company said.



| Status of Top 10 OEM's engagement with SII. |               |       |        |      |       |         |          |                    |             |     |
|---|---------------|-------|--------|------|-------|---------|----------|--------------------|-------------|-----|
|   |               |       |        |      |       |         |          |                    |             |     |
| <b>CRUSHED 2022</b>                         | Ashok Leyland | Bajaj | Eicher | Hero | Honda | Hyundai | Mahindra | Maruti Suzuki      | TATA Motors | TVS |
| <b>CRUSHED 2023</b>                         | Ashok Leyland | Bajaj | Eicher | Hero | Honda | Hyundai | Mahindra | Maruti Suzuki<br>↓ | TATA Motors | TVS |

- Not a meaningful engagement/poor response.
- Ad hoc meetings/Meetings eg. only at the Gurugram ISH Joint Platform; limited discussions on data, findings, actions against recommendations
- Regular meetings to discuss latest data, findings, actions against recommendations.

SII has not yet reached out to sector investors – Indian and Foreign – and/or judicial system given its current strategy of solution-centricity and a desire to find solutions with the industry. This strategy is now under review.

## 9.2 Start of progress by the Top 10 OEMs on SII's recommendations

The above engagements have definitely resulted in an acknowledgement of the problem and beginnings of visible action in a few of the top 10 OEM. However, these need to be accelerated for a quicker impact on the lives of the workers and improvement in manufacturing processes.

### 9.2.1 Some progress on Top 5 Operational Recommendations

The below RAG status provided per OEM is SII's subjective assessment of the progress made against the high level Top 5 Operational and top 5 Policy recommendations detailed in CRUSHED 2022 and SafetyNiti 2023. SII understands that this is a multi-year journey and can only be done in a phased manner and appreciates the OEMs who have made a start on these.

Unfortunately, most actions are still amber or red as SII's view is that these can be green only after consistent and significant reduction in accidents and injuries in their supply chain for three years.

**Table 9.1 The progress on SII's five operational recommendations (Apr22–Aug23)**











| SN | Five operational recommendations to OEMs   | Ashok Leyland | Bajaj | Eicher | Hero | Honda | Hyundai | Mahindra | Maruti Suzuki | Tata | TVS |
|----|--|---------------|-------|--------|------|-------|---------|----------|---------------|------|-----|
|    |  |               |       |        |      |       |         |          |               |      |     |
| 1  | OEM boards to take responsibility for worker safety in their deeper supply chain.  | ■             | ■     | ■      | ■    | ■     | ■       | ■        | ■             | ■    | ■   |
| 2  | Create a joint industry-level task force with SIAM (with some participation from SII)  | ■             | ■     | ■      | ■    | ■     | ■       | ■        | ■             | ■    | ■   |
| 3  | Map the deeper supply chain  | ■             | ■     | ↑      | ↓    | ■     | ↑       | ■        | ■             | ■    | ■   |
| 4  | Improve transparency and accountability of Accident Reporting in the supply chain, weed out habitual offenders and reward safest factories, commercially | ■             | ■     | ■      | ■    | ■     | ■       | ■        | ■             | ■    | ■   |
| 5  | Initiate ground-level actions, e.g., honest worker safety audits and worker training   | ■             | ■     | ■      | ■    | ■     | ■       | ■        | ■             | ■    | ■   |

- No progress observed/advised since CRUSHED2022.
- Start of actions with some mentions/examples/information/promises/advice.
- Good progress on all recommendations though it can change to amber/red if change is not evidenced after promised actions.

## 9.2.2 Some progress on SII's Top 5 Policy Recommendations

As reported in SafetyNiti 2023, there has been significant progress in these by top 10 OEMs against the 12 OSH policy questions posed by SII, first time in 2020, for their own non-permanent workers and for their deeper supply chain. This progress is depicted below, though much more needs to be done. The up-arrows indicate progress from red to amber, or amber to green in the period Nov22-Sep23.

**Table 9.2 A summary view of the existence, adequacy, and clarity of OEMs' OSH policies and procedures in decreasing order, as reported in SafetyNiti2023. (Weighted: green 0, amber -1, red -2)**

| Sr. No. | Questions  | Bajaj   | Honda   | Tata  | Maruti Suzuki   | Mahindra  | Hyundai   | Eicher  | Hero  | TVS   | Ashok Leyland   |
|---------|--|---|---|---|---|---|---|---|---|---|---|
|         |  |  |  |  |  |  |  |  |  |  |  |
| 1       | Publicly declared OSH Policy for OEM's own employees   | Green   | Green   | Green   | Green   | Green   | Amber (↑)   | Green   | Green   | Amber   | Green   |
| 2       | Publicly declared policy of OEM's that includes OSH for non-permanent workers at par with permanent employees  | Green   | Green   | Green   | Green   | Amber   | Amber (↓)   | Amber (↑)   | Amber   | Amber   | Amber (↓)   |
| 3       | Publicly declared Human Rights policy, covers non-permanent employees and workers and supply chain   | Amber   | Amber   | Amber   | Amber (↓)   | Amber (↑)   | Red   | Amber (↑)   | Red   | Red   | Red   |
| 4       | OSH policy/guideline for OEM's Tier 1 suppliers  | Green   | Green   | Green   | Amber (↓)   | Green   | Green   | Green   | Amber   | Amber   | Red   |
| 5       | OSH policy/guideline for OEM's deeper supply chain (Tier 2/3/4)  | Green   | Green   | Amber (↑)   | Amber   | Green   | Amber (↑)   | Amber (↑)   | Red   | Red   | Red   |
| 6       | Consistency in the OSH policies enforced in the supply chain in Indian and international operations  | Green   | Green   | Green   | Amber   | Green   | Green   | Red   | Red   | Red   | Red   |
| 7       | Reporting on NGRBC Principles 1, 3, and 5  | Amber (↑)   | DNR*  | Amber   | Amber (↑)   | Amber   | DNR*  | Amber (↑)   | Amber (↑)   | Amber (↑)   | Amber (↑)   |
| 8       | Policies and procedures for monitoring and reporting on supply chain sustainability in accordance with Decent Work and reporting of accidents as per SDG indicator 8.8 | Amber   | Amber   | Amber (↑)   | Amber (↓)   | Amber (↑)   | Amber (↑)   | Amber   | Amber   | Amber   | Red   |
| 9       | Mapping of OEM's deeper supply chain to be able to improve safety  | Amber   | Amber   | Amber   | Amber   | Red   | Amber (↑)   | Amber   | Amber (↓)   | Red   | Red   |
| 10      | Actions taken by the OEM to prevent accidents in its deeper supply chain   | Amber   | Amber (↓)   | Amber   | Green   | Amber   | Green   | Amber (↓)   | Amber (↑)   | Amber (↑)   | Red   |
| 11      | Monitoring of OEM's Tier 1 (direct suppliers) for their actions to improve safety in their deeper supply chain   | Amber (↑)   | Amber   | Amber   | Amber   | Red   | Amber   | Red   | Red   | Red   | Red   |
| 12      | Grievance redressal mechanism for workers across supply chain to report unsafe work conditions   | Amber (↑)   | Amber   | Amber (↑)   | Amber (↑)   | Amber   | Amber   | Red   | Amber (↑)   | Amber   | Amber   |

Detailed explanation in Chapter 6. DNR\* 'Did not report'.

Arrows indicate improvement or deterioration from SafetyNiti22.

■ Some sub components (indicated in Recommendations for OEM) are work-in-progress as reported in SafetyNiti 2023 (see table above), however the recommendation is not complete yet.

■ No clear stated policy in the public domain. However, SII has seen some mentions/examples or has received partial information that may address the issue in the future as promised by OEMs.

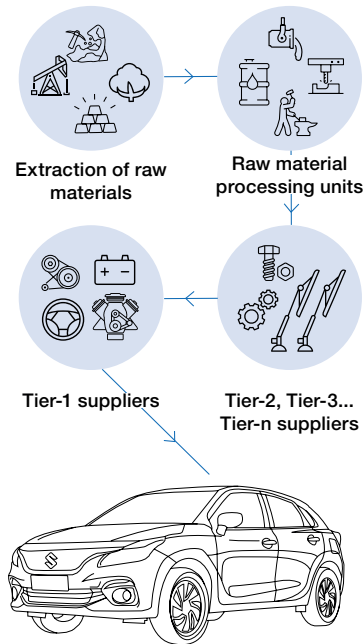
■ Policy in the public domain, or OEM has confirmed its presence in writing/shared with SII.

**Figure 9.4 Maruti acknowledges its deep supply chain, based on our recommendations**  
**Maruti acknowledges its deep supply chain “Tier 1,2,..n”**

**SUPPLIERS, CAPITAL GOODS MANUFACTURERS,  
 IN-BOUND LOGISTICS & MSIL**

Car manufacturing has significant interlinkages with industries involved in the primary, secondary and tertiary economic activities, creating livelihood opportunities for millions and making the sector one of the biggest employment generators in the country. The Company buys ~ 95% of its components (by value) from suppliers with manufacturing plant in India, making MSIL a significant contributor to local employment and the 'Make in India' initiative of the Government of India.

**SUPPLIER ECOSYSTEM TO MANUFACTURE  
 PASSENGER VEHICLES**



Source: [MSIL\\_Annual\\_Integrated\\_Report\\_2021-22 downloaded on 21Sept22.pdf](#)



As a result of the above progress on the 12 issues (questions) by a number of OEMs, the overall progress on the top 5 policy recommendations is as in the table 9.3 below.

**Table 9.3 The progress on SII's top 5 policy recommendations Apr22-Aug23**

| SN | Five Policy recommendations to OEMs   | Ashok Leyland | Bajaj   | Eicher | Hero     | Honda | Hyundai | Mahindra | Maruti Suzuki | Tata  | TVS      |
|----|---|---------------|---------|--------|----------|-------|---------|----------|---------------|-------|----------|
|    |   |               |         |        |          |       |         |          |               |       |          |
| 1  | Include all contract workers in own factories in the OSH policy framework   | Orange        | Green   | Orange | Orange   | Green | Orange  | Orange   | Green         | Green | Orange   |
| 2  | Create, publish, and implement a Supplier Code of Conduct (SCoC)  | Red           | Green ↑ | Green  | Orange ↑ | Green | Green   | Green    | Orange ↓      | Green | Orange ↑ |
| 3  | Create, publish, and implement a standard operating procedure (SOP) for supply chain factories                          | Red           | Red     | Red    | Red      | Red   | Red     | Red      | Red           | Red   | Red      |
| 4  | Report annually on Indicator 8.8 of SDG8 (the only SDG indicator about worker safety)                                   | Red           | Red     | Red    | Red      | Red   | Red     | Red      | Red           | Red   | Red      |
| 5  | Demand minimum compliance from the supply chains (e.g., all workers should be covered by ESIC from their first workday) | Red           | Orange  | Red    | Red      | Red   | Red     | Red      | Orange        | Red   | Red      |

- Some sub components (indicated in Recommendations for OEM) are work-in-progress as reported in SafetyNiti 2022 (see table 7.2 above), however the recommendation is not complete yet.
- No clear stated policy in the public domain. However, SII has seen some mentions/examples or has received partial information that may address the issue in the future as promised by OEMs.
- Policy in the public domain, or OEM has confirmed its presence in writing/shared with SII

Please note that the above RAG indicates presence/absence of the relevant Policy document and is not an indication of the quality of such a document. As mentioned in SafetyNiti 2023, SII will start commenting on the quality of these policy documents and indeed their implementation, in future reports, and subject to its capacity.

Clearly, while there is progress in the first two recommendations, there needs to be significant progress in the remaining three.

### 9.3 A constructive, though as yet suboptimal, engagement with SIAM and ACMA

Both SIAM and ACMA focus on improving business, driver safety, etc but not on worker safety. Although they do have regular constructive meetings with SII and have committed themselves to working with SII to prevent accidents in the auto sector's deeper supply chain, effective joint/several action remains inadequate.

SII has also made presentations to their executive committees/other appropriate forums where they mostly express their inability to take joint action without unanimous support of members. SII has, therefore, been recommending to OEMs to support SIAM and ACMA with their priorities and funding to create a joint action plan. Several OEMs have agreed and SII will continue championing this.

In Aug22, on SII's request, SIAM hosted a meeting of its members for SII to present its findings of SafetyNiti2022. Seventeen OEMs attended and many of them reacted with disbelief, expressed shock at the high prevalence of such accidents in their supply chain and agreed that these should stop asap. However, effective action is awaited.



In Nov22, SIAM also held a joint meeting with ACMA and SII, where further action was agreed.

Although ACMA does have well-funded programmes running with unilateral agencies eg. ILO SCORE, MoMSME LEAN programmes, UNIDO, etc, its actions to improve the situation even in their c.800 members remain suboptimal. ACMA has, thankfully, now started a monthly Safety Training Programme for the auto component industry to also address issues related to worker safety - the impact of these will have to be measured and reported - and has also agreed to develop a Business Case for Safety with SII.

| Status of engagement with SII in the past one year (Nov22-Oct23) |  |
|--|--|
| CRUSHED 2022   |  |
| CRUSHED 2023   |  |

■ No/ poor engagement  
■ Some progress on actions agreed but needs acceleration/ closure  
■ Good engagement resulting in progress on actions agreed

### 9.3.1 Progress by SIAM on SII's recommendations

The progress made by SIAM on SII's top 5 recommendations is listed in table 9.4 below.

**Table 9.4: The progress on SII's top 5 policy recommendations Apr22-Aug23.**

|   | SII's top 5 recommendations to SIAM  | Update CRUSHED 2023                               |
|---|--|---|
| 1 | Bring the auto industry together to create a joint task force for OEMs and other stakeholders to prevent accidents in the auto sector deeper chain, while also improving productivity.                                       | Joint meetings held and good intentions expressed |
| 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. |   |
| 3 | Establish industry standards for safety in auto sector manufacturing.  |   |
| 4 | Integrate worker safety and health as core organisational values of its members.   |   |
| 5 | Support SIAM and ACMA members in complying with NGRBC for long-term business success and compliance.   |   |

■ No/poor engagement  
■ Some progress on actions agreed but needs acceleration/closure  
■ Good progress on actions agreed

In Nov22, SIAM also held a joint meeting with ACMA and SII, where a number of modalities for recommended solutions to prevent these supply chain accidents were agreed with ACMA promising significant actions.

However, SIAM has stated that it does not have the mandate from the OEMs to take forward SII recommendations. SII has therefore started requesting OEMs to support SIAM with such a mandate and resources.

### 9.3.2 Progress by ACMA on SII's recommendations

In addition to the joint discussions and actions with SIAM as stated in the section above, ACMA has made some starts in the areas agreed, which now need to be accelerated to make a significant systemic change on the shop floor working conditions in the deeper supply chain. SII hopes for acceleration and closure of these actions by 1Q23. ACMA will need to play a much bigger role if SIAM+ACMA can agree and the above mentioned joint meeting has been promising.

The RAG status of SII's recommendation to ACMA is therefore currently as follows:

**Table 9.5 The progress on SII's top 5 recommendations made to ACMA (Apr22 to Aug23)**

|   | SII's top 5 recommendations to ACMA  | Update CRUSHED 2023                               |
|---|--|---|
| 1 | Bring the auto industry suppliers and relevant experts together to create a joint task force to prevent accidents in the auto sector deeper chain, while also improving productivity.  | Joint meetings held and good intentions expressed |
| 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. |   |
| 3 | Establish industry standards for safety in auto sector manufacturing.  |   |
| 4 | Integrate worker safety and health as core organisational values of its members.   |   |
| 5 | Support ACMA members in complying with NGRBC for long-term business success and compliance.  |   |

- No/poor engagement
- Some progress on actions agreed but needs acceleration/closure
- Good progress on actions agreed

### ACMA's reaction to SII's presentation at the Executive Committee Meeting on 19May23

"We are experts on improving equipment. We do Kaizen on equipment more than the equipment manufacturers because we understand equipment as we use it..."

- Mr Sunjay Kapur, ACMA President in the Executive committee meeting 19 May 2023

"When it comes to Safety, I do not think we need to create a business case for Safety. It should not be seen as a cost ..."

- Mr Suresh, ZF in the Executive committee meeting 19 May 2023

## 9.4 Ongoing engagement with central and state governments: progress and challenges

Since 2018, SII has been sharing its Reports and recommendations with the government with an objective to help with 'Sabka Saath Sabka Vikas' and "Make In India Responsibly". The progress has been slow, although there are encouraging signs.

**Table 9.6 Progress on SII's top 5 recommendations made to the government**

|   | Government Ministry/Department    | Engagement/Progress with SII   |
|---|-----------------------------------|--|
| 1 | Ministry of Labour and Employment | <ul style="list-style-type: none"> <li>a. After a meeting SII had with the Labour Minister in 2019, the ministry constituted <b>a working group</b> 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>b. <b>DG FASLI checked SII's accident and injury data</b> and did not report any objections to it, presumably accepting it for the working group above.</li> <li>c. A recent constructive meeting with the <b>Hon'ble Minister of Labour and Employment in Aug23</b> that may lead to further actions.</li> <li>d. A recent Meeting with <b>Joint Secretary-OSH</b> in Aug23, wherein a few initiatives have been agreed to be progressed.</li> <li>e. <b>Pilot worker safety training</b>, 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>f. Constructive participation by <b>DGFASLI and National Safety Council</b> in review of ISO16092 Power Press Safety Standard with BIS.</li> <li>g. Joint meetings in 2018-19 to discuss SII's comments/recommendations on <b>Labour codes for OSH&amp;WC and Social Security</b>.</li> </ul> |

|   | Government Ministry/Department  | Engagement/Progress with SII  |
|---|---|---|
| 2 | Ministry of MSME  | On SII's recommendation, SII co-hosted a webinar under MSME ministry directive on <b>Workplace Safety in MSME enhances productivity</b> with Quality Council of India (QCI). Mixed feedback received. It needs to be scaled up based on lessons shared by SII in 2022.  |
| 3 | Indian Institute of Corporate Affairs (IICA), Ministry of Corporate Affairs | <b>IICA participated</b> at the release of SafetyNiti 2023 supporting the cause of Indian worker safety in the supply chain under NGRBC, and we are now exploring the possibility of working together to assess the submissions on BRSR by the auto sector.   |
| 4 | Bureau of Indian Standards  | SII was a member of the BIS committee and the <b>convenor of the panel "Safety of Metal Forming Machines, PGD 04/P2"</b> formed by the committee. The "Metal Forming Machines Sectional Committee, PGD 04" <b>thankfully approved the Panel suggestion to adopt ISO standards ISO16092 Part 2 &amp; 4 as power press safety BIS standards IS17277 Part 2 and 4.</b><br><br>As part of the awareness and implementation on Indian standards, BIS also invited SII as an expert speaker in their webinar on "Indian Standards on Safety of Machine Press" in Jul23.   |
| 5 | State Government Haryana  | Haryana Labour Ministry also constituted <b>a working group</b> on worker safety post CRUSHED2019. It's working, if any, have, however, remained confidential and not shared publicly.<br><br>However, since then, ISH wing of the Haryana Labour Department agreed to create <b>a "platform" consisting of ISH, the three main local auto brands(Maruti-Suzuki, Hero and Honda), and SII</b> , which meets periodically and progresses actions.<br><br>At Gurugram, as part of the above platform, <b>30 Tier 2 safety audits were conducted by Maruti, Hero and Honda</b> of which c.80% were found deficient; improvements suggested and corrective action promised.<br><br>At Faridabad, more OEMs; JCB, Escorts Kubota and a few more component manufacturers were also invited by ISH. Training of suppliers on safety and audits has been promised by participating members. <b>A pilot for Recognising Prior Learning Scheme with ASDC</b> planned and is work in progress. |
| 6 | MCA   | SII has been recommending to MCA since 2021 that large unlisted companies eg. Honda and Hyundai should also be required to submit BRSR as the top 1000 Indian listed companies do to ensure a more level playing field. <b>Thankfully, some progress</b> in the news article below. <sup>19</sup>   |

**Figure 9.5 Has MCA finally accepted SII's recommendation for large unlisted auto sector brands?**



Rediff.com » Business » Regulatory framework for large unlisted firms by MCA in the works

## Regulatory framework for large unlisted firms by MCA in the works

By Ruchika Chitravanshi October 04, 2023 13:22 IST

Get Rediff News in your Inbox:

**T**he Ministry of Corporate Affairs (MCA) is considering a regulatory framework for large unlisted companies that may have systemic implications, a top government official said.

<https://www.rediff.com/business/report/regulatory-framework-for-large-unlisted-firms-by-mca-in-the-works/20231004.htm>

## Online Data Portals and Dashboards: DGFASLI



DGFASLI, in liaison with the IT Cell, Ministry of Labour and Employment, is in the process of developing an Online Portal for 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). The quantitative OSH data like details of the establishments, manpower, prosecutions and convictions, medical and welfare facilities, onsite emergency plan, quantitative data related to accidents, dangerous occurrences, notifiable diseases etc. is to be provided by the CIF/ DISH/ Regulatory Authorities on an annual basis. The real-time OSH data like detailed report of accidents, dangerous occurrences and notifiable diseases will be collected online in real-time basis. The establishments will provide aforesaid statutory real-time data to the CIF/DISH as well as DGFASLI through online mode by interlinking the same with the Shram Suvidha Portal.

SII has also advocated, when needed, to SEBI, Niti Aayog, Department of Heavy Industry, Ministry of MSME, NSDC, who all have a role in improving the OSH situation for workers and their productivity in manufacturing. As brought out in Chapter 8 (Recommendations to Government), SII regularly writes to these Government bodies and meets them to take actions in their domain.

## Haryana State Human Rights Commission (H-SHRC)



Unbeknown to SII, in 2019, H-SHRC filed a suo moto against Maruti, Hero, Honda and CIF, Haryana based on a newspaper report on CRUSHED2019 and asked them to explain actions taken. SII was summoned by H-SHRC In Dec22 to comment on responses submitted by the defendants. SII has since submitted its response and the next hearing is now awaited.





Figure 9.6 Mahindra Annual Report 21-22 page 195

## Mahindra starts supplier safety audits in FY20-21 and expands in FY21-22

To ensure a safe working environment in the supply chain, in FY 2020-21 the Company began third-party supplier safety audits, with feedback offered to suppliers for improvement. The scope of safety audits was expanded in FY 2021-22, with a total of 317 vendors covered by the end of the financial year.



Figure 9.7 TVS BRR 21-22 page 14

## TVS assesses OSH conditions of its fabrication suppliers in FY21-22

Percentage of supply chain partners (by value) that were assessed for adherence to health and safety practices:

100% of the suppliers and service providers. In addition, key fabrication suppliers were assessed on occupational health and safety requirements. Towards sharing the best practices and in identifying hazards and to implement control measures, 8 suppliers (Tier-1) have been covered under scheduled audit by OHS professionals.



Figure 9.8 BIS accepts SII recommendation and adopts ISO standards ISO16092 Part 2 and 4 as Indian Standard IS 17277 Part 2 and 4

SN23 event:

| S.No | IS Number                                      | IS Title  | Aspect          | Degree of Equivalence (E)      | Date of Pub. (F) | Document | Action |
|------|--|---|-----------------|--------------------------------|------------------|----------|--------|
| 1    | IS 17277 (Part 2) : 2023<br>ISO 16092-2 : 2019 | Machine Tools Safety Presses Part 2 Safety Requirement for Mechanical Presses | Safety Standard | Identical under dual numbering | 02-06-2023       |          |        |
| 2    | IS 17277 (Part 4) : 2023<br>ISO 16092-4 : 2019 | Machine Tools Safety Presses Part 4 Safety Requirements for Pneumatic Presses | Safety Standard | Identical under dual numbering | 10-08-2023       |          |        |

Source: [https://www.services.bis.gov.in/php/BIS\\_2.0/dgdashboard/Published\\_Standards\\_new/standards?commtid=MTQ0&commtname=UEdElDQ%3D&aspect=&doc=&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&commtname=UEdElDQ%3D&aspect=&doc=&from=2022-10-24&to=2023-10-24)



# Appendix



## A. Regional variations in worker-safety and ESIC compliance in Gurugram and Faridabad, Haryana.

The graphs below show the differences between the two auto hubs of Gurugram and Faridabad in Haryana, where SII has had its presence since 2016. Clearly, neither location is significantly safer for workers nor are the employers more professional and compliance oriented. Where more Faridabad employers seem to provide ESIC e-pehchaan cards to the workers and use the services of the nearest ESIC hospital in case of an accident more often, their track record on crush injuries, preferring to hire non-permanent workers, running power presses without sensors etc. makes their work environments less conducive to workers.

| Sl. no.     | Particular  | Gurugram  | Faridabad |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
|-------------|---|---|-----------|-----------|------------|-------------|-------------|----|-------------|----|-------------|-------------|----|----|-------------|----|----|-------------|-------------|----|---|--------|-------------|------------|-------------|----|--|-------------|------|-----------|-------------|-------------|----|-------------|----|-------------|-------------|----|----|-------------|----|---|----|-------------|----|---|----|-------------|----|----|----|
| 1           | Severity of injuries in factory accidents in Gurugram and Faridabad appears similar (Apr19 <sup>56</sup> -Jul23)  | <table border="1"> <caption>Severity of Injuries in Gurugram (Apr19-Mar20 to Apr23-Jul23)</caption> <thead> <tr> <th>Period</th> <th>Loss</th> <th>Fractured</th> <th>Other</th> </tr> </thead> <tbody> <tr> <td>Apr19-Mar20</td> <td>71</td> <td>21</td> <td>8</td> </tr> <tr> <td>Apr20-Mar21</td> <td>70</td> <td>23</td> <td>7</td> </tr> <tr> <td>Apr21-Mar22</td> <td>61</td> <td>22</td> <td>17</td> </tr> <tr> <td>Apr22-Mar23</td> <td>62</td> <td>27</td> <td>11</td> </tr> <tr> <td>Apr23-Jul23</td> <td>70</td> <td>15</td> <td>15</td> </tr> </tbody> </table> | Period    | Loss      | Fractured  | Other       | Apr19-Mar20 | 71 | 21          | 8  | Apr20-Mar21 | 70          | 23 | 7  | Apr21-Mar22 | 61 | 22 | 17          | Apr22-Mar23 | 62 | 27  | 11     | Apr23-Jul23 | 70         | 15          | 15 | <table border="1"> <caption>Severity of Injuries in Faridabad (Apr19-Mar20 to Apr23-Jul23)</caption> <thead> <tr> <th>Period</th> <th>Loss</th> <th>Fractured</th> <th>Other</th> </tr> </thead> <tbody> <tr> <td>Apr19-Mar20</td> <td>75</td> <td>5</td> <td>20</td> </tr> <tr> <td>Apr20-Mar21</td> <td>72</td> <td>9</td> <td>19</td> </tr> <tr> <td>Apr21-Mar22</td> <td>70</td> <td>7</td> <td>23</td> </tr> <tr> <td>Apr22-Mar23</td> <td>73</td> <td>8</td> <td>19</td> </tr> <tr> <td>Apr23-Jul23</td> <td>68</td> <td>16</td> <td>16</td> </tr> </tbody> </table> | Period      | Loss | Fractured | Other       | Apr19-Mar20 | 75 | 5           | 20 | Apr20-Mar21 | 72          | 9  | 19 | Apr21-Mar22 | 70 | 7 | 23 | Apr22-Mar23 | 73 | 8 | 19 | Apr23-Jul23 | 68 | 16 | 16 |
| Period      | Loss  | Fractured   | Other     |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr19-Mar20 | 71  | 21  | 8         |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr20-Mar21 | 70  | 23  | 7         |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr21-Mar22 | 61  | 22  | 17        |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr22-Mar23 | 62  | 27  | 11        |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr23-Jul23 | 70  | 15  | 15        |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Period      | Loss  | Fractured   | Other     |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr19-Mar20 | 75  | 5   | 20        |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr20-Mar21 | 72  | 9   | 19        |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr21-Mar22 | 70  | 7   | 23        |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr22-Mar23 | 73  | 8   | 19        |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr23-Jul23 | 68  | 16  | 16        |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| 2           | In Gurugram, c.70% injured workers received their ESIC e-Pehchaan card only after the accident. In Faridabad, 50%+ injured workers received their ESIC e-Pehchaan card after the accident. (Apr19 <sup>57</sup> -Jul23) | <table border="1"> <caption>ESIC e-Pehchaan Card Receipt in Gurugram (Apr19-Mar20 to Apr23-Jul23)</caption> <thead> <tr> <th>Period</th> <th>TIC after</th> <th>TIC before</th> </tr> </thead> <tbody> <tr> <td>Apr19-Mar20</td> <td>71</td> <td>24</td> </tr> <tr> <td>Apr20-Mar21</td> <td>70</td> <td>32</td> </tr> <tr> <td>Apr21-Mar22</td> <td>61</td> <td>26</td> </tr> <tr> <td>Apr22-Mar23</td> <td>62</td> <td>30</td> </tr> <tr> <td>Apr23-Jul23</td> <td>70</td> <td>30</td> </tr> </tbody> </table>  | Period    | TIC after | TIC before | Apr19-Mar20 | 71          | 24 | Apr20-Mar21 | 70 | 32          | Apr21-Mar22 | 61 | 26 | Apr22-Mar23 | 62 | 30 | Apr23-Jul23 | 70          | 30 | <table border="1"> <caption>ESIC e-Pehchaan Card Receipt in Faridabad (Apr19-Mar20 to Apr23-Jul23)</caption> <thead> <tr> <th>Period</th> <th>TIC after</th> <th>TIC before</th> </tr> </thead> <tbody> <tr> <td>Apr19-Mar20</td> <td>67</td> <td>33</td> </tr> <tr> <td>Apr20-Mar21</td> <td>61</td> <td>39</td> </tr> <tr> <td>Apr21-Mar22</td> <td>61</td> <td>39</td> </tr> <tr> <td>Apr22-Mar23</td> <td>60</td> <td>40</td> </tr> <tr> <td>Apr23-Jul23</td> <td>54</td> <td>46</td> </tr> </tbody> </table> | Period | TIC after   | TIC before | Apr19-Mar20 | 67 | 33   | Apr20-Mar21 | 61   | 39        | Apr21-Mar22 | 61          | 39 | Apr22-Mar23 | 60 | 40          | Apr23-Jul23 | 54 | 46 |             |    |   |    |             |    |   |    |             |    |    |    |
| Period      | TIC after   | TIC before  |           |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr19-Mar20 | 71  | 24  |           |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr20-Mar21 | 70  | 32  |           |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr21-Mar22 | 61  | 26  |           |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr22-Mar23 | 62  | 30  |           |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr23-Jul23 | 70  | 30  |           |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Period      | TIC after   | TIC before  |           |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr19-Mar20 | 67  | 33  |           |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr20-Mar21 | 61  | 39  |           |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr21-Mar22 | 61  | 39  |           |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr22-Mar23 | 60  | 40  |           |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr23-Jul23 | 54  | 46  |           |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| 3           | In Gurugram, c.50% injured workers first taken to a private hospital rather than ESIC. In Faridabad, 59% injured workers first taken to a private hospital rather than ESIC (Apr19 <sup>58</sup> -Jul23)                | <table border="1"> <caption>Hospital Type in Gurugram (Apr19-Mar20 to Apr23-Jul23)</caption> <thead> <tr> <th>Period</th> <th>Private</th> <th>ESIC</th> </tr> </thead> <tbody> <tr> <td>Apr19-Mar20</td> <td>56</td> <td>44</td> </tr> <tr> <td>Apr20-Mar21</td> <td>56</td> <td>44</td> </tr> <tr> <td>Apr21-Mar22</td> <td>52</td> <td>48</td> </tr> <tr> <td>Apr22-Mar23</td> <td>60</td> <td>40</td> </tr> <tr> <td>Apr23-Jul23</td> <td>50</td> <td>50</td> </tr> </tbody> </table>   | Period    | Private   | ESIC       | Apr19-Mar20 | 56          | 44 | Apr20-Mar21 | 56 | 44          | Apr21-Mar22 | 52 | 48 | Apr22-Mar23 | 60 | 40 | Apr23-Jul23 | 50          | 50 | <table border="1"> <caption>Hospital Type in Faridabad (Apr19-Mar20 to Apr23-Jul23)</caption> <thead> <tr> <th>Period</th> <th>Private</th> <th>ESIC</th> </tr> </thead> <tbody> <tr> <td>Apr19-Mar20</td> <td>82</td> <td>18</td> </tr> <tr> <td>Apr20-Mar21</td> <td>56</td> <td>44</td> </tr> <tr> <td>Apr21-Mar22</td> <td>52</td> <td>48</td> </tr> <tr> <td>Apr22-Mar23</td> <td>53</td> <td>47</td> </tr> <tr> <td>Apr23-Jul23</td> <td>59</td> <td>41</td> </tr> </tbody> </table>                        | Period | Private     | ESIC       | Apr19-Mar20 | 82 | 18   | Apr20-Mar21 | 56   | 44        | Apr21-Mar22 | 52          | 48 | Apr22-Mar23 | 53 | 47          | Apr23-Jul23 | 59 | 41 |             |    |   |    |             |    |   |    |             |    |    |    |
| Period      | Private   | ESIC  |           |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr19-Mar20 | 56  | 44  |           |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr20-Mar21 | 56  | 44  |           |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr21-Mar22 | 52  | 48  |           |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr22-Mar23 | 60  | 40  |           |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr23-Jul23 | 50  | 50  |           |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Period      | Private   | ESIC  |           |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr19-Mar20 | 82  | 18  |           |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr20-Mar21 | 56  | 44  |           |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr21-Mar22 | 52  | 48  |           |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr22-Mar23 | 53  | 47  |           |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |
| Apr23-Jul23 | 59  | 41  |           |           |            |             |             |    |             |    |             |             |    |    |             |    |    |             |             |    |   |        |             |            |             |    |  |             |      |           |             |             |    |             |    |             |             |    |    |             |    |   |    |             |    |   |    |             |    |    |    |

<sup>56,57,58</sup> The data from Apr19-Mar20 in Faridabad was collected out of a small sample because of the start of operations, and might not be as statistically representative as other years.

| Sl. no.      | Particular   | Gurugram   | Faridabad |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |
|--------------|--|--|-----------|-----------------------------|--------------------|-------------|---------|----|-------------|----|---------|---|--------------|---------------|---|-------------|-----------------------------|---|-------------|----------------|--------------------|--------------|----|---|---------|----|---|
| 4            | In Gurugram, 70%+ injured workers were on non-permanent employment in Apr22-Jul23. In Faridabad 50%+ injured workers were on non-permanent employment in Apr22-Jul23 | <table border="1"> <caption>Gurugram Injured Workers</caption> <thead> <tr> <th>Period</th> <th>Non-permanent</th> <th>Permanent</th> </tr> </thead> <tbody> <tr> <td>Aug22-Mar23</td> <td>84</td> <td>16</td> </tr> <tr> <td>Apr23-Jul23</td> <td>74</td> <td>26</td> </tr> </tbody> </table>   | Period    | Non-permanent               | Permanent          | Aug22-Mar23 | 84      | 16 | Apr23-Jul23 | 74 | 26      | <table border="1"> <caption>Faridabad Injured Workers</caption> <thead> <tr> <th>Period</th> <th>Non-permanent</th> <th>Permanent</th> </tr> </thead> <tbody> <tr> <td>Aug22-Mar23</td> <td>50</td> <td>50</td> </tr> <tr> <td>Apr23-Jul23</td> <td>57</td> <td>43</td> </tr> </tbody> </table> | Period       | Non-permanent | Permanent   | Aug22-Mar23 | 50                          | 50  | Apr23-Jul23 | 57             | 43                 |              |    |   |         |    |   |
| Period       | Non-permanent  | Permanent  |           |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |
| Aug22-Mar23  | 84   | 16   |           |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |
| Apr23-Jul23  | 74   | 26   |           |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |
| Period       | Non-permanent  | Permanent  |           |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |
| Aug22-Mar23  | 50   | 50   |           |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |
| Apr23-Jul23  | 57   | 43   |           |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |
| 5            | Proportion of crush injuries on a power press machine over the years is higher in Gurugram (2016-Jul23) compared to Faridabad (2020-Jul23)                           | <table border="1"> <caption>Gurugram Power Press Injuries (in %)</caption> <thead> <tr> <th>Period</th> <th>Power press injuries (in %)</th> </tr> </thead> <tbody> <tr> <td>2016-19</td> <td>52</td> </tr> <tr> <td>2019-20</td> <td>59</td> </tr> <tr> <td>2020-21</td> <td>59</td> </tr> <tr> <td>2021-22</td> <td>50</td> </tr> <tr> <td>2022-July 23</td> <td>54</td> </tr> </tbody> </table>                   | Period    | Power press injuries (in %) | 2016-19            | 52          | 2019-20 | 59 | 2020-21     | 59 | 2021-22 | 50  | 2022-July 23 | 54            | <table border="1"> <caption>Faridabad Power Press Injuries (in %)</caption> <thead> <tr> <th>Period</th> <th>Power press injuries (in %)</th> </tr> </thead> <tbody> <tr> <td>2020-21</td> <td>73</td> </tr> <tr> <td>2021-22</td> <td>67</td> </tr> <tr> <td>2022-July 23</td> <td>73</td> </tr> </tbody> </table> | Period      | Power press injuries (in %) | 2020-21   | 73          | 2021-22        | 67                 | 2022-July 23 | 73 |   |         |    |   |
| Period       | Power press injuries (in %)  |  |           |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |
| 2016-19      | 52   |  |           |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |
| 2019-20      | 59   |  |           |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |
| 2020-21      | 59   |  |           |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |
| 2021-22      | 50   |  |           |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |
| 2022-July 23 | 54   |  |           |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |
| Period       | Power press injuries (in %)  |  |           |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |
| 2020-21      | 73   |  |           |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |
| 2021-22      | 67   |  |           |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |
| 2022-July 23 | 73   |  |           |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |
| 6            | Lack of safety sensors is a major reason for accidents on power press machines. Faridabad (2021-23) much worse than Gurugram (2019-23)                               | <table border="1"> <caption>Gurugram Power Press Machine Sensors</caption> <thead> <tr> <th>Period</th> <th>Lack of sensor</th> <th>Sensor was present</th> </tr> </thead> <tbody> <tr> <td>2019-20</td> <td>86</td> <td>14</td> </tr> <tr> <td>2020-21</td> <td>89</td> <td>11</td> </tr> <tr> <td>2021-22</td> <td>75</td> <td>25</td> </tr> <tr> <td>2022-23</td> <td>86</td> <td>14</td> </tr> </tbody> </table> | Period    | Lack of sensor              | Sensor was present | 2019-20     | 86      | 14 | 2020-21     | 89 | 11      | 2021-22   | 75           | 25            | 2022-23   | 86          | 14                          | <table border="1"> <caption>Faridabad Power Press Machine Sensors</caption> <thead> <tr> <th>Period</th> <th>Lack of sensor</th> <th>Sensor was present</th> </tr> </thead> <tbody> <tr> <td>2021-22</td> <td>92</td> <td>8</td> </tr> <tr> <td>2022-23</td> <td>95</td> <td>5</td> </tr> </tbody> </table> | Period      | Lack of sensor | Sensor was present | 2021-22      | 92 | 8 | 2022-23 | 95 | 5 |
| Period       | Lack of sensor   | Sensor was present   |           |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |
| 2019-20      | 86   | 14   |           |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |
| 2020-21      | 89   | 11   |           |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |
| 2021-22      | 75   | 25   |           |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |
| 2022-23      | 86   | 14   |           |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |
| Period       | Lack of sensor   | Sensor was present   |           |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |
| 2021-22      | 92   | 8  |           |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |
| 2022-23      | 95   | 5  |           |                             |                    |             |         |    |             |    |         |   |              |               |   |             |                             |   |             |                |                    |              |    |   |         |    |   |



| Sl. no. | Particular   | Gurugram   | Faridabad |  |   |         |     |     |         |     |     |         |     |     |         |     |     |   |      |  |   |         |     |     |         |     |     |   |      |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|---------|--|--|-----------|--|---|---------|-----|-----|---------|-----|-----|---------|-----|-----|---------|-----|-----|---|------|--|---|---------|-----|-----|---------|-----|-----|---|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 7       | The number of audits in the presence of the workers are increasing in Gurugram (2019-23), but in Faridabad just about half have been audited (2021-23)   | <table border="1"> <caption>Audit presence in Gurugram</caption> <thead> <tr> <th>Year</th> <th>Audit did not happen in the presence of the worker</th> <th>Audit happened in the presence of the worker</th> </tr> </thead> <tbody> <tr> <td>2019-20</td> <td>59</td> <td>41</td> </tr> <tr> <td>2020-21</td> <td>54</td> <td>46</td> </tr> <tr> <td>2021-22</td> <td>46</td> <td>54</td> </tr> <tr> <td>2022-23</td> <td>39</td> <td>61</td> </tr> </tbody> </table>                                     | Year      | Audit did not happen in the presence of the worker     | Audit happened in the presence of the worker        | 2019-20 | 59  | 41  | 2020-21 | 54  | 46  | 2021-22 | 46  | 54  | 2022-23 | 39  | 61  | <table border="1"> <caption>Audit presence in Faridabad</caption> <thead> <tr> <th>Year</th> <th>Audit did not happen in the presence of the worker</th> <th>Audit happened in the presence of the worker</th> </tr> </thead> <tbody> <tr> <td>2021-22</td> <td>55</td> <td>45</td> </tr> <tr> <td>2022-23</td> <td>51</td> <td>49</td> </tr> </tbody> </table>                                     | Year | Audit did not happen in the presence of the worker     | Audit happened in the presence of the worker        | 2021-22 | 55  | 45  | 2022-23 | 51  | 49  |   |      |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| Year    | Audit did not happen in the presence of the worker   | Audit happened in the presence of the worker   |           |  |   |         |     |     |         |     |     |         |     |     |         |     |     |   |      |  |   |         |     |     |         |     |     |   |      |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| 2019-20 | 59   | 41   |           |  |   |         |     |     |         |     |     |         |     |     |         |     |     |   |      |  |   |         |     |     |         |     |     |   |      |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| 2020-21 | 54   | 46   |           |  |   |         |     |     |         |     |     |         |     |     |         |     |     |   |      |  |   |         |     |     |         |     |     |   |      |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| 2021-22 | 46   | 54   |           |  |   |         |     |     |         |     |     |         |     |     |         |     |     |   |      |  |   |         |     |     |         |     |     |   |      |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| 2022-23 | 39   | 61   |           |  |   |         |     |     |         |     |     |         |     |     |         |     |     |   |      |  |   |         |     |     |         |     |     |   |      |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| Year    | Audit did not happen in the presence of the worker   | Audit happened in the presence of the worker   |           |  |   |         |     |     |         |     |     |         |     |     |         |     |     |   |      |  |   |         |     |     |         |     |     |   |      |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| 2021-22 | 55   | 45   |           |  |   |         |     |     |         |     |     |         |     |     |         |     |     |   |      |  |   |         |     |     |         |     |     |   |      |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| 2022-23 | 51   | 49   |           |  |   |         |     |     |         |     |     |         |     |     |         |     |     |   |      |  |   |         |     |     |         |     |     |   |      |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| 8       | Although, the issue of lack of daily inspection of the power press machine seems to have improved in Gurugram (2019-23)- However, it is still nowhere close to the mandated 100%. Same in Faridabad. (2021-23) | <table border="1"> <caption>Daily inspection of power press machine in Gurugram</caption> <thead> <tr> <th>Year</th> <th>Daily inspection of power press machine did not happen</th> <th>Daily inspection of the power press machine happens</th> </tr> </thead> <tbody> <tr> <td>2019-20</td> <td>84</td> <td>16</td> </tr> <tr> <td>2020-21</td> <td>81</td> <td>19</td> </tr> <tr> <td>2021-22</td> <td>64</td> <td>36</td> </tr> <tr> <td>2022-23</td> <td>64</td> <td>36</td> </tr> </tbody> </table> | Year      | Daily inspection of power press machine did not happen | Daily inspection of the power press machine happens | 2019-20 | 84  | 16  | 2020-21 | 81  | 19  | 2021-22 | 64  | 36  | 2022-23 | 64  | 36  | <table border="1"> <caption>Daily inspection of power press machine in Faridabad</caption> <thead> <tr> <th>Year</th> <th>Daily inspection of power press machine did not happen</th> <th>Daily inspection of the power press machine happens</th> </tr> </thead> <tbody> <tr> <td>2021-22</td> <td>89</td> <td>11</td> </tr> <tr> <td>2022-23</td> <td>72</td> <td>28</td> </tr> </tbody> </table> | Year | Daily inspection of power press machine did not happen | Daily inspection of the power press machine happens | 2021-22 | 89  | 11  | 2022-23 | 72  | 28  |   |      |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| Year    | Daily inspection of power press machine did not happen   | Daily inspection of the power press machine happens  |           |  |   |         |     |     |         |     |     |         |     |     |         |     |     |   |      |  |   |         |     |     |         |     |     |   |      |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| 2019-20 | 84   | 16   |           |  |   |         |     |     |         |     |     |         |     |     |         |     |     |   |      |  |   |         |     |     |         |     |     |   |      |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| 2020-21 | 81   | 19   |           |  |   |         |     |     |         |     |     |         |     |     |         |     |     |   |      |  |   |         |     |     |         |     |     |   |      |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| 2021-22 | 64   | 36   |           |  |   |         |     |     |         |     |     |         |     |     |         |     |     |   |      |  |   |         |     |     |         |     |     |   |      |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| 2022-23 | 64   | 36   |           |  |   |         |     |     |         |     |     |         |     |     |         |     |     |   |      |  |   |         |     |     |         |     |     |   |      |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| Year    | Daily inspection of power press machine did not happen   | Daily inspection of the power press machine happens  |           |  |   |         |     |     |         |     |     |         |     |     |         |     |     |   |      |  |   |         |     |     |         |     |     |   |      |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| 2021-22 | 89   | 11   |           |  |   |         |     |     |         |     |     |         |     |     |         |     |     |   |      |  |   |         |     |     |         |     |     |   |      |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| 2022-23 | 72   | 28   |           |  |   |         |     |     |         |     |     |         |     |     |         |     |     |   |      |  |   |         |     |     |         |     |     |   |      |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| 9       | In Gurugram, most injured workers working on the power press machines, reported that they were not provided with adequate safety equipment on the shopfloor (2019-Mar23). Faridabad (2021-Mar23)- similar      | <table border="1"> <caption>Safety Equipments not provided GGN - Gurugram</caption> <thead> <tr> <th>Year</th> <th>79%</th> <th>92%</th> <th>65%</th> <th>83%</th> <th>80%</th> <th>80%</th> <th>14%</th> <th>96%</th> <th>93%</th> <th>74%</th> <th>85%</th> <th>88%</th> <th>4%</th> <th>83%</th> <th>86%</th> <th>15%</th> <th>82%</th> <th>73%</th> <th>81%</th> <th>67%</th> <th>90%</th> <th>82%</th> <th>81%</th> <th>12%</th> </tr> </thead> </table>  | Year      | 79%  | 92%   | 65%     | 83% | 80% | 80%     | 14% | 96% | 93%     | 74% | 85% | 88%     | 4%  | 83% | 86%   | 15%  | 82%  | 73%   | 81%     | 67% | 90% | 82%     | 81% | 12% | <table border="1"> <caption>Safety Equipments not provided GGN - Faridabad</caption> <thead> <tr> <th>Year</th> <th>95%</th> <th>98%</th> <th>85%</th> <th>96%</th> <th>95%</th> <th>87%</th> <th>12%</th> <th>87%</th> <th>96%</th> <th>76%</th> <th>93%</th> <th>89%</th> <th>82%</th> <th>11%</th> </tr> </thead> </table> | Year | 95% | 98% | 85% | 96% | 95% | 87% | 12% | 87% | 96% | 76% | 93% | 89% | 82% | 11% |
| Year    | 79%  | 92%  | 65%       | 83%  | 80%   | 80%     | 14% | 96% | 93%     | 74% | 85% | 88%     | 4%  | 83% | 86%     | 15% | 82% | 73%   | 81%  | 67%  | 90%   | 82%     | 81% | 12% |         |     |     |   |      |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| Year    | 95%  | 98%  | 85%       | 96%  | 95%   | 87%     | 12% | 87% | 96%     | 76% | 93% | 89%     | 82% | 11% |         |     |     |   |      |  |   |         |     |     |         |     |     |   |      |     |     |     |     |     |     |     |     |     |     |     |     |     |     |

## B. Status of Codes, Rules, and Amendments by the Central and State Government on working hours, intervals for rest, and overtime

| Sl. No. | Code/ Rules/ Amendment                         | Daily Working Hours                   | Daily Working Hours (with spreadover)  | Continuous Working Hours (without rest) | Interval for rest (Minimum)   | Maximum Weekly Working days  | Weekly Working Hours          | Overtime Wage Applicability  | Comments |
|---------|--|---------------------------------------|--|---|---|--|-------------------------------|--|----------|
| 1       | Central Govt. (current)                        | 9 hours (FA 1948 - 54)                | 10.5 hours<br>Chief Inspector can increase it upto 12 hours (FA 1948 - 56)     | 5 hours (FA 1948 - 55)                  | 30 minutes  | 6 days (FA 1948 - 52)  | 48 hours (FA 1948 - 51)       | Weekly hours exceeding 48 hours or daily hours exceeding 9 hours (6 days) / 10 hours (5 days) / 11.5 hours (4 days) (FA 1948 - 59) |          |
| 2(a)    | Central Govt. (proposed as per new OSH act)    | 8 hours (OSH & WC Code 2020 25(1)(a)) | Not specified & left to appropriate govern-ments (OSH & WC Code 2020 25(1)(b)) | Not specified                           | Not specified & left to appropriate governments (OSH & WC Code 2020 25(1)(b)) | 6 days (OSH & WC Code 2020 26(1))  | Not specified.                | Daily or weekly hours above which OT applicable not specified & left to appropriate governments (OSH & WC Code 2020 27)            |          |
| 2(b)    | Central Govt. (Draft Rules as per new OSH act) | Not specified.                        | 12 hours (Draft Rules 28 (2))  | 5 hours (Draft Rules 28 (3))            | State   | Not specified. Assumed as 6 days as specified above. Also Draft Rules 54 mentions weekly rest day in passing | 48 hours (Draft Rules 28 (1)) | Weekly hours exceeding 48 hours or daily hours exceeding 9 hours (Draft Rules 56)  |          |

### State Government Amendments (Passed & Withdrawn)

|   |   |  |                             |                            |   |   |                             |  |  |
|---|---|--|-----------------------------|----------------------------|---|---|-----------------------------|--|--|
| 1 | Factories (Karnataka Amendment) Act, 2023)  | 12 hours inclusive of rest/break (F(KA) Act 2023 2)  | 12 hours (F(KA) Act 2023 4) | 6 hours (F(KA) Act 2023 3) | Not specified - Assumed to be unchanged | 4 days to 6 days dependent on hours/ day (F(KA) Act 2023 2) | 48 hours (F(KA) Act 2023 2) | Specifics have been removed (F(KA) Act 2023 5) |  |
| 2 | Factories (Tamil Nadu Amendment) Bill, 2023 | No specifics but gives the state government sweeping powers to change weekly working hours, daily working hours, spread of working hours, intervals/breaks, and overtime |                             |                            |   |   |                             |  |  |

### State Government Notifications (Passed & Continuously Renewed)

|   |  |          |          |               |               |               |          |                           |  |
|---|--|----------|----------|---------------|---------------|---------------|----------|---------------------------|--|
| 1 | Government of Punjab Notification dated 20 September 2023 (continuously being renewed from April 2020) | 12 hours | 13 hours | Not specified | Not specified | Not specified | 60 hours | As per Factories Act 1948 |  |
|---|--|----------|----------|---------------|---------------|---------------|----------|---------------------------|--|

| Sl. No.   | Code/ Rules/ Amendment   | Daily Working Hours  | Daily Working Hours (with spreadover) | Continuous Working Hours (without rest) | Interval for rest (Minimum) | Maximum Weekly Working days | Weekly Working Hours | Overtime Wage Applicability              | Comments   |
|---|--|--|---------------------------------------|---|-----------------------------|-----------------------------|----------------------|--|--|
| <b>State Government Notifications (Passed and NOT renewed, withdrawn or stuck down) (Note: These notifications predate the OSH Code and were justified/explained as post Covid-19 measures)</b> |  |  |                                       |   |                             |                             |                      |  |  |
| 1   | Government of Gujarat Notification dated 17 April 2020 (stuck down by the Supreme Court) | 12 hours   | Not specified                         | 6 hours                                 | 30 minutes                  | Not specified               | 72 hours             | No overtime pay at double the normal pay | Stuck down by the Supreme Court for removing     |
| 2   | Government of Assam Notification dated 8 May 2020  | 12 hours   | 13 hours                              | Not specified.                          | Not specified.              | Not specified.              | Not specified.       | As per Factories Act 1948                | Temporary nature (for 3 months) and pre-OSH Code |
| 3   | Government of Goa Notification dated 07 May 2020   | 12 hours   | 13 hours                              | 5 hours                                 | 30 minutes                  | Not specified.              | 60 hours             | As per Factories Act 1948                | Temporary nature (for 2 months) and pre-OSH Code |
| 4   | Government of Haryana Notification dated 29 April 2020                                   | 12 hours   | Not specified.                        | Not specified.                          | Not specified.              | Not specified.              | Not specified.       | As per Factories Act 1948                | Temporary nature (for 2 months) and pre-OSH Code |
| 5   | Government of Himachal Pradesh Notification dated 21 April 2020                          | 12 hours   | Not specified.                        | 6 hours                                 | 30 minutes                  | Not specified.              | 72 hours             | As per Factories Act 1948                | Temporary nature (for 3 months) and pre-OSH Code |
| 6   | Government of Madhya Pradesh Notification dated 22 April 2020                            | 12 hours   | Not specified.                        | 6 hours                                 | 30 minutes                  | Not specified.              | 72 hours             | As per Factories Act 1948                | Temporary nature (for 3 months) and pre-OSH Code |
| 7   | Government of Odisha Notification dated 08 May 2020                                      | 12 hours   | 13 hours                              | 6 hours                                 | 30 minutes                  | Not specified.              | 72 hours             | As per Factories Act 1948                | Temporary nature (for 3 months) and pre-OSH Code |
| 8   | Government of Maharashtra Notification dated 06 May 2020                                 | 12 hours   | 13 hours                              | Not specified.                          | Not specified.              | Not specified.              | 60 hours             | As per Factories Act 1949                | Temporary nature (for 2 months) and pre-OSH Code |
| 9   | Government of Uttarakhand Notifications dated 28 April 2020 & 5 May 2020                 | 11 hours (12 hours in case of continuous process industries) | Not specified.                        | 6 hours                                 | 30 minutes                  | 6 days                      | Not specified.       | As per Factories Act 1948                | Temporary nature (for 3 months) and pre-OSH Code |

Note: Notifications by state governments which were withdrawn (e.g. Uttar Pradesh, and Karnataka) are not mentioned here.

| Sl. No. | State   | Amendment   | Decreasing the scope of the Factory Act - minimum number of workers    | Decreasing the scope of the Factory Act - Exemption for new factories  | Increasing number of Over Time hours in a quarter           | Weakening regulation of factories by introducing the option for compounding for offences and thereby decriminalising offences | Allowing women workers to work between 7 PM and 6 AM                                       | Decrease in the number of days of employment required to be allowed leave with wages for the subsequent year |
|---------|---------|---|--|--|---|---|--|--|
|         |         | Factory Act 1948  | Section 2 (m).<br>10 workers (with power) & 20 workers (without power) | Section 5 limits exemptions to a maximum of 3 months for emergencies   | Section 65 (3) (iv) limits overtime to 75 hours per quarter | Section 92 includes provisions for imprisonment for up to 2 years & a fine of up to one lakh rupees.                          | Section 66 (b) disallowed the employment of women workers between 7 PM and 6 AM            | Section 79 (f)<br>240 days   |
|         |         | OSH & WC Code 2020  | Section 2 (w)<br>20 workers (with power) & 40 workers (without power)  | Section 127 (2) provides the state government the power to exempt factories - an upper limit is not provided | Responsibility on respective governments                    | Section 114 introduces compounding for both offences attracting a fine as well as imprisonment.                               | Section 43 allows the employment of women workers between 7 PM and 6 AM with their consent | Section 32 (f)<br>180 days and within the same calendar year   |
|         |         | Draft Rules under OSH & WC Code 2020  |  |  | Section 56 limits overtime to 125 hours per quarter         |   |  |  |
| 1       | Punjab  | The Factories (Punjab Amendment) Act, 2020  | YES  | NO   | YES (to 115 hours/quarter)                                  | YES   | NO   | NO   |
| 2       | Gujarat | The Factories (Gujarat Amendment) Bill, 2020  | YES  | NO   | NO  | YES   | NO   | NO   |
| 3       | Assam   | The Factories (Assam Amendment) Act, 2020<br>The Factories (Assam Second Amendment) Act, 2020<br>The Factories (Assam Amendment) Bill, 2022 | YES  | YES.<br>Exemption for 1000 days.   | NO  | YES   | NO   | NO   |
| 4       | Odisha  | The Factories (Odisha Amendment) Act, 2020  | YES  | YES.<br>Exemption for 1000 days.   | YES (to 115 hours/quarter)                                  | YES   | YES  | YES  |
| 5       | Bihar   | The Factories (Bihar Amendment) Bill, 2020  | YES  | YES.<br>Exemption for 1000 days.   | NO  | NO  | NO   | NO   |



| Sl. No. | State            | Amendment   | Decreasing the scope of the Factory Act - minimum number of workers | Decreasing the scope of the Factory Act - Exemption for new factories | Increasing number of Over Time hours in a quarter | Weakening regulation of factories by introducing the option for compounding for offences and thereby decriminalising offences | Allowing women workers to work between 7 PM and 6 AM | Decrease in the number of days of employment required to be allowed leave with wages for the subsequent year |
|---------|------------------|---|---|---|---|---|--|--|
| 6       | Goa              | The Factories (Goa Amendment) Bill, 2020              | YES   | YES, Exemption for 1000 days.   | NO  | NO  | NO   | NO   |
| 7       | Himachal Pradesh | The Factories (Himachal Pradesh Amendment) Bill, 2020 | YES   | NO  | YES (to 115 hours/quarter)                        | YES   | NO   | NO   |
| 8       | Haryana          | The Factories (Haryana Amendment) Ordinance, 2020     | NO  | YES, Exemption for 1000 days.   | NO  | NO  | NO   | NO   |
| 9       | Uttar Pradesh    | The Factories (Uttar Pradesh Amendment) Act 2020      | NO  | YES, Exemption for 1000 days.   | NO  | NO  | NO   | NO   |
| 10      | Tripura          | The Factories (Tripura Amendment) Bill, 2022          | YES   | YES, Exemption for 1000 days.   | NO  | NO  | NO   | NO   |
| 11      | Manipur          | The Factories (Manipur Amendment) Bill, 2022          | NO  | NO  | NO  | YES   | NO   | NO   |
| 12      | Jharkhand        | The Factories (Jharkhand Amendment) Bill, 2023        | NO  | NO  | NO  | NO  | YES  | NO   |

Note: Pre OSH 2020 legislations by state governments (e.g. Madhya Pradesh's amendment from May 2020) are not mentioned here

CRUSHED 2022 contained data of 4108 injured workers met and assisted by SII. The latest data from auto sector workers in Haryana (Aug 22-July 23) and Maharashtra (Oct 22-July 23), assisted by SII, is presented here.

| Sl. No. | Region | Age      | Injured body part | No. of fingers/toes | Type of Injury | Machine Type     | OEM                     |
|---------|--------|----------|-------------------|---------------------|----------------|------------------|-------------------------|
| 4109    | Pune   | 21-30    | Finger            | 4                   | Lost           | Power Press      | Other Auto              |
| 4110    | Pune   | 31-40    | Finger            | 1                   | Lost           | Power Press      | Other Auto              |
| 4111    | Pune   | 31-40    | Other             | 2                   | Lost           | Power Press      | Hero, Honda, Other Auto |
| 4112    | Pune   | 31-40    | Finger            | 2                   | Lost           | Power Press      | Other Auto              |
| 4113    | Pune   | 21-30    | Forearm           | 1                   | Injured        | Other            | Other Auto              |
| 4114    | Pune   | 41-50    | Finger            | 1                   | Lost           | Power Press      | Other Auto              |
| 4115    | Pune   | 21-30    | Finger            | 2                   | Lost           | Power Press      | Other Auto              |
| 4116    | Pune   | 21-30    | Finger            | 1                   | Lost           | Power Press      | Other Auto              |
| 4117    | Pune   | 31-40    | Other             | 1                   | Lost           | Moulding Machine | Other Auto              |
| 4118    | Pune   | 21-30    | Finger            | 1                   | Lost           | Power Press      | Other Auto              |
| 4119    | Pune   | 51-60    | Finger            | 1                   | Fractured      | Power Press      | Other Auto              |
| 4120    | Pune   | 21-30    | Forearm           | 4                   | Lost           | Power Press      | Other Auto              |
| 4121    | Pune   | 31-40    | Forearm           | 2                   | Lost           | Power Press      | Other Auto              |
| 4122    | Pune   | 21-30    | Lower Leg         | 1                   | Fractured      | Power Press      | Other Auto              |
| 4123    | Pune   | 21-30    | Finger            | 3                   | Lost           | Power Press      | Other Auto              |
| 4124    | Pune   | 21-30    | Lower Leg         | 5                   | Lost           | Power Press      | Other Auto              |
| 4125    | Pune   | 21-30    | Finger            | 1                   | Lost           | Power Press      | Other Auto              |
| 4126    | Pune   | 21-30    | Finger            | 1                   | Other          | Other            | Other Auto              |
| 4127    | Pune   | 21-30    | Forearm           | 1                   | Lost           | Power Press      | Other Auto              |
| 4128    | Pune   | 21-30    | Forearm           | 2                   | Lost           | Power Press      | Other Auto              |
| 4129    | Pune   | 31-40    | Lower Leg         | 4                   | Lost           | Power Press      | Other Auto              |
| 4130    | Pune   | 21-30    | Finger            | 2                   | Lost           | Power Press      | Other Auto              |
| 4131    | Pune   | Below 20 | Forearm           | 2                   | Lost           | Power Press      | Other Auto              |
| 4132    | Pune   | 21-30    | Forearm           | 2                   | Injured        | Other            | Other Auto              |
| 4133    | Pune   | 21-30    | Finger            | 2                   | Lost           | Power Press      | Other Auto              |
| 4134    | Pune   | 51-60    | Finger            | 1                   | Injured        | Other            | Other Auto              |
| 4135    | Pune   | 21-30    | Finger            | 4                   | Lost           | Power Press      | Other Auto              |
| 4136    | Pune   | 51-60    | Finger            | 1                   | Injured        | Power Press      | Other Auto              |
| 4137    | Pune   | 31-40    | Finger            | 2                   | Lost           | Power Press      | Other Auto              |
| 4138    | Pune   | 21-30    | Finger            | 2                   | Injured        | Power Press      | Other Auto              |
| 4139    | Pune   | 21-30    | Finger            | 1                   | Lost           | Power Press      | Other Auto              |
| 4140    | Pune   | 31-40    | Forearm           | 3                   | Lost           | Power Press      | Other Auto              |
| 4141    | Pune   | 21-30    | Finger            | 2                   | Lost           | Power Press      | Hero, Honda             |
| 4142    | Pune   | 21-30    | Finger            | 2                   | Lost           | Power Press      | Maruti, Other Auto      |

|      |      |          |           |   |         |             |                    |
|------|------|----------|-----------|---|---------|-------------|--------------------|
| 4143 | Pune | Below 20 | Finger    | 3 | Lost    | Power Press | Maruti, Other Auto |
| 4144 | Pune | 21-30    | Finger    | 1 | Lost    | Power Press | Maruti, Other Auto |
| 4145 | Pune | 41-50    | Finger    | 2 | Lost    | Power Press | Maruti, Other Auto |
| 4146 | Pune | Below 20 | Forearm   | 1 | Lost    | Power Press | Other Auto         |
| 4147 | Pune | 31-40    | Finger    | 2 | Lost    | Power Press | Maruti, Other Auto |
| 4148 | Pune | Below 20 | Finger    | 1 | Lost    | Other       | Other Auto         |
| 4149 | Pune | 41-50    | Lower Leg | 2 | Lost    | Other       |                    |
| 4150 | Pune | 21-30    | Lower Leg | 4 | Lost    | Power Press | Other Auto         |
| 4151 | Pune | 21-30    | Forearm   | 4 | Lost    | Power Press | Other Auto         |
| 4152 | Pune | 31-40    | Forearm   | 1 | Lost    | Power Press | Other Auto         |
| 4153 | Pune | 31-40    | Finger    | 2 | Lost    | Power Press | Other Auto         |
| 4154 | Pune | 21-30    | Finger    | 5 | Lost    | Power Press | Other Auto         |
| 4155 | Pune | 21-30    | Finger    | 1 | Lost    | Power Press | Other Auto         |
| 4156 | Pune | 21-30    | Lower Leg | 4 | Lost    | Power Press | Other Auto         |
| 4157 | Pune | 21-30    | Finger    | 1 | Lost    | Power Press | Maruti, Other Auto |
| 4158 | Pune | 21-30    | Finger    | 3 | Lost    | Power Press | Other Auto         |
| 4159 | Pune | 21-30    | Finger    |   | Lost    | Other       | Other Auto         |
| 4160 | Pune | 51-60    | Finger    |   | Other   | Other       | Other Auto         |
| 4161 | Pune | 21-30    | Finger    | 1 | Lost    | Power Press | Other Auto         |
| 4162 | Pune | 51-60    | Lower Leg | 4 | Lost    | Power Press | Other Auto         |
| 4163 | Pune | 21-30    | Finger    | 2 | Lost    | Power Press | Other Auto         |
| 4164 | Pune | 31-40    | Finger    | 2 | Lost    | Power Press |                    |
| 4165 | Pune | Below 20 | Finger    | 4 | Lost    | Power Press |                    |
| 4166 | Pune | 41-50    | Forearm   | 4 | Lost    | Power Press | Other Auto         |
| 4167 | Pune | 31-40    | Finger    | 2 | Lost    | Power Press | Other Auto         |
| 4168 | Pune | 21-30    | Forearm   | 4 | Lost    | Power Press |                    |
| 4169 | Pune | 21-30    | Other     | 2 | Lost    | Power Press | Other Auto         |
| 4170 | Pune | 31-40    | Finger    | 3 | Lost    | Power Press | Other Auto         |
| 4171 | Pune | 21-30    | Forearm   | 2 | Lost    | Power Press |                    |
| 4172 | Pune | 41-50    | Finger    | 2 | Lost    | Power Press |                    |
| 4173 | Pune | 41-50    | Forearm   | 1 | Injured | Power Press | Other Auto         |
| 4174 | Pune | 21-30    | Finger    | 1 | Lost    | Other       |                    |
| 4175 | Pune | 21-30    | Finger    | 4 | Lost    | Power Press | Maruti, Other Auto |
| 4176 | Pune | Below 20 | Finger    |   | Lost    | Power Press | Other Auto         |
| 4177 | Pune | 31-40    | Finger    | 2 | Lost    | Other       | Other Auto         |
| 4178 | Pune | 31-40    | Forearm   | 2 | Lost    | Power Press | Other Auto         |
| 4179 | Pune | 21-30    | Finger    | 3 | Lost    | Power Press |                    |
| 4180 | Pune | 21-30    | Lower Leg | 1 | Lost    | Power Press |                    |

|      |      |         |           |   |           |             |            |
|------|------|---------|-----------|---|-----------|-------------|------------|
| 4181 | Pune | Over 61 | Finger    | 1 | Lost      | Power Press | Other Auto |
| 4182 | Pune | 31-40   | Other     | 2 | Lost      | Power Press |            |
| 4183 | Pune | 21-30   | Forearm   | 3 | Lost      | Power Press |            |
| 4184 | Pune | 21-30   | Forearm   |   | Fractured | Other       |            |
| 4185 | Pune | 41-50   | Finger    | 1 | Lost      | Other       |            |
| 4186 | Pune | 31-40   | Finger    | 2 | Lost      | Power Press |            |
| 4187 | Pune | 41-50   | Forearm   | 1 | Injured   | Other       |            |
| 4188 | Pune | 31-40   | Finger    | 1 | Lost      | Power Press | Other Auto |
| 4189 | Pune | 21-30   | Forearm   | 2 | Fractured | Power Press | Other Auto |
| 4190 | Pune | 21-30   | Finger    | 2 | Lost      | Power Press | Other Auto |
| 4191 | Pune | 21-30   | Finger    | 1 | Injured   | Other       | Other Auto |
| 4192 | Pune | 31-40   | Finger    | 2 | Lost      | Power Press | Other Auto |
| 4193 | Pune | 41-50   | Finger    | 1 | Lost      | Power Press |            |
| 4194 | Pune | 31-40   | Forearm   | 3 | Lost      | Power Press |            |
| 4195 | Pune | 31-40   | Finger    | 4 | Lost      | Power Press | Other Auto |
| 4196 | Pune | 31-40   | Finger    | 1 | Lost      | Power Press | Other Auto |
| 4197 | Pune | 31-40   | Finger    | 1 | Lost      | Power Press | Other Auto |
| 4198 | Pune | 21-30   | Finger    | 2 | Lost      | Power Press | Other Auto |
| 4199 | Pune | 31-40   | Finger    |   | Injured   | Other       | Other Auto |
| 4200 | Pune | 41-50   | Finger    | 1 | Lost      | Other       | Other Auto |
| 4201 | Pune | 41-50   | Finger    | 1 | Lost      | Power Press | Other Auto |
| 4202 | Pune | 21-30   | Finger    | 2 | Lost      | Power Press | Other Auto |
| 4203 | Pune | 31-40   | Finger    | 2 | Injured   | Power Press | Other Auto |
| 4204 | Pune | 21-30   | Finger    | 1 | Lost      | Power Press |            |
| 4205 | Pune | 21-30   | Finger    | 4 | Lost      | Power Press | Other Auto |
| 4206 | Pune | 31-40   | Finger    | 2 | Lost      | Power Press | Other Auto |
| 4207 | Pune | 21-30   | Forearm   | 1 | Injured   | Power Press | Other Auto |
| 4208 | Pune | 21-30   | Other     | 1 | Injured   | Other       | Other Auto |
| 4209 | Pune | 41-50   | Finger    | 1 | Lost      | Power Press | Other Auto |
| 4210 | Pune | 21-30   | Forearm   | 5 | Other     | Power Press | Other Auto |
| 4211 | Pune | 31-40   | Finger    | 2 | Lost      | Power Press | Other Auto |
| 4212 | Pune | 21-30   | Finger    | 1 | Injured   | Power Press | Other Auto |
| 4213 | Pune | 31-40   | Lower Leg | 1 | Injured   | Other       | Other Auto |
| 4214 | Pune | 31-40   | Finger    | 1 | Lost      | Other       | Other Auto |
| 4215 | Pune | 21-30   | Finger    | 2 | Injured   |             | Other Auto |
| 4216 | Pune | 21-30   | Lower Leg | 3 | Lost      | Power Press | Other Auto |
| 4217 | Pune | 31-40   | Finger    | 1 | Lost      | Power Press | Other Auto |
| 4218 | Pune | 41-50   | Forearm   |   | Lost      | Power Press |            |
| 4219 | Pune |         | Finger    | 1 | Lost      | Power Press | Other Auto |



|      |      |          |           |   |           |                  |            |
|------|------|----------|-----------|---|-----------|------------------|------------|
| 4220 | Pune | 31-40    | Finger    | 3 | Lost      | Power Press      |            |
| 4221 | Pune | 21-30    | Finger    | 1 | Lost      | Power Press      | Other Auto |
| 4222 | Pune |          | Finger    | 1 | Lost      | Other            | Other Auto |
| 4223 | Pune | 21-30    | Finger    | 4 | Lost      | Power Press      |            |
| 4224 | Pune | 41-50    | Forearm   | 1 | Lost      | Other            |            |
| 4225 | Pune |          | Finger    | 2 | Lost      | Power Press      | Other Auto |
| 4226 | Pune | 21-30    | Forearm   | 1 | Lost      | Power Press      | Other Auto |
| 4227 | Pune | 21-30    | Finger    | 3 | Lost      | Power Press      | Other Auto |
| 4228 | Pune | 31-40    | Forearm   |   | Lost      | Power Press      | Other Auto |
| 4229 | Pune | 31-40    | Forearm   | 2 | Lost      | Power Press      | Other Auto |
| 4230 | Pune |          | Finger    | 1 | Lost      | Power Press      | Other Auto |
| 4231 | Pune | 41-50    | Finger    | 1 | Lost      | Power Press      | Other Auto |
| 4232 | Pune | 31-40    | Finger    | 1 | Lost      | Power Press      | Other Auto |
| 4233 | Pune | 31-40    | Finger    | 1 | Lost      | Other            | Other Auto |
| 4234 | Pune | 41-50    | Finger    | 1 | Lost      | Power Press      | Other Auto |
| 4235 | Pune | 31-40    | Finger    |   | Injured   | Other            | Other Auto |
| 4236 | Pune | 21-30    | Finger    | 4 | Lost      | Power Press      | Other Auto |
| 4237 | Pune | 21-30    | Finger    | 1 | Lost      | Power Press      | Other Auto |
| 4238 | Pune | 21-30    | Finger    | 3 | Lost      | Power Press      | Other Auto |
| 4239 | Pune | 21-30    | Finger    | 3 | Lost      | Power Press      | Other Auto |
| 4240 | Pune | 41-50    | Finger    | 3 | Lost      | Power Press      | Other Auto |
| 4241 | Pune | 41-50    | Other     | 3 | Lost      | Power Press      | Other Auto |
| 4242 | Pune | 21-30    | Other     | 1 | Fractured | Power Press      | Other Auto |
| 4243 | Pune | 51-60    | Finger    |   | Fractured | Other            | Other Auto |
| 4244 | Pune | 21-30    | Finger    | 5 | Lost      | Power Press      | Other Auto |
| 4245 | Pune | 41-50    | Finger    | 2 | Lost      | Other            | Other Auto |
| 4246 | Pune | 21-30    | Finger    | 1 | Injured   | Other            | Other Auto |
| 4247 | Pune | 21-30    | Lower Leg | 1 | Injured   |                  | Other Auto |
| 4248 | Pune | 21-30    | Other     | 4 | Injured   | Power Press      |            |
| 4249 | Pune | 21-30    | Finger    | 1 | Injured   | Other            | Other Auto |
| 4250 | Pune | 31-40    | Finger    | 3 | Lost      | Other            | Other Auto |
| 4251 | Pune | 21-30    | Finger    | 1 | Lost      | Power Press      | Other Auto |
| 4252 | Pune | 41-50    | Other     | 3 | Lost      | Power Press      | Other Auto |
| 4253 | Pune | 21-30    | Finger    | 1 | Injured   | Other            | Other Auto |
| 4254 | Pune | Below 20 | Lower Leg | 2 | Lost      | Power Press      | Other Auto |
| 4255 | Pune | 21-30    | Finger    | 1 | Injured   | Moulding Machine | Other Auto |
| 4256 | Pune | 31-40    | Finger    | 1 | Fractured | Power Press      | Other Auto |
| 4257 | Pune | 21-30    | Other     | 4 | Lost      | Power Press      | Other Auto |
| 4258 | Pune | 31-40    | Finger    | 3 | Injured   | Power Press      | Maruti     |

|      |      |          |           |   |           |             |            |
|------|------|----------|-----------|---|-----------|-------------|------------|
| 4259 | Pune | 21-30    | Finger    |   | Injured   | Power Press | Other Auto |
| 4260 | Pune | 21-30    | Finger    | 4 | Lost      | Power Press | Other Auto |
| 4261 | Pune | Below 20 | Finger    | 4 | Lost      | Power Press | Other Auto |
| 4262 | Pune | 21-30    | Finger    | 3 | Lost      | Power Press | Other Auto |
| 4263 | Pune | 31-40    | Finger    | 1 | Injured   | Other       | Other Auto |
| 4264 | Pune | 21-30    | Finger    | 3 | Lost      | Power Press | Other Auto |
| 4265 | Pune | 31-40    | Other     |   | Injured   | Other       | Other Auto |
| 4266 | Pune | 41-50    | Finger    | 1 | Injured   | Other       | Other Auto |
| 4267 | Pune | 51-60    | Finger    | 3 | Lost      | Other       | Other Auto |
| 4268 | Pune | 21-30    | Finger    | 3 | Lost      | Power Press | Other Auto |
| 4269 | Pune | 31-40    | Finger    | 3 | Lost      | Power Press | Other Auto |
| 4270 | Pune | 41-50    | Finger    | 3 | Lost      | Power Press | Other Auto |
| 4271 | Pune | 21-30    | Finger    | 4 | Lost      | Power Press | Other Auto |
| 4272 | Pune | 21-30    | Finger    | 2 | Injured   | Power Press | Other Auto |
| 4273 | Pune | 31-40    | Finger    | 3 | Lost      | Power Press | Other Auto |
| 4274 | Pune | 21-30    | Finger    | 2 | Lost      | Power Press | Other Auto |
| 4275 | Pune | 31-40    | Lower Leg | 4 | Lost      | Power Press | Other Auto |
| 4276 | Pune | 41-50    | Forearm   |   | Injured   | Other       | Other Auto |
| 4277 | Pune | 21-30    | Finger    | 1 | Injured   | Power Press | Other Auto |
| 4278 | Pune | 31-40    | Finger    | 4 | Lost      | Power Press | Other Auto |
| 4279 | Pune | 31-40    | Forearm   | 4 | Lost      | Power Press | Other Auto |
| 4280 | Pune | 51-60    | Finger    |   | Fractured |             | Other Auto |
| 4281 | Pune | 41-50    | Forearm   | 1 | Lost      | Power Press | Other Auto |
| 4282 | Pune | 31-40    | Finger    | 1 | Lost      | Power Press |            |
| 4283 | Pune | 31-40    | Finger    | 1 | Injured   | Other       | Other Auto |
| 4284 | Pune | 21-30    | Finger    | 2 | Lost      | Power Press | Other Auto |
| 4285 | Pune | 21-30    | Finger    | 1 | Lost      | Power Press | Other Auto |
| 4286 | Pune | 31-40    | Finger    | 1 | Lost      | Power Press | Other Auto |
| 4287 | Pune | 31-40    | Finger    | 2 | Lost      | Power Press | Other Auto |
| 4288 | Pune | 31-40    | Finger    | 1 | Lost      | Power Press | Other Auto |
| 4289 | Pune | 31-40    | Lower Leg | 2 | Lost      | Power Press | Other Auto |
| 4290 | Pune | 21-30    | Finger    | 2 | Lost      | Power Press | Other Auto |
| 4291 | Pune | 41-50    | Finger    | 1 | Lost      | Power Press | Other Auto |
| 4292 | Pune | 21-30    | Finger    | 1 | Injured   | Power Press | Other Auto |
| 4293 | Pune | 51-60    | Finger    | 1 | Lost      | Other       | Other Auto |
| 4294 | Pune | 31-40    | Finger    | 2 | Lost      | Power Press | Other Auto |
| 4295 | Pune | 41-50    | Finger    | 2 | Lost      | Power Press | Other Auto |
| 4296 | Pune | 21-30    | Forearm   | 2 | Injured   | Power Press | Other Auto |
| 4297 | Pune | 41-50    | Finger    | 2 | Lost      | Power Press | Other Auto |

|      |          |          |           |   |           |                  |                                 |
|------|----------|----------|-----------|---|-----------|------------------|---------------------------------|
| 4298 | Pune     | 21-30    | Finger    | 1 | Injured   | Other            | Other Auto                      |
| 4299 | Pune     | 31-40    | Lower Leg | 2 | Lost      | Power Press      | Other Auto                      |
| 4300 | Pune     | 21-30    | Forearm   | 3 | Lost      | Other            |                                 |
| 4301 | Pune     | 21-30    | Finger    | 1 | Lost      | Power Press      | Other Auto                      |
| 4302 | Pune     | 31-40    | Finger    | 1 | Fractured | Other            | Other Auto                      |
| 4303 | Gurugram | 21-30    | Finger    | 1 | Injured   | Other            | Maruti                          |
| 4304 | Gurugram | 31-40    | Finger    | 1 | Lost      | Power Press      | Honda, Maruti                   |
| 4305 | Gurugram | 31-40    | Finger    | 2 | Lost      | Other            | Maruti, Other Auto              |
| 4306 | Gurugram | 21-30    | Finger    | 3 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 4307 | Gurugram | 31-40    | Finger    | 1 | Fractured | Other            | Maruti                          |
| 4308 | Gurugram | 21-30    | Finger    | 1 | Injured   | Moulding Machine | Hero, Honda                     |
| 4309 | Gurugram | 21-30    | Finger    | 1 | Other     | Other            | Other Auto                      |
| 4310 | Gurugram | 21-30    | Finger    | 1 | Injured   | Moulding Machine | Hero, Maruti                    |
| 4311 | Gurugram | 21-30    | Finger    | 1 | Injured   | Other            | Maruti                          |
| 4312 | Gurugram | 21-30    | Finger    | 2 | Lost      | Power Press      | Maruti                          |
| 4313 | Gurugram | Below 20 | Forearm   | 1 | Injured   | Other            | Maruti                          |
| 4314 | Gurugram | 21-30    | Other     | 1 | Injured   | Other            | Honda                           |
| 4315 | Gurugram | 21-30    | Finger    | 3 | Lost      | Power Press      | Maruti                          |
| 4316 | Gurugram | 41-50    | Finger    | 2 | Lost      | Power Press      | Hero, Honda                     |
| 4317 | Gurugram | 31-40    | Finger    | 1 | Other     | Power Press      | Hero                            |
| 4318 | Gurugram | Below 20 | Finger    | 1 | Injured   | Other            | Maruti                          |
| 4319 | Gurugram | 21-30    | Finger    | 4 | Lost      | Power Press      | Hero, Maruti                    |
| 4320 | Gurugram | 21-30    | Finger    | 2 | Injured   | Power Press      | Maruti                          |
| 4321 | Gurugram | Below 20 | Finger    | 1 | Injured   | Other            | Hero                            |
| 4322 | Gurugram | 21-30    | Lower Leg | 1 | Lost      | Moulding Machine | Hero, Honda, Maruti             |
| 4323 | Gurugram | 41-50    | Forearm   | 1 | Injured   | Other            | Hero, Honda, Maruti             |
| 4324 | Gurugram | 21-30    | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 4325 | Gurugram | 31-40    | Finger    | 1 | Lost      | Power Press      | Hero, Honda, Maruti, Other Auto |
| 4326 | Gurugram | 31-40    | Finger    | 1 | Injured   | Power Press      | Hero, Honda                     |
| 4327 | Gurugram | 51-60    | Other     | 1 | Lost      | Power Press      | Maruti                          |
| 4328 | Gurugram | Below 20 | Finger    | 3 | Lost      | Power Press      | Other Auto                      |
| 4329 | Gurugram | 21-30    | Finger    | 1 | Other     | Other            | Hero, Honda, Maruti             |
| 4330 | Gurugram | 21-30    | Finger    | 1 | Lost      | Power Press      | Hero, Honda                     |
| 4331 | Gurugram | 21-30    | Finger    | 1 | Injured   | Other            | Hero, Honda, Other Auto         |
| 4332 | Gurugram | 21-30    | Finger    | 1 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 4333 | Gurugram | 41-50    | Finger    | 1 | Lost      | Power Press      | Hero, Honda                     |
| 4334 | Gurugram | 31-40    | Finger    | 2 | Lost      | Power Press      | Maruti                          |
| 4335 | Gurugram | 21-30    | Finger    | 1 | Lost      | Power Press      | Maruti                          |

|      |          |          |           |   |           |                  |                                 |
|------|----------|----------|-----------|---|-----------|------------------|---------------------------------|
| 4336 | Gurugram | Below 20 | Other     | 1 | Injured   | Moulding Machine | Honda, Maruti                   |
| 4337 | Gurugram | 31-40    | Finger    | 4 | Injured   | Power Press      | Maruti, Other Auto              |
| 4338 | Gurugram | 31-40    | Finger    | 2 | Lost      | Power Press      | Maruti                          |
| 4339 | Gurugram | 31-40    | Finger    | 2 | Lost      | Power Press      | Hero, Honda                     |
| 4340 | Gurugram | 31-40    | Finger    | 2 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 4341 | Gurugram | 21-30    | Finger    | 1 | Fractured | Power Press      | Hero, Maruti                    |
| 4342 | Gurugram | 41-50    | Finger    | 1 | Lost      | Power Press      | Hero, Honda, Maruti, Other Auto |
| 4343 | Gurugram | 21-30    | Finger    | 2 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 4344 | Gurugram | 31-40    | Finger    | 1 | Lost      | Power Press      | Honda, Maruti                   |
| 4345 | Gurugram | 41-50    | Finger    | 1 | Lost      | Other            | Other Auto                      |
| 4346 | Gurugram | 41-50    | Finger    |   | Lost      | Power Press      | Other Auto                      |
| 4347 | Gurugram | 21-30    | Finger    | 3 | Lost      | Power Press      | Other Auto                      |
| 4348 | Gurugram | 21-30    | Finger    |   | Other     | Other            | Maruti                          |
| 4349 | Gurugram | 21-30    | Lower Leg | 2 | Injured   | Other            | Hero, Honda, Maruti, Other Auto |
| 4350 | Gurugram | 21-30    | Finger    | 2 | Lost      | Other            | Maruti                          |
| 4351 | Gurugram | 31-40    | Finger    | 1 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 4352 | Gurugram | 41-50    | Forearm   | 1 | Lost      | Other            | Other Auto                      |
| 4353 | Gurugram | 31-40    | Finger    | 1 | Fractured | Other            | Honda                           |
| 4354 | Gurugram | 31-40    | Other     | 2 | Injured   | Other            | Other Auto                      |
| 4355 | Gurugram | 31-40    | Lower Leg | 1 | Injured   | Other            | Other Auto                      |
| 4356 | Gurugram | 21-30    | Finger    | 1 | Lost      | Other            | Hero                            |
| 4357 | Gurugram | 31-40    | Forearm   | 2 | Injured   | Power Press      | Maruti                          |
| 4358 | Gurugram | 21-30    | Finger    | 1 | Fractured | Other            | Maruti                          |
| 4359 | Gurugram | 31-40    | Finger    | 2 | Lost      | Other            | Honda, Maruti                   |
| 4360 | Gurugram | 21-30    | Finger    | 1 | Lost      | Other            | Hero, Honda                     |
| 4361 | Gurugram | Below 20 | Finger    | 1 | Injured   | Power Press      | Hero, Maruti                    |
| 4362 | Gurugram | 21-30    | Forearm   | 1 | Lost      | Moulding Machine | Maruti                          |
| 4363 | Gurugram | Below 20 | Finger    | 1 | Lost      | Power Press      | Hero, Honda, Maruti, Other Auto |
| 4364 | Gurugram | 21-30    | Finger    | 2 | Lost      | Power Press      | Maruti                          |
| 4365 | Gurugram | 41-50    | Forearm   | 1 | Injured   | Power Press      | Hero, Honda                     |
| 4366 | Gurugram | 31-40    | Finger    | 3 | Lost      | Power Press      | Maruti                          |
| 4367 | Gurugram | 21-30    | Finger    | 1 | Other     | Other            | Hero, Honda, Other Auto         |
| 4368 | Gurugram | 31-40    | Finger    | 3 | Lost      | Power Press      | Hero                            |
| 4369 | Gurugram | 21-30    | Finger    | 3 | Lost      | Moulding Machine | Honda                           |
| 4370 | Gurugram | 31-40    | Finger    | 1 | Lost      | Other            | Honda, Maruti                   |
| 4371 | Gurugram | 21-30    | Finger    | 1 | Lost      | Moulding Machine | Hero, Honda, Maruti             |



|      |          |          |           |   |           |                  |                                 |
|------|----------|----------|-----------|---|-----------|------------------|---------------------------------|
| 4372 | Gurugram | Below 20 | Forearm   | 1 | Injured   | Other            | Hero, Honda, Maruti             |
| 4373 | Gurugram | 21-30    | Finger    | 3 | Lost      | Power Press      | Maruti                          |
| 4374 | Gurugram | 21-30    | Finger    | 1 | Injured   | Other            | Honda                           |
| 4375 | Gurugram | 21-30    | Lower Leg | 1 | Injured   | Other            | Maruti                          |
| 4376 | Gurugram | 21-30    | Forearm   | 2 | Injured   | Power Press      | Maruti                          |
| 4377 | Gurugram | 21-30    | Finger    | 1 | Lost      | Power Press      | Other Auto                      |
| 4378 | Gurugram | 21-30    | Finger    | 1 | Lost      | Other            | Maruti                          |
| 4379 | Gurugram | 31-40    | Finger    | 4 | Lost      | Power Press      | Honda, Maruti                   |
| 4380 | Gurugram | 31-40    | Finger    | 4 | Lost      | Power Press      | Maruti                          |
| 4381 | Gurugram | 41-50    | Forearm   | 2 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 4382 | Gurugram | Below 20 | Finger    | 1 | Lost      | Other            | Hero, Honda, Maruti, Other Auto |
| 4383 | Gurugram | 41-50    | Finger    | 2 | Lost      | Power Press      | Honda, Maruti                   |
| 4384 | Gurugram | 31-40    | Forearm   | 1 | Fractured | Other            | Hero                            |
| 4385 | Gurugram | 21-30    | Finger    | 1 |           | Power Press      | Honda, Maruti                   |
| 4386 | Gurugram | 31-40    | Finger    | 2 | Lost      | Power Press      | Maruti                          |
| 4387 | Gurugram | 31-40    | Finger    |   | Lost      | Power Press      | Other Auto                      |
| 4388 | Gurugram | 21-30    | Finger    | 1 | Lost      | Moulding Machine | Maruti                          |
| 4389 | Gurugram | 31-40    | Finger    | 1 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 4390 | Gurugram | 31-40    | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 4391 | Gurugram | 41-50    | Lower Leg | 1 | Lost      | Power Press      | Maruti                          |
| 4392 | Gurugram | 21-30    | Lower Leg | 1 | Lost      | Moulding Machine | Hero, Honda                     |
| 4393 | Gurugram | 21-30    | Lower Leg | 2 | Lost      | Power Press      | Other Auto                      |
| 4394 | Gurugram | 31-40    | Other     | 3 | Lost      | Power Press      | Other Auto                      |
| 4395 | Gurugram | Below 20 | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 4396 | Gurugram | 31-40    | Finger    | 2 | Injured   | Other            | Hero, Other Auto                |
| 4397 | Gurugram | 31-40    | Finger    | 1 | Lost      | Power Press      | Hero                            |
| 4398 | Gurugram | 31-40    | Lower Leg | 2 | Lost      | Power Press      | Other Auto                      |
| 4399 | Gurugram | 31-40    | Lower Leg | 1 | Lost      | Power Press      | Maruti                          |
| 4400 | Gurugram | Below 20 | Lower Leg | 3 | Fractured | Other            | Hero, Honda, Maruti, Other Auto |
| 4401 | Gurugram | 21-30    | Finger    | 1 | Lost      | Other            | Other Auto                      |
| 4402 | Gurugram | Over 61  | Forearm   | 1 | Lost      | Power Press      | Maruti                          |
| 4403 | Gurugram | 31-40    | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 4404 | Gurugram | 21-30    | Finger    | 1 | Fractured | Other            | Hero, Honda, Maruti, Other Auto |
| 4405 | Gurugram | 31-40    | Lower Leg | 2 | Lost      | Power Press      | Honda, Maruti                   |
| 4406 | Gurugram | 51-60    | Finger    | 2 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 4407 | Gurugram | 31-40    | Lower Leg | 1 | Lost      | Power Press      | Hero                            |

|      |          |          |           |   |           |                  |                                 |
|------|----------|----------|-----------|---|-----------|------------------|---------------------------------|
| 4408 | Gurugram | 51-60    | Finger    | 3 | Lost      | Other            | Hero, Honda, Maruti             |
| 4409 | Gurugram | 31-40    | Finger    | 2 | Lost      | Other            | Hero, Honda, Maruti, Other Auto |
| 4410 | Gurugram | 31-40    | Forearm   | 1 | Injured   | Power Press      | Maruti                          |
| 4411 | Gurugram | 21-30    | Finger    | 1 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 4412 | Gurugram | 51-60    | Finger    | 1 | Fractured | Other            | Hero, Honda, Maruti             |
| 4413 | Gurugram | 31-40    | Forearm   | 2 | Lost      | Power Press      | Maruti                          |
| 4414 | Gurugram | 21-30    | Finger    | 1 | Lost      | Other            | Hero, Other Auto                |
| 4415 | Gurugram | Below 20 | Other     | 2 | Lost      | Other            | Other Auto                      |
| 4416 | Gurugram | 21-30    | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 4417 | Gurugram | 31-40    | Finger    | 1 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 4418 | Gurugram | 21-30    | Finger    | 1 | Fractured | Other            |                                 |
| 4419 | Gurugram | Below 20 | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 4420 | Gurugram | 21-30    | Finger    | 1 | Injured   | Power Press      | Hero, Honda, Maruti             |
| 4421 | Gurugram | 21-30    | Finger    | 3 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 4422 | Gurugram | Below 20 | Finger    | 1 | Injured   | Power Press      | Maruti                          |
| 4423 | Gurugram | 31-40    | Finger    | 1 | Lost      | Other            | Hero, Maruti                    |
| 4424 | Gurugram | 31-40    | Finger    | 1 | Lost      | Power Press      | Hero, Honda, Maruti, Other Auto |
| 4425 | Gurugram | 21-30    | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 4426 | Gurugram | 51-60    | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 4427 | Gurugram | 21-30    | Other     | 1 | Lost      | Power Press      | Honda                           |
| 4428 | Gurugram | 41-50    | Forearm   | 1 | Injured   | Power Press      | Honda, Maruti                   |
| 4429 | Gurugram | 51-60    | Lower Leg | 1 | Lost      | Power Press      | Maruti                          |
| 4430 | Gurugram | 21-30    | Other     | 1 | Lost      | Power Press      | Other Auto                      |
| 4431 | Gurugram | 41-50    | Finger    | 1 | Fractured | Power Press      | Maruti                          |
| 4432 | Gurugram | 21-30    | Forearm   | 2 | Lost      | Power Press      | Maruti                          |
| 4433 | Gurugram | Below 20 | Forearm   | 4 | Lost      | Power Press      | Maruti                          |
| 4434 | Gurugram | 21-30    | Finger    | 3 | Lost      | Power Press      |                                 |
| 4435 | Gurugram | 21-30    | Finger    | 1 | Injured   | Other            | Honda, Other Auto               |
| 4436 | Gurugram | 21-30    | Lower Leg | 3 | Lost      | Power Press      |                                 |
| 4437 | Gurugram | 31-40    | Finger    | 1 | Lost      | Power Press      | Honda, Maruti                   |
| 4438 | Gurugram | 31-40    | Finger    | 1 | Fractured | Other            | Honda, Maruti, Other Auto       |
| 4439 | Gurugram | 51-60    | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 4440 | Gurugram | 31-40    | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 4441 | Gurugram | 31-40    | Finger    | 2 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 4442 | Gurugram | Below 20 | Forearm   | 3 | Lost      | Power Press      | Other Auto                      |
| 4443 | Gurugram | 21-30    | Lower Leg | 1 | Other     | Moulding Machine | Maruti                          |

|      |          |          |           |   |           |                  |                                 |
|------|----------|----------|-----------|---|-----------|------------------|---------------------------------|
| 4444 | Gurugram | 31-40    | Finger    | 4 | Lost      | Power Press      | Maruti                          |
| 4445 | Gurugram | 21-30    | Finger    | 1 | Lost      | Other            | Maruti                          |
| 4446 | Gurugram | 31-40    | Finger    | 2 | Injured   | Power Press      | Maruti                          |
| 4447 | Gurugram | 21-30    | Finger    | 1 | Injured   | Other            | Maruti                          |
| 4448 | Gurugram | Below 20 | Other     | 1 | Lost      | Power Press      | Other Auto                      |
| 4449 | Gurugram | 21-30    | Forearm   | 1 | Lost      | Power Press      | Honda                           |
| 4450 | Gurugram | 31-40    | Finger    | 1 | Fractured | Other            | Hero, Honda, Maruti             |
| 4451 | Gurugram | 31-40    | Finger    | 4 | Lost      | Power Press      | Other Auto                      |
| 4452 | Gurugram | 21-30    | Lower Leg | 2 | Lost      | Power Press      | Maruti                          |
| 4453 | Gurugram | 31-40    | Other     | 1 | Injured   | Power Press      | Maruti                          |
| 4454 | Gurugram | 21-30    | Finger    | 1 | Lost      | Power Press      | Maruti, Other Auto              |
| 4455 | Gurugram | 21-30    | Finger    | 1 | Lost      | Power Press      | Hero                            |
| 4456 | Gurugram | 21-30    | Finger    | 1 | Injured   | Other            | Hero, Maruti                    |
| 4457 | Gurugram | 21-30    | Other     | 1 | Lost      | Power Press      | Maruti                          |
| 4458 | Gurugram | Below 20 | Finger    | 1 | Injured   | Power Press      | Hero, Honda                     |
| 4459 | Gurugram | 21-30    | Finger    | 2 | Injured   | Power Press      | Honda                           |
| 4460 | Gurugram | 21-30    | Other     | 2 | Injured   | Other            | Hero, Honda, Maruti, Other Auto |
| 4461 | Gurugram | 21-30    | Finger    | 1 | Lost      | Other            | Hero, Honda, Maruti, Other Auto |
| 4462 | Gurugram | 31-40    | Forearm   | 4 | Lost      | Power Press      | Maruti                          |
| 4463 | Gurugram | 21-30    | Other     | 1 | Injured   | Other            | Hero, Other Auto                |
| 4464 | Gurugram | 21-30    | Other     | 1 | Injured   | Other            | Hero, Honda                     |
| 4465 | Gurugram | 21-30    | Forearm   | 1 | Injured   | Other            | Hero, Honda                     |
| 4466 | Gurugram | Below 20 | Lower Leg | 2 | Lost      | Power Press      | Hero, Honda                     |
| 4467 | Gurugram | Below 20 | Finger    | 1 | Lost      | Other            | Maruti                          |
| 4468 | Gurugram | 31-40    | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 4469 | Gurugram | 21-30    | Finger    | 1 | Injured   | Power Press      | Other Auto                      |
| 4470 | Gurugram | Below 20 | Finger    | 3 | Lost      | Power Press      | Maruti                          |
| 4471 | Gurugram | Below 20 | Finger    | 1 | Lost      | Other            | Hero, Honda, Maruti             |
| 4472 | Gurugram | 51-60    | Finger    | 2 | Lost      | Other            | Maruti                          |
| 4473 | Gurugram | 31-40    | Finger    | 1 | Lost      | Power Press      | Hero, Honda                     |
| 4474 | Gurugram | 41-50    | Other     | 2 | Lost      | Power Press      | Hero                            |
| 4475 | Gurugram | 21-30    | Finger    | 1 | Fractured | Other            | Maruti, Other Auto              |
| 4476 | Gurugram | 21-30    | Finger    | 2 | Injured   | Moulding Machine | Hero, Honda, Maruti             |
| 4477 | Gurugram | Below 20 | Finger    | 1 | Lost      | Power Press      | Other Auto                      |
| 4478 | Gurugram | Below 20 | Finger    | 1 | Lost      | Power Press      | Hero, Honda                     |
| 4479 | Gurugram | 21-30    | Finger    | 1 | Lost      | Power Press      |                                 |
| 4480 | Gurugram | 21-30    | Finger    | 3 | Lost      | Power Press      | Maruti                          |

|      |          |          |         |   |           |             |                          |
|------|----------|----------|---------|---|-----------|-------------|--------------------------|
| 4481 | Gurugram | 31-40    | Finger  | 1 | Lost      | Other       | Other Auto               |
| 4482 | Gurugram | 21-30    | Forearm | 1 | Lost      | Power Press | Maruti, Other Auto       |
| 4483 | Gurugram | Below 20 | Finger  | 3 | Lost      | Power Press | Maruti                   |
| 4484 | Gurugram | 31-40    | Forearm | 1 | Fractured | Other       | Maruti                   |
| 4485 | Gurugram | 31-40    | Finger  | 3 | Lost      | Power Press |                          |
| 4486 | Gurugram | 31-40    | Finger  | 3 | Lost      | Power Press | Maruti                   |
| 4487 | Gurugram | Below 20 | Finger  | 1 | Fractured | Other       | Hero, Other Auto         |
| 4488 | Gurugram | 21-30    | Forearm | 1 | Injured   | Other       | Honda, Other Auto        |
| 4489 | Gurugram | 31-40    | Finger  | 1 | Lost      | Other       | Hero                     |
| 4490 | Gurugram | Below 20 | Forearm | 3 | Lost      | Power Press | Maruti                   |
| 4491 | Gurugram | 41-50    | Finger  | 2 | Lost      | Power Press |                          |
| 4492 | Gurugram | 41-50    | Other   | 1 | Lost      | Other       | Hero, Maruti, Other Auto |
| 4493 | Gurugram | 51-60    | Finger  | 2 | Lost      | Power Press | Maruti, Other Auto       |
| 4494 | Gurugram | Below 20 |         | 1 | Lost      | Power Press | Maruti, Other Auto       |
| 4495 | Gurugram | 21-30    | Finger  | 1 | Lost      | Power Press | Honda                    |
| 4496 | Gurugram | Below 20 | Finger  | 1 | Lost      | Power Press | Maruti                   |
| 4497 | Gurugram | 21-30    | Other   | 1 | Lost      | Other       | Maruti                   |
| 4498 | Gurugram | 21-30    | Finger  | 4 | Lost      | Power Press | Honda, Maruti            |
| 4499 | Gurugram | 31-40    | Finger  | 3 | Injured   | Other       | Maruti                   |
| 4500 | Gurugram | 31-40    | Finger  | 1 | Injured   | Power Press | Hero                     |
| 4501 | Gurugram | 51-60    | Finger  | 1 | Fractured | Other       | Maruti, Other Auto       |
| 4502 | Gurugram | 21-30    | Forearm | 4 | Lost      | Power Press | Maruti                   |
| 4503 | Gurugram | 21-30    | Other   | 2 | Lost      | Power Press | Maruti                   |
| 4504 | Gurugram | 51-60    | Finger  | 1 | Lost      | Power Press | Maruti                   |
| 4505 | Gurugram | 31-40    | Other   | 3 | Lost      | Other       | Maruti                   |
| 4506 | Gurugram | 21-30    | Finger  | 2 | Lost      | Other       | Other Auto               |
| 4507 | Gurugram | Below 20 | Finger  | 1 | Lost      | Power Press | Hero                     |
| 4508 | Gurugram | 21-30    | Finger  | 3 | Lost      | Power Press | Other Auto               |
| 4509 | Gurugram | 41-50    | Other   | 1 | Lost      | Power Press | Maruti                   |
| 4510 | Gurugram | 21-30    | Finger  | 1 | Lost      | Other       | Maruti, Other Auto       |
| 4511 | Gurugram | 31-40    | Finger  | 1 | Lost      | Other       | Honda, Maruti            |
| 4512 | Gurugram | 31-40    | Finger  | 1 | Injured   | Other       | Hero, Honda              |
| 4513 | Gurugram | 21-30    | Finger  | 4 | Lost      | Other       | Maruti, Other Auto       |
| 4514 | Gurugram | 21-30    | Forearm | 1 | Lost      | Other       | Hero, Other Auto         |
| 4515 | Gurugram | 31-40    | Finger  | 1 | Lost      | Power Press | Hero                     |
| 4516 | Gurugram | 31-40    | Other   | 1 | Injured   | Other       | Hero, Honda, Maruti      |
| 4517 | Gurugram | 31-40    | Finger  | 1 | Lost      | Power Press | Hero                     |



|      |          |          |           |   |           |                  |                                 |
|------|----------|----------|-----------|---|-----------|------------------|---------------------------------|
| 4518 | Gurugram | 21-30    | Finger    | 3 | Lost      | Power Press      | Hero, Honda                     |
| 4519 | Gurugram | 21-30    | Forearm   | 1 | Injured   | Other            | Honda, Other Auto               |
| 4520 | Gurugram | 21-30    | Finger    | 4 | Lost      | Power Press      | Maruti                          |
| 4521 | Gurugram | 21-30    | Finger    |   | Lost      | Power Press      | Maruti                          |
| 4522 | Gurugram | 21-30    | Forearm   | 1 | Lost      | Power Press      | Maruti                          |
| 4523 | Gurugram | 41-50    | Finger    | 1 | Fractured | Other            | Maruti, Other Auto              |
| 4524 | Gurugram | 21-30    | Finger    | 3 | Fractured | Moulding Machine | Maruti                          |
| 4525 | Gurugram | 41-50    | Finger    | 3 | Injured   | Power Press      | Other Auto                      |
| 4526 | Gurugram | Below 20 | Finger    | 1 | Injured   | Power Press      |                                 |
| 4527 | Gurugram | 21-30    | Finger    | 1 | Lost      | Other            | Hero, Other Auto                |
| 4528 | Gurugram | 21-30    | Forearm   | 1 | Injured   | Power Press      | Maruti                          |
| 4529 | Gurugram | 41-50    | Finger    | 2 | Lost      | Power Press      | Maruti                          |
| 4530 | Gurugram | 31-40    | Lower Leg | 1 | Lost      | Moulding Machine | Hero, Honda                     |
| 4531 | Gurugram | 41-50    | Finger    | 1 | Injured   | Other            | Hero, Honda, Maruti, Other Auto |
| 4532 | Gurugram | 21-30    | Finger    | 1 | Injured   | Other            | Maruti                          |
| 4533 | Gurugram | 41-50    | Finger    | 1 | Fractured | Other            |                                 |
| 4534 | Gurugram | 21-30    | Finger    | 1 | Injured   | Power Press      | Hero, Honda                     |
| 4535 | Gurugram | 21-30    | Finger    | 1 | Injured   | Other            | Honda                           |
| 4536 | Gurugram | 21-30    | Finger    | 1 | Fractured | Other            | Honda                           |
| 4537 | Gurugram | 21-30    | Finger    | 1 | Lost      | Moulding Machine | Hero, Honda, Maruti             |
| 4538 | Gurugram | 21-30    | Finger    | 1 | Injured   | Other            | Maruti                          |
| 4539 | Gurugram | 21-30    | Finger    | 3 | Lost      | Power Press      | Maruti                          |
| 4540 | Gurugram | 41-50    | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 4541 | Gurugram | 31-40    | Finger    | 1 | Injured   | Power Press      | Maruti                          |
| 4542 | Gurugram | 31-40    | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 4543 | Gurugram | Below 20 | Finger    | 1 | Lost      | Other            | Other Auto                      |
| 4544 | Gurugram | 41-50    | Forearm   | 1 | Lost      | Other            | Hero, Honda, Maruti             |
| 4545 | Gurugram | 21-30    | Finger    | 1 | Fractured | Other            | Hero, Other Auto                |
| 4546 | Gurugram | 41-50    | Finger    | 1 | Lost      | Power Press      | Other Auto                      |
| 4547 | Gurugram | 41-50    | Finger    | 3 | Lost      | Power Press      | Maruti                          |
| 4548 | Gurugram | 21-30    | Finger    | 1 | Injured   | Other            | Maruti                          |
| 4549 | Gurugram | 21-30    | Finger    | 1 | Injured   | Power Press      | Other Auto                      |
| 4550 | Gurugram | 31-40    | Other     | 1 | Other     | Other            | Hero, Other Auto                |
| 4551 | Gurugram | 31-40    | Finger    | 1 | Fractured | Other            | Maruti                          |
| 4552 | Gurugram | 21-30    | Finger    | 1 | Injured   | Other            | Maruti, Other Auto              |
| 4553 | Gurugram | 21-30    | Finger    | 1 | Fractured | Moulding Machine | Maruti                          |
| 4554 | Gurugram | 31-40    | Finger    | 2 | Fractured | Other            | Hero, Honda                     |

|      |          |          |           |   |           |                  |                                 |
|------|----------|----------|-----------|---|-----------|------------------|---------------------------------|
| 4555 | Gurugram | 21-30    | Finger    | 1 | Injured   | Power Press      | Honda, Maruti                   |
| 4556 | Gurugram | 41-50    | Finger    | 1 | Injured   | Power Press      | Maruti                          |
| 4557 | Gurugram | Below 20 | Other     | 1 | Lost      | Moulding Machine | Hero, Maruti, Other Auto        |
| 4558 | Gurugram | 21-30    | Finger    | 2 | Lost      | Power Press      | Honda, Maruti                   |
| 4559 | Gurugram | 41-50    | Finger    | 1 | Injured   | Other            | Honda, Maruti                   |
| 4560 | Gurugram | Below 20 | Finger    | 1 | Injured   | Power Press      | Hero, Honda, Other Auto         |
| 4561 | Gurugram | 31-40    | Finger    | 1 | Injured   | Power Press      | Maruti                          |
| 4562 | Gurugram | 21-30    | Finger    | 1 | Injured   | Moulding Machine | Maruti                          |
| 4563 | Gurugram | 31-40    | Other     | 2 | Other     | Other            | Hero, Other Auto                |
| 4564 | Gurugram | 31-40    | Finger    | 1 | Fractured | Other            | Other Auto                      |
| 4565 | Gurugram | 21-30    | Lower Leg | 1 | Injured   | Other            | Maruti                          |
| 4566 | Gurugram | 21-30    | Finger    | 1 | Injured   | Other            | Hero, Honda, Maruti, Other Auto |
| 4567 | Gurugram | 31-40    | Finger    | 1 | Fractured | Other            | Maruti                          |
| 4568 | Gurugram | 31-40    | Lower Leg | 1 | Fractured | Other            | Honda                           |
| 4569 | Gurugram | 31-40    | Finger    | 1 | Fractured | Other            | Honda                           |
| 4570 | Gurugram | 21-30    | Finger    | 1 | Injured   | Other            | Hero, Honda, Maruti             |
| 4571 | Gurugram | Below 20 | Forearm   | 1 | Lost      | Other            | Maruti                          |
| 4572 | Gurugram | 21-30    | Other     | 2 | Lost      | Power Press      | Hero                            |
| 4573 | Gurugram | Below 20 | Finger    | 1 | Injured   | Other            | Other Auto                      |
| 4574 | Gurugram | 21-30    | Finger    | 1 | Lost      | Other            | Honda                           |
| 4575 | Gurugram | 41-50    | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 4576 | Gurugram | 21-30    | Finger    |   | Fractured | Other            | Honda, Maruti, Other Auto       |
| 4577 | Gurugram | 51-60    | Finger    | 1 | Lost      | Other            | Hero, Honda, Maruti, Other Auto |
| 4578 | Gurugram | 21-30    | Finger    | 1 | Injured   | Other            | Hero, Honda, Maruti, Other Auto |
| 4579 | Gurugram | 31-40    | Finger    | 1 | Fractured | Other            | Other Auto                      |
| 4580 | Gurugram | 21-30    | Lower Leg | 1 | Injured   | Power Press      | Maruti                          |
| 4581 | Gurugram | 21-30    | Finger    | 1 | Injured   | Power Press      | Hero, Honda                     |
| 4582 | Gurugram | 41-50    | Finger    |   | Injured   | Power Press      | Maruti                          |
| 4583 | Gurugram | Below 20 | Forearm   | 1 | Fractured | Other            |                                 |
| 4584 | Gurugram | 31-40    | Finger    | 2 | Injured   | Power Press      | Hero, Honda                     |
| 4585 | Gurugram | 31-40    | Finger    |   | Fractured | Other            | Maruti, Other Auto              |
| 4586 | Gurugram | 21-30    | Finger    |   | Other     | Other            | Hero, Honda                     |
| 4587 | Gurugram | 21-30    | Finger    |   | Other     | Other            | Hero, Honda                     |
| 4588 | Gurugram | Below 20 | Finger    |   | Injured   | Power Press      | Maruti                          |

|      |          |          |           |   |           |                  |                     |
|------|----------|----------|-----------|---|-----------|------------------|---------------------|
| 4589 | Gurugram | 21-30    | Finger    | 1 | Lost      | Power Press      | Hero, Honda, Maruti |
| 4590 | Gurugram | 21-30    | Finger    | 2 | Injured   | Power Press      | Honda               |
| 4591 | Gurugram | 31-40    | Finger    | 2 | Lost      | Moulding Machine | Honda, Maruti       |
| 4592 | Gurugram | 21-30    | Finger    | 2 | Fractured | Power Press      | Maruti              |
| 4593 | Gurugram | 31-40    | Finger    | 1 | Injured   | Other            | Hero                |
| 4594 | Gurugram | 21-30    | Finger    | 1 | Injured   | Other            | Other Auto          |
| 4595 | Gurugram | 21-30    | Finger    | 2 | Fractured | Other            | Hero, Honda, Maruti |
| 4596 | Gurugram | 21-30    | Forearm   | 2 | Injured   | Other            | Hero, Honda, Maruti |
| 4597 | Gurugram | 21-30    | Finger    | 1 | Lost      | Other            | Hero, Honda, Maruti |
| 4598 | Gurugram | 21-30    | Finger    | 1 | Injured   | Power Press      | Honda               |
| 4599 | Gurugram | 21-30    | Finger    | 2 | Injured   | Other            | Maruti              |
| 4600 | Gurugram | 31-40    | Finger    | 1 | Injured   | Other            | Maruti, Other Auto  |
| 4601 | Gurugram | 21-30    | Lower Leg | 1 | Injured   | Other            | Maruti              |
| 4602 | Gurugram | Below 20 | Finger    | 1 | Lost      | Other            | Hero, Honda         |
| 4603 | Gurugram | 21-30    | Finger    | 1 | Lost      | Other            | Hero, Honda, Maruti |
| 4604 | Gurugram | Below 20 | Finger    | 4 | Lost      | Power Press      | Maruti              |
| 4605 | Gurugram | 41-50    | Finger    | 1 | Injured   | Moulding Machine | Maruti, Other Auto  |
| 4606 | Gurugram | 31-40    | Finger    |   | Injured   | Other            | Maruti              |
| 4607 | Gurugram | 21-30    | Finger    | 2 | Lost      | Power Press      | Maruti              |
| 4608 | Gurugram | 41-50    | Forearm   | 1 | Other     | Other            |                     |
| 4609 | Gurugram | 31-40    | Finger    | 2 | Fractured | Power Press      | Hero, Honda         |
| 4610 | Gurugram | 21-30    | Finger    | 1 | Lost      | Moulding Machine |                     |
| 4611 | Gurugram | 21-30    | Finger    | 1 | Injured   | Other            | Other Auto          |
| 4612 | Gurugram | 21-30    | Other     | 1 | Fractured | Other            | Honda, Maruti       |
| 4613 | Gurugram | 21-30    | Finger    | 4 | Injured   | Other            | Hero, Maruti        |
| 4614 | Gurugram | 41-50    | Other     | 1 | Lost      | Power Press      | Other Auto          |
| 4615 | Gurugram | 41-50    | Finger    | 2 | Lost      | Other            | Maruti              |
| 4616 | Gurugram | 41-50    | Finger    | 2 | Lost      | Power Press      | Maruti              |
| 4617 | Gurugram | 51-60    | Finger    | 1 | Lost      | Power Press      | Other Auto          |
| 4618 | Gurugram | 21-30    | Finger    | 2 | Lost      | Power Press      | Hero, Honda, Maruti |
| 4619 | Gurugram | 21-30    | Finger    |   | Fractured | Other            | Honda               |
| 4620 | Gurugram | 31-40    | Finger    | 1 | Injured   | Other            | Hero                |
| 4621 | Gurugram | 21-30    | Other     | 1 | Lost      | Other            | Other Auto          |
| 4622 | Gurugram | 31-40    | Finger    | 1 | Lost      | Power Press      | Hero, Honda, Maruti |
| 4623 | Gurugram | Below 20 | Finger    | 1 | Lost      | Moulding Machine | Hero, Honda         |
| 4624 | Gurugram | 21-30    | Finger    | 1 | Lost      | Other            | Hero                |
| 4625 | Gurugram | 21-30    | Finger    | 1 | Lost      | Other            | Maruti              |
| 4626 | Gurugram | 21-30    | Other     | 1 | Lost      | Other            | Other Auto          |

|      |          |          |           |   |           |                  |                                 |
|------|----------|----------|-----------|---|-----------|------------------|---------------------------------|
| 4627 | Gurugram | 21-30    | Finger    |   | Fractured | Other            | Honda, Maruti                   |
| 4628 | Gurugram | 31-40    | Finger    | 3 | Lost      | Power Press      | Hero, Maruti                    |
| 4629 | Gurugram | 31-40    | Finger    | 3 | Lost      | Power Press      |                                 |
| 4630 | Gurugram | 21-30    | Finger    |   | Injured   | Other            |                                 |
| 4631 | Gurugram | 21-30    | Finger    | 1 | Injured   | Other            | Maruti                          |
| 4632 | Gurugram | 21-30    | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 4633 | Gurugram | 41-50    | Finger    | 1 | Fractured | Power Press      | Hero, Honda                     |
| 4634 | Gurugram | Below 20 | Finger    | 2 | Lost      | Power Press      | Maruti                          |
| 4635 | Gurugram | 41-50    | Lower Leg | 4 | Lost      | Power Press      | Other Auto                      |
| 4636 | Gurugram | 31-40    | Finger    | 2 | Lost      | Power Press      | Other Auto                      |
| 4637 | Gurugram | 41-50    | Finger    | 1 | Lost      | Power Press      | Hero, Other Auto                |
| 4638 | Gurugram | 41-50    | Lower Leg | 2 | Lost      | Power Press      | Hero, Honda                     |
| 4639 | Gurugram | 51-60    | Finger    | 3 | Lost      | Other            | Maruti                          |
| 4640 | Gurugram | 51-60    | Finger    | 1 | Lost      | Power Press      | Hero                            |
| 4641 | Gurugram | 21-30    | Finger    | 4 | Lost      | Power Press      | Honda, Maruti                   |
| 4642 | Gurugram | 41-50    | Finger    | 1 | Lost      | Other            | Hero, Honda, Maruti             |
| 4643 | Gurugram | Over 61  | Finger    | 4 | Lost      | Power Press      | Other Auto                      |
| 4644 | Gurugram | 41-50    | Finger    | 1 | Lost      | Other            | Hero, Honda, Maruti, Other Auto |
| 4645 | Gurugram | 51-60    | Finger    | 1 | Lost      | Other            | Other Auto                      |
| 4646 | Gurugram | 51-60    | Finger    | 2 | Lost      | Power Press      | Hero                            |
| 4647 | Gurugram | 21-30    | Forearm   | 1 | Lost      | Power Press      | Hero, Maruti                    |
| 4648 | Gurugram | Below 20 | Finger    | 1 | Lost      | Power Press      | Hero, Honda                     |
| 4649 | Gurugram | 51-60    | Finger    | 3 | Lost      | Power Press      | Maruti                          |
| 4650 | Gurugram | 21-30    | Other     | 3 | Lost      | Power Press      | Other Auto                      |
| 4651 | Gurugram | 31-40    | Finger    | 1 | Lost      | Power Press      | Other Auto                      |
| 4652 | Gurugram | 21-30    | Finger    | 1 | Lost      | Other            | Other Auto                      |
| 4653 | Gurugram | 31-40    | Finger    | 2 | Lost      | Power Press      | Maruti                          |
| 4654 | Gurugram | 31-40    | Other     | 2 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 4655 | Gurugram | 21-30    | Finger    | 1 | Lost      | Other            | Maruti, Other Auto              |
| 4656 | Gurugram | 41-50    | Finger    | 3 | Other     | Power Press      | Other Auto                      |
| 4657 | Gurugram | 21-30    | Finger    | 3 | Lost      | Power Press      | Other Auto                      |
| 4658 | Gurugram | 21-30    | Finger    | 1 | Lost      | Power Press      | Hero, Honda                     |
| 4659 | Gurugram | 21-30    | Finger    | 1 | Injured   | Other            | Maruti                          |
| 4660 | Gurugram | 41-50    | Finger    | 1 | Lost      | Power Press      | Hero, Honda                     |
| 4661 | Gurugram | 41-50    | Finger    | 1 | Lost      | Moulding Machine | Maruti                          |
| 4662 | Gurugram | 31-40    | Other     | 1 | Lost      | Power Press      | Maruti                          |
| 4663 | Gurugram | 51-60    | Other     | 1 | Lost      | Other            | Maruti                          |



|      |           |          |         |   |           |                  |                     |
|------|-----------|----------|---------|---|-----------|------------------|---------------------|
| 4664 | Gurugram  | 41-50    | Finger  | 3 | Lost      | Power Press      | Hero, Honda, Maruti |
| 4665 | Gurugram  | 51-60    | Finger  | 2 | Lost      | Moulding Machine | Maruti              |
| 4666 | Gurugram  | 31-40    | Other   | 1 | Lost      | Power Press      | Other Auto          |
| 4667 | Gurugram  | 51-60    | Other   | 1 | Fractured | Other            | Hero, Honda, Maruti |
| 4668 | Gurugram  | 31-40    | Finger  | 1 | Lost      | Power Press      | Maruti              |
| 4669 | Gurugram  | 31-40    | Finger  | 3 | Lost      | Other            | Other Auto          |
| 4670 | Gurugram  | Over 61  | Finger  | 2 | Lost      | Power Press      | Other Auto          |
| 4671 | Gurugram  | 31-40    | Finger  | 2 | Lost      | Power Press      | Other Auto          |
| 4672 | Gurugram  | 21-30    | Other   | 1 | Lost      | Power Press      | Hero, Honda         |
| 4673 | Gurugram  | 41-50    | Finger  | 4 | Lost      | Power Press      | Other Auto          |
| 4674 | Gurugram  | 31-40    | Finger  | 2 | Lost      | Other            | Honda, Maruti       |
| 4675 | Gurugram  | 31-40    | Other   | 2 | Lost      | Power Press      | Maruti              |
| 4676 | Gurugram  | 41-50    | Finger  | 1 | Injured   | Other            | Hero                |
| 4677 | Gurugram  | 31-40    | Finger  | 1 | Lost      | Power Press      | Maruti              |
| 4678 | Gurugram  | 31-40    | Finger  | 1 | Lost      | Power Press      | Hero, Honda, Maruti |
| 4679 | Gurugram  | 51-60    | Finger  | 4 | Lost      | Power Press      | Hero, Honda, Maruti |
| 4680 | Gurugram  | 31-40    | Finger  | 4 | Lost      | Power Press      |                     |
| 4681 | Gurugram  | 51-60    | Forearm | 4 | Lost      | Power Press      | Maruti              |
| 4682 | Gurugram  | 41-50    | Finger  | 4 | Lost      | Power Press      | Hero, Honda, Maruti |
| 4683 | Gurugram  | 31-40    | Finger  | 1 | Lost      | Power Press      | Hero, Honda         |
| 4684 | Gurugram  | 31-40    | Finger  | 3 | Lost      | Power Press      | Maruti              |
| 4685 | Gurugram  | 41-50    | Finger  | 2 | Lost      | Power Press      | Maruti, Other Auto  |
| 4686 | Gurugram  | 41-50    | Finger  | 4 | Lost      | Power Press      | Hero, Honda, Maruti |
| 4687 | Gurugram  | 41-50    | Finger  | 1 | Lost      | Other            | Hero                |
| 4688 | Gurugram  | 41-50    | Finger  | 1 | Lost      | Power Press      | Hero                |
| 4689 | Gurugram  | 21-30    | Finger  | 1 | Lost      | Power Press      | Maruti              |
| 4690 | Gurugram  | 21-30    | Finger  | 1 | Fractured | Other            | Maruti              |
| 4691 | Gurugram  | 41-50    | Finger  | 2 | Lost      | Power Press      | Maruti              |
| 4692 | Gurugram  | 31-40    | Finger  | 1 | Fractured | Other            | Honda, Maruti       |
| 4693 | Gurugram  | 31-40    | Finger  | 3 | Lost      | Power Press      | Honda, Maruti       |
| 4694 | Gurugram  | 21-30    | Finger  | 1 | Other     | Power Press      | Hero, Other Auto    |
| 4695 | Gurugram  | Below 20 | Other   | 3 | Lost      | Power Press      | Honda, Maruti       |
| 4696 | Gurugram  | 41-50    | Other   | 2 | Injured   | Power Press      | Hero, Honda, Maruti |
| 4697 | Gurugram  | 21-30    | Finger  | 1 | Fractured | Other            | Maruti              |
| 4698 | Gurugram  | 31-40    | Finger  | 1 | Injured   | Moulding Machine | Other Auto          |
| 4699 | Gurugram  | 51-60    | Finger  | 1 | Lost      | Power Press      |                     |
| 4700 | Faridabad | 21-30    | Finger  | 2 | Fractured | Power Press      |                     |
| 4701 | Faridabad | 31-40    | Finger  | 1 | Lost      | Power Press      |                     |

|      |           |         |         |   |           |                  |                                 |
|------|-----------|---------|---------|---|-----------|------------------|---------------------------------|
| 4702 | Faridabad | 41-50   | Other   | 2 | Injured   | Moulding Machine | Hero, Honda                     |
| 4703 | Faridabad | 51-60   | Finger  | 1 | Lost      | Power Press      | Other Auto                      |
| 4704 | Faridabad | 31-40   | Forearm | 3 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 4705 | Faridabad | 51-60   | Finger  | 2 | Lost      | Power Press      | Maruti                          |
| 4706 | Faridabad | 41-50   | Finger  | 1 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 4707 | Faridabad | 31-40   | Finger  | 1 | Lost      | Power Press      | Other Auto                      |
| 4708 | Faridabad | 41-50   | Finger  | 1 | Injured   | Power Press      |                                 |
| 4709 | Faridabad | 21-30   | Finger  | 1 | Lost      | Other            | Maruti                          |
| 4710 | Faridabad | 31-40   | Finger  | 4 | Lost      | Power Press      | Honda, Maruti                   |
| 4711 | Faridabad | 21-30   | Finger  | 1 | Lost      | Power Press      | Maruti, Other Auto              |
| 4712 | Faridabad | 21-30   | Finger  | 2 | Lost      | Power Press      |                                 |
| 4713 | Faridabad | 31-40   | Finger  | 4 | Lost      | Power Press      | Maruti                          |
| 4714 | Faridabad | 41-50   | Forearm | 4 | Lost      | Power Press      | Maruti                          |
| 4715 | Faridabad | 21-30   | Forearm | 2 | Lost      | Power Press      | Maruti                          |
| 4716 | Faridabad | 41-50   | Finger  | 4 | Lost      | Power Press      | Hero, Honda                     |
| 4717 | Faridabad | 21-30   | Finger  | 1 | Lost      | Power Press      | Hero, Honda, Other Auto         |
| 4718 | Faridabad | 21-30   | Forearm | 2 | Lost      | Power Press      | Hero, Honda, Other Auto         |
| 4719 | Faridabad | 21-30   | Forearm | 4 | Lost      | Power Press      | Honda                           |
| 4720 | Faridabad | 31-40   | Finger  | 3 | Lost      | Other            |                                 |
| 4721 | Faridabad | 31-40   | Finger  | 1 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 4722 | Faridabad | 21-30   | Finger  | 3 | Lost      | Power Press      | Maruti                          |
| 4723 | Faridabad | 41-50   | Finger  | 4 | Lost      | Power Press      | Hero                            |
| 4724 | Faridabad | 21-30   | Finger  | 2 | Lost      | Other            | Honda, Other Auto               |
| 4725 | Faridabad | 51-60   | Finger  | 2 | Lost      | Power Press      | Hero, Honda, Maruti, Other Auto |
| 4726 | Faridabad | 31-40   | Finger  | 2 | Lost      | Power Press      | Maruti                          |
| 4727 | Faridabad | 21-30   | Finger  | 1 | Lost      | Power Press      |                                 |
| 4728 | Faridabad | 31-40   | Finger  | 3 | Lost      | Power Press      | Hero, Honda, Other Auto         |
| 4729 | Faridabad | 31-40   | Finger  | 4 | Lost      | Power Press      | Other Auto                      |
| 4730 | Faridabad | Over 61 | Finger  | 2 | Injured   | Power Press      | Other Auto                      |
| 4731 | Faridabad | 31-40   | Finger  | 1 | Fractured | Other            | Maruti                          |
| 4732 | Faridabad | 21-30   | Finger  | 2 | Lost      | Power Press      | Maruti                          |
| 4733 | Faridabad | 21-30   | Forearm | 2 | Fractured | Other            | Maruti                          |
| 4734 | Faridabad | 21-30   | Finger  | 1 | Lost      | Power Press      | Hero, Honda, Maruti, Other Auto |
| 4735 | Faridabad | 31-40   | Other   | 3 | Lost      | Power Press      | Hero, Honda, Other Auto         |
| 4736 | Faridabad | 31-40   | Finger  | 1 | Lost      | Other            | Other Auto                      |

|      |           |       |           |   |           |                  |                                 |
|------|-----------|-------|-----------|---|-----------|------------------|---------------------------------|
| 4737 | Faridabad | 31-40 | Finger    | 1 | Lost      | Other            | Other Auto                      |
| 4738 | Faridabad | 21-30 | Finger    | 1 | Injured   | Other            | Maruti                          |
| 4739 | Faridabad | 41-50 | Finger    | 1 | Lost      | Power Press      | Other Auto                      |
| 4740 | Faridabad | 31-40 | Finger    | 2 | Lost      | Power Press      | Maruti                          |
| 4741 | Faridabad | 31-40 | Finger    | 2 | Lost      | Power Press      | Maruti                          |
| 4742 | Faridabad | 31-40 | Forearm   | 1 | Lost      | Other            | Maruti, Other Auto              |
| 4743 | Faridabad | 21-30 | Lower Leg | 1 | Lost      | Power Press      | Maruti                          |
| 4744 | Faridabad | 31-40 | Other     | 1 | Injured   | Other            | Other Auto                      |
| 4745 | Faridabad | 41-50 | Finger    | 4 | Lost      | Power Press      | Other Auto                      |
| 4746 | Faridabad | 31-40 | Finger    | 1 | Fractured | Power Press      | Other Auto                      |
| 4747 | Faridabad | 31-40 | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 4748 | Faridabad | 21-30 | Finger    | 3 | Lost      | Power Press      | Honda, Maruti                   |
| 4749 | Faridabad | 31-40 | Finger    | 1 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 4750 | Faridabad | 31-40 | Finger    | 2 | Lost      | Power Press      | Maruti                          |
| 4751 | Faridabad | 21-30 | Finger    | 3 | Lost      | Power Press      | Hero, Honda, Maruti, Other Auto |
| 4752 | Faridabad | 31-40 | Other     | 1 | Lost      | Other            | Other Auto                      |
| 4753 | Faridabad | 31-40 | Finger    | 1 | Lost      | Power Press      | Maruti, Other Auto              |
| 4754 | Faridabad | 31-40 | Finger    | 4 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 4755 | Faridabad | 41-50 | Finger    | 1 | Lost      | Other            | Maruti                          |
| 4756 | Faridabad | 21-30 | Other     | 3 | Lost      | Power Press      | Hero                            |
| 4757 | Faridabad | 31-40 | Finger    | 2 | Fractured | Other            | Other Auto                      |
| 4758 | Faridabad | 31-40 |           | 2 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 4759 | Faridabad | 31-40 | Finger    | 1 | Lost      | Other            |                                 |
| 4760 | Faridabad | 31-40 | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 4761 | Faridabad | 51-60 | Finger    |   | Lost      | Power Press      | Maruti                          |
| 4762 | Faridabad | 41-50 | Finger    | 1 | Lost      | Power Press      | Hero, Honda, Maruti, Other Auto |
| 4763 | Faridabad | 21-30 | Finger    | 5 | Lost      | Power Press      | Maruti                          |
| 4764 | Faridabad | 31-40 | Finger    | 3 | Lost      | Power Press      | Maruti, Other Auto              |
| 4765 | Faridabad | 21-30 | Finger    | 2 | Injured   | Other            |                                 |
| 4766 | Faridabad | 31-40 | Finger    | 1 | Fractured | Other            |                                 |
| 4767 | Faridabad | 31-40 | Lower Leg |   | Injured   | Other            | Hero, Honda                     |
| 4768 | Faridabad | 21-30 | Finger    | 1 | Lost      | Other            | Honda, Other Auto               |
| 4769 | Faridabad | 21-30 | Finger    | 1 | Injured   | Moulding Machine | Other Auto                      |
| 4770 | Faridabad | 41-50 | Finger    | 1 | Injured   | Other            | Other Auto                      |
| 4771 | Faridabad | 51-60 | Finger    | 4 | Lost      | Power Press      | Hero, Honda                     |
| 4772 | Faridabad | 51-60 | Finger    | 1 | Fractured | Other            | Other Auto                      |
| 4773 | Faridabad | 41-50 | Finger    | 5 | Lost      | Power Press      | Maruti                          |

|      |           |          |         |   |           |             |                                 |
|------|-----------|----------|---------|---|-----------|-------------|---------------------------------|
| 4774 | Faridabad | 31-40    | Finger  | 1 | Injured   | Power Press |                                 |
| 4775 | Faridabad | 21-30    | Finger  | 1 | Lost      | Power Press | Maruti                          |
| 4776 | Faridabad | 41-50    | Finger  | 1 | Injured   | Other       | Maruti, Other Auto              |
| 4777 | Faridabad | 21-30    | Other   | 2 | Injured   | Other       | Other Auto                      |
| 4778 | Faridabad | 31-40    | Finger  | 1 | Fractured | Other       | Hero, Honda                     |
| 4779 | Faridabad | 21-30    | Forearm | 2 | Lost      | Power Press | Hero, Honda, Maruti             |
| 4780 | Faridabad | 31-40    | Finger  | 1 | Injured   | Other       | Hero, Honda                     |
| 4781 | Faridabad | 31-40    | Finger  | 1 | Injured   | Other       | Other Auto                      |
| 4782 | Faridabad | Over 61  | Finger  |   | Fractured | Other       | Other Auto                      |
| 4783 | Faridabad | 31-40    | Finger  | 1 | Injured   | Other       | Other Auto                      |
| 4784 | Faridabad | 51-60    | Other   | 1 | Injured   | Power Press | Other Auto                      |
| 4785 | Faridabad | 21-30    | Other   | 1 | Lost      | Power Press | Hero, Honda, Other Auto         |
| 4786 | Faridabad | 21-30    | Finger  |   | Injured   | Other       | Maruti                          |
| 4787 | Faridabad | 21-30    | Finger  | 4 | Lost      | Power Press | Maruti                          |
| 4788 | Faridabad | 31-40    | Other   | 1 | Lost      | Other       | Other Auto                      |
| 4789 | Faridabad | 51-60    | Finger  | 2 | Injured   | Power Press | Maruti                          |
| 4790 | Faridabad | 51-60    | Finger  |   | Injured   | Other       | Hero, Honda, Maruti, Other Auto |
| 4791 | Faridabad | 41-50    | Finger  |   | Fractured | Other       | Honda, Maruti                   |
| 4792 | Faridabad | 31-40    | Other   | 2 | Lost      | Power Press |                                 |
| 4793 | Faridabad | 21-30    | Finger  | 1 | Injured   | Power Press | Other Auto                      |
| 4794 | Faridabad | 21-30    | Finger  | 2 | Lost      | Power Press | Hero, Honda, Maruti             |
| 4795 | Faridabad | 21-30    | Finger  |   | Lost      | Power Press | Maruti, Other Auto              |
| 4796 | Faridabad | 21-30    | Finger  |   | Injured   | Other       |                                 |
| 4797 | Faridabad | 31-40    | Finger  | 1 | Injured   | Power Press | Maruti                          |
| 4798 | Faridabad | Below 20 | Finger  | 4 | Lost      | Power Press | Other Auto                      |
| 4799 | Faridabad | 31-40    | Finger  | 1 | Lost      | Other       | Maruti                          |
| 4800 | Faridabad | 41-50    | Finger  | 1 | Injured   | Other       | Other Auto                      |
| 4801 | Faridabad | 21-30    | Finger  | 4 | Injured   | Power Press | Maruti                          |
| 4802 | Faridabad | 21-30    | Other   | 3 | Injured   | Other       |                                 |
| 4803 | Faridabad | 21-30    | Finger  | 3 | Injured   | Power Press | Other Auto                      |
| 4804 | Faridabad | 31-40    | Finger  | 2 | Injured   | Power Press | Other Auto                      |
| 4805 | Faridabad | 21-30    | Finger  | 1 | Lost      | Power Press | Hero, Honda, Maruti, Other Auto |
| 4806 | Faridabad | 41-50    | Finger  | 1 | Injured   | Power Press | Other Auto                      |
| 4807 | Faridabad | 41-50    | Finger  | 2 | Lost      | Power Press | Hero, Honda                     |
| 4808 | Faridabad | 21-30    | Finger  | 1 | Lost      | Power Press | Other Auto                      |
| 4809 | Faridabad | 21-30    | Finger  | 2 | Lost      | Power Press | Maruti                          |
| 4810 | Faridabad | 21-30    | Finger  | 1 | Injured   | Other       | Honda, Other Auto               |

|      |           |          |         |   |           |             |                                 |
|------|-----------|----------|---------|---|-----------|-------------|---------------------------------|
| 4811 | Faridabad | 21-30    | Finger  | 4 | Lost      | Power Press | Honda                           |
| 4812 | Faridabad | 21-30    | Finger  | 1 | Injured   | Power Press | Maruti                          |
| 4813 | Faridabad | 21-30    | Other   | 1 | Lost      | Other       | Maruti                          |
| 4814 | Faridabad | Below 20 | Finger  | 1 | Lost      | Other       | Other Auto                      |
| 4815 | Faridabad | 21-30    | Other   | 1 | Lost      | Other       | Hero, Honda, Maruti             |
| 4816 | Faridabad | 31-40    | Finger  | 2 | Lost      | Power Press | Hero, Honda                     |
| 4817 | Faridabad | 41-50    | Finger  | 1 | Injured   | Other       | Maruti, Other Auto              |
| 4818 | Faridabad | 21-30    | Finger  | 2 | Lost      | Power Press | Maruti                          |
| 4819 | Faridabad | 31-40    | Finger  | 1 | Lost      | Power Press | Maruti                          |
| 4820 | Faridabad | 21-30    | Other   | 1 | Injured   | Other       | Maruti                          |
| 4821 | Faridabad | 21-30    | Other   | 1 | Lost      | Other       | Hero, Honda, Maruti, Other Auto |
| 4822 | Faridabad | 21-30    | Finger  | 2 | Lost      | Power Press | Maruti                          |
| 4823 | Faridabad | 41-50    | Finger  | 5 | Injured   | Power Press | Maruti, Other Auto              |
| 4824 | Faridabad | 51-60    | Finger  | 1 | Lost      | Power Press | Other Auto                      |
| 4825 | Faridabad | 21-30    | Finger  | 1 | Lost      | Power Press | Hero, Maruti, Other Auto        |
| 4826 | Faridabad | 21-30    | Other   | 2 | Fractured | Power Press | Maruti                          |
| 4827 | Faridabad | Over 61  | Other   | 2 | Lost      | Power Press | Hero, Honda, Maruti             |
| 4828 | Faridabad | 31-40    | Finger  | 1 | Lost      | Power Press | Hero, Maruti                    |
| 4829 | Faridabad | 21-30    | Finger  | 3 | Injured   | Power Press | Hero, Honda                     |
| 4830 | Faridabad | 21-30    | Finger  | 2 | Lost      | Power Press | Hero, Honda, Maruti, Other Auto |
| 4831 | Faridabad | 51-60    | Finger  | 1 | Lost      | Power Press | Other Auto                      |
| 4832 | Faridabad | 41-50    | Finger  | 1 | Lost      | Power Press | Maruti                          |
| 4833 | Faridabad | 21-30    | Finger  | 4 | Lost      | Power Press | Maruti                          |
| 4834 | Faridabad | 21-30    | Finger  | 1 | Lost      | Power Press | Hero, Honda, Maruti             |
| 4835 | Faridabad | 31-40    | Finger  | 4 | Lost      | Power Press | Hero, Honda, Maruti             |
| 4836 | Faridabad | 51-60    | Finger  | 1 | Injured   | Other       | Hero, Honda, Maruti             |
| 4837 | Faridabad | 51-60    | Other   | 1 | Injured   | Other       | Other Auto                      |
| 4838 | Faridabad | 51-60    | Finger  | 1 | Lost      | Other       | Other Auto                      |
| 4839 | Faridabad | 31-40    | Finger  | 1 | Lost      | Power Press | Other Auto                      |
| 4840 | Faridabad | 31-40    | Forearm | 2 | Lost      | Power Press | Maruti                          |
| 4841 | Faridabad | 41-50    | Finger  | 2 | Injured   | Power Press | Maruti                          |
| 4842 | Faridabad | 31-40    | Finger  | 2 | Lost      | Power Press | Hero, Honda, Maruti             |
| 4843 | Faridabad | 41-50    | Finger  | 3 | Lost      | Power Press | Other Auto                      |
| 4844 | Faridabad | 41-50    | Finger  | 3 | Lost      | Power Press | Maruti                          |
| 4845 | Faridabad | 31-40    | Finger  | 2 | Lost      | Power Press | Maruti                          |
| 4846 | Faridabad | 21-30    | Finger  | 2 | Lost      | Power Press | Maruti, Other Auto              |



|      |           |         |           |   |           |             |                                 |
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| 4847 | Faridabad | 21-30   | Other     | 2 | Lost      | Power Press | Hero, Honda                     |
| 4848 | Faridabad | 41-50   | Finger    |   | Lost      | Power Press | Maruti                          |
| 4849 | Faridabad | 31-40   | Finger    | 3 | Lost      | Power Press | Maruti, Other Auto              |
| 4850 | Faridabad | 51-60   | Finger    | 1 | Lost      | Power Press | Hero, Honda                     |
| 4851 | Faridabad | 21-30   | Finger    | 4 | Lost      | Power Press | Maruti, Other Auto              |
| 4852 | Faridabad | 31-40   | Lower Leg | 2 | Lost      | Power Press | Hero, Maruti                    |
| 4853 | Faridabad | 21-30   | Other     | 1 | Lost      | Other       | Hero, Honda, Other Auto         |
| 4854 | Faridabad | 21-30   | Finger    | 3 | Lost      | Power Press | Maruti                          |
| 4855 | Faridabad | 21-30   | Finger    | 3 | Injured   | Power Press | Hero, Honda, Maruti, Other Auto |
| 4856 | Faridabad | 31-40   | Finger    | 1 | Lost      | Power Press | Other Auto                      |
| 4857 | Faridabad | 21-30   | Other     | 1 | Injured   | Other       | Maruti                          |
| 4858 | Faridabad | 41-50   | Finger    | 2 | Fractured | Power Press | Other Auto                      |
| 4859 | Faridabad | 31-40   | Other     | 3 | Lost      | Power Press | Maruti                          |
| 4860 | Faridabad | 31-40   | Other     | 2 | Lost      | Power Press | Other Auto                      |
| 4861 | Faridabad | 31-40   | Finger    | 1 | Lost      | Power Press | Hero, Honda                     |
| 4862 | Faridabad | 21-30   | Lower Leg | 1 | Lost      | Power Press | Hero, Honda                     |
| 4863 | Faridabad | 21-30   | Finger    | 2 | Injured   | Power Press | Hero, Honda                     |
| 4864 | Faridabad | 31-40   | Finger    |   | Lost      | Power Press | Maruti                          |
| 4865 | Faridabad | 31-40   | Finger    | 3 | Lost      | Power Press | Hero, Honda, Maruti             |
| 4866 | Faridabad | 21-30   | Finger    | 4 | Lost      | Power Press | Honda, Maruti                   |
| 4867 | Faridabad | 31-40   | Lower Leg | 3 | Injured   | Power Press |                                 |
| 4868 | Faridabad | 41-50   | Finger    | 2 | Lost      | Power Press | Hero, Honda, Maruti             |
| 4869 | Faridabad | 31-40   | Finger    | 2 | Lost      | Power Press | Honda, Maruti                   |
| 4870 | Faridabad | 21-30   | Finger    | 3 | Lost      | Power Press | Other Auto                      |
| 4871 | Faridabad | 31-40   | Finger    | 1 | Lost      | Power Press |                                 |
| 4872 | Faridabad | 21-30   | Finger    | 1 | Lost      | Power Press | Hero, Honda                     |
| 4873 | Faridabad | 51-60   | Finger    | 1 | Lost      | Other       | Other Auto                      |
| 4874 | Faridabad | Over 61 | Lower Leg | 1 | Lost      | Other       | Other Auto                      |
| 4875 | Faridabad | 41-50   | Finger    | 4 | Lost      | Power Press | Honda                           |
| 4876 | Faridabad | 31-40   | Other     | 1 | Lost      | Power Press | Honda, Maruti                   |
| 4877 | Faridabad | 31-40   | Other     | 2 | Lost      | Power Press | Hero, Honda                     |
| 4878 | Faridabad | 21-30   | Finger    | 2 | Lost      | Power Press | Maruti                          |
| 4879 | Faridabad | 41-50   | Finger    | 1 | Injured   | Power Press | Maruti                          |
| 4880 | Faridabad | 31-40   | Finger    | 3 | Lost      | Power Press | Maruti                          |
| 4881 | Faridabad | 31-40   | Other     | 3 | Lost      | Power Press | Maruti                          |
| 4882 | Faridabad | 21-30   | Finger    | 1 | Lost      | Power Press | Maruti                          |
| 4883 | Faridabad | 31-40   | Finger    | 4 | Lost      | Power Press | Maruti                          |

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| 4884 | Faridabad | 21-30    | Finger  | 2 | Injured   | Other       | Other Auto                      |
| 4885 | Faridabad | 31-40    | Finger  | 1 | Lost      | Power Press | Hero, Honda, Maruti             |
| 4886 | Faridabad | 31-40    | Finger  | 1 | Lost      | Power Press | Maruti                          |
| 4887 | Faridabad | 51-60    | Other   | 1 | Fractured | Other       | Maruti, Other Auto              |
| 4888 | Faridabad | 31-40    | Finger  | 4 | Injured   | Power Press | Other Auto                      |
| 4889 | Faridabad | 31-40    | Finger  | 1 | Injured   | Other       | Hero, Honda, Maruti, Other Auto |
| 4890 | Faridabad | 31-40    | Finger  | 4 | Lost      | Power Press |                                 |
| 4891 | Faridabad | 21-30    | Finger  | 1 | Injured   | Other       | Maruti, Other Auto              |
| 4892 | Faridabad | 31-40    | Other   | 1 | Injured   | Power Press | Maruti                          |
| 4893 | Faridabad | 31-40    | Finger  | 2 | Lost      | Power Press | Maruti                          |
| 4894 | Faridabad | 51-60    | Other   | 2 | Injured   | Power Press | Maruti                          |
| 4895 | Faridabad | 21-30    | Finger  | 1 | Lost      | Other       | Other Auto                      |
| 4896 | Faridabad | 41-50    | Other   | 2 | Lost      | Power Press | Hero, Honda, Maruti, Other Auto |
| 4897 | Faridabad | 31-40    | Other   | 1 | Injured   | Power Press | Hero, Honda, Maruti             |
| 4898 | Faridabad | Below 20 | Finger  | 2 | Lost      | Power Press | Hero, Honda, Maruti             |
| 4899 | Faridabad | 31-40    | Other   | 3 | Lost      | Power Press | Maruti, Other Auto              |
| 4900 | Faridabad | 21-30    | Finger  |   | Fractured | Power Press | Hero, Honda, Maruti             |
| 4901 | Faridabad | 31-40    | Forearm | 2 | Lost      | Power Press | Hero, Honda, Maruti             |
| 4902 | Faridabad | 21-30    | Finger  | 1 | Injured   | Power Press | Hero, Honda, Maruti             |
| 4903 | Faridabad | 21-30    | Finger  | 1 | Other     | Other       | Hero, Honda, Maruti             |
| 4904 | Faridabad | 31-40    | Finger  | 1 | Injured   | Other       | Maruti                          |
| 4905 | Faridabad | 21-30    | Finger  |   | Lost      | Power Press | Hero, Maruti                    |
| 4906 | Faridabad | 31-40    | Other   | 1 | Lost      | Power Press | Maruti                          |
| 4907 | Faridabad | 21-30    | Finger  | 2 | Lost      | Power Press | Maruti                          |
| 4908 | Faridabad | 21-30    | Other   | 1 | Injured   | Power Press | Other Auto                      |
| 4909 | Faridabad | 41-50    | Finger  | 3 | Lost      | Power Press | Hero, Honda, Maruti             |
| 4910 | Faridabad | 51-60    | Finger  |   | Fractured | Other       | Other Auto                      |
| 4911 | Faridabad | 31-40    | Finger  | 3 | Lost      | Power Press | Other Auto                      |
| 4912 | Faridabad | 31-40    | Other   | 1 | Lost      | Power Press | Maruti                          |
| 4913 | Faridabad | 21-30    | Finger  |   | Lost      | Power Press | Honda, Other Auto               |
| 4914 | Faridabad | 41-50    | Finger  | 1 | Injured   | Power Press | Maruti                          |
| 4915 | Faridabad | 21-30    | Finger  | 1 | Lost      | Power Press | Hero, Honda, Maruti             |
| 4916 | Faridabad | 31-40    | Finger  | 1 | Injured   | Power Press | Maruti                          |
| 4917 | Faridabad | 31-40    | Finger  | 1 | Lost      | Power Press | Maruti                          |
| 4918 | Faridabad | 31-40    | Finger  | 2 | Lost      | Power Press | Other Auto                      |
| 4919 | Faridabad | 41-50    | Finger  | 1 | Lost      | Power Press |                                 |

|      |           |          |           |   |           |             |                                 |
|------|-----------|----------|-----------|---|-----------|-------------|---------------------------------|
| 4920 | Faridabad | Over 61  | Other     | 3 | Other     | Power Press | Other Auto                      |
| 4921 | Faridabad | 21-30    | Finger    | 3 | Injured   | Other       | Other Auto                      |
| 4922 | Faridabad | 31-40    | Finger    | 1 | Injured   | Power Press | Hero, Honda                     |
| 4923 | Faridabad | 41-50    | Finger    | 1 | Injured   | Other       | Other Auto                      |
| 4924 | Faridabad | 31-40    | Finger    | 3 | Lost      | Power Press | Hero, Honda, Maruti             |
| 4925 | Faridabad | 51-60    | Finger    | 1 | Fractured | Other       | Maruti, Other Auto              |
| 4926 | Faridabad | 21-30    | Other     | 4 | Lost      | Other       | Hero, Honda                     |
| 4927 | Faridabad | 21-30    | Other     | 4 | Lost      | Power Press | Maruti                          |
| 4928 | Faridabad | 21-30    | Finger    | 1 | Lost      | Power Press | Other Auto                      |
| 4929 | Faridabad | 31-40    | Finger    | 5 | Other     | Other       |                                 |
| 4930 | Faridabad | 41-50    | Finger    | 1 | Lost      | Power Press | Maruti                          |
| 4931 | Faridabad | 41-50    | Finger    | 1 | Injured   | Other       | Maruti                          |
| 4932 | Faridabad | 31-40    | Finger    | 1 | Lost      | Power Press | Maruti, Other Auto              |
| 4933 | Faridabad | 21-30    | Finger    | 3 | Lost      | Power Press | Honda, Other Auto               |
| 4934 | Faridabad | 31-40    | Finger    | 4 | Lost      | Power Press | Maruti                          |
| 4935 | Faridabad | 41-50    | Finger    | 4 | Lost      | Power Press | Maruti, Other Auto              |
| 4936 | Faridabad | Below 20 | Other     | 3 | Lost      | Power Press | Other Auto                      |
| 4937 | Faridabad | 21-30    | Other     | 2 | Lost      | Power Press |                                 |
| 4938 | Faridabad | 51-60    | Finger    | 3 | Lost      | Power Press | Maruti                          |
| 4939 | Faridabad | 31-40    | Lower Leg | 2 | Lost      | Power Press | Maruti                          |
| 4940 | Faridabad | 21-30    | Other     | 2 | Lost      | Power Press | Hero, Honda, Maruti             |
| 4941 | Faridabad | 21-30    | Other     | 1 | Injured   | Other       | Hero, Honda, Maruti, Other Auto |
| 4942 | Faridabad | 21-30    | Finger    | 2 | Injured   | Other       | Hero, Honda                     |
| 4943 | Faridabad | 41-50    | Finger    | 1 | Lost      | Power Press | Hero, Honda, Maruti, Other Auto |
| 4944 | Faridabad | 31-40    | Finger    | 3 | Injured   | Other       | Other Auto                      |
| 4945 | Faridabad | 21-30    | Finger    | 2 | Injured   | Other       | Hero, Honda, Maruti             |
| 4946 | Faridabad | 31-40    | Other     | 2 | Lost      | Power Press | Maruti, Other Auto              |
| 4947 | Faridabad | 51-60    | Finger    | 1 | Lost      | Power Press | Maruti                          |
| 4948 | Faridabad | 31-40    | Other     | 2 | Lost      | Power Press | Maruti                          |
| 4949 | Faridabad | 41-50    | Other     | 2 | Lost      | Power Press | Hero, Honda, Other Auto         |
| 4950 | Faridabad | 31-40    | Other     | 3 | Lost      | Power Press | Other Auto                      |
| 4951 | Faridabad | 41-50    | Finger    | 1 | Injured   | Other       | Other Auto                      |
| 4952 | Faridabad | 21-30    | Finger    | 2 | Lost      | Power Press | Hero, Honda, Maruti             |
| 4953 | Faridabad | 41-50    | Finger    | 1 | Lost      | Power Press | Honda, Maruti                   |
| 4954 | Faridabad | 21-30    | Finger    | 1 | Lost      | Power Press | Honda, Maruti                   |
| 4955 | Faridabad | 41-50    | Finger    | 2 | Lost      | Other       | Other Auto                      |

|      |           |          |        |   |           |             |                                 |
|------|-----------|----------|--------|---|-----------|-------------|---------------------------------|
| 4956 | Faridabad | 21-30    | Finger | 1 | Lost      | Other       | Hero, Honda, Other Auto         |
| 4957 | Faridabad | 31-40    | Finger | 3 | Lost      | Power Press | Hero, Honda, Maruti             |
| 4958 | Faridabad | 41-50    | Finger | 1 | Other     | Other       | Maruti                          |
| 4959 | Faridabad | 51-60    | Finger | 1 | Lost      | Power Press | Other Auto                      |
| 4960 | Faridabad | 31-40    | Other  | 4 | Lost      | Power Press | Maruti                          |
| 4961 | Faridabad | 21-30    | Finger | 2 | Lost      | Power Press |                                 |
| 4962 | Faridabad | 21-30    | Other  | 1 | Lost      | Power Press | Maruti                          |
| 4963 | Faridabad | 31-40    | Other  | 4 | Fractured | Other       | Hero, Honda, Maruti, Other Auto |
| 4964 | Faridabad | Below 20 | Finger | 1 | Injured   | Power Press | Other Auto                      |
| 4965 | Faridabad | 51-60    | Finger | 1 | Fractured | Other       | Hero, Maruti                    |
| 4966 | Faridabad | 21-30    | Finger | 1 | Lost      | Power Press | Maruti                          |
| 4967 | Faridabad | 31-40    | Other  | 2 | Lost      | Other       | Maruti, Other Auto              |
| 4968 | Faridabad | 51-60    | Finger | 1 | Lost      | Power Press | Hero, Honda, Maruti, Other Auto |
| 4969 | Faridabad | 31-40    | Other  | 1 | Lost      | Other       | Hero, Honda, Maruti, Other Auto |
| 4970 | Faridabad | 21-30    | Finger | 2 | Lost      | Power Press | Hero, Honda                     |
| 4971 | Faridabad | 21-30    | Other  | 1 | Lost      | Other       | Maruti                          |
| 4972 | Faridabad | 21-30    | Finger | 5 | Lost      | Other       | Maruti                          |
| 4973 | Faridabad | 21-30    | Finger | 2 | Injured   | Power Press | Other Auto                      |
| 4974 | Faridabad | 31-40    | Other  | 2 | Lost      | Power Press | Maruti                          |
| 4975 | Faridabad | 21-30    | Finger | 1 | Lost      | Other       | Maruti                          |
| 4976 | Faridabad | 31-40    | Finger | 4 | Injured   | Power Press | Maruti                          |
| 4977 | Faridabad | 41-50    | Finger | 3 | Lost      | Power Press | Maruti                          |
| 4978 | Faridabad | 41-50    | Finger | 4 | Lost      | Power Press | Hero, Honda, Maruti             |
| 4979 | Faridabad | 21-30    | Finger | 1 | Lost      | Power Press | Hero, Honda, Maruti             |
| 4980 | Faridabad | 31-40    | Finger | 2 | Lost      | Power Press | Other Auto                      |
| 4981 | Faridabad | 41-50    | Finger | 5 | Injured   | Power Press | Hero, Other Auto                |
| 4982 | Faridabad | 21-30    | Finger | 3 | Lost      | Power Press | Maruti                          |
| 4983 | Faridabad | 31-40    | Finger | 2 | Lost      | Power Press | Maruti                          |
| 4984 | Faridabad | 31-40    | Finger | 4 | Lost      | Power Press | Maruti                          |
| 4985 | Faridabad | Below 20 | Finger | 3 | Lost      | Power Press | Maruti                          |
| 4986 | Faridabad | 41-50    | Finger | 1 | Fractured | Other       | Hero, Honda, Maruti, Other Auto |
| 4987 | Faridabad | 51-60    | Finger | 2 | Lost      | Power Press | Hero, Honda, Maruti             |
| 4988 | Faridabad | 51-60    | Finger | 2 | Lost      | Power Press | Maruti                          |
| 4989 | Faridabad | 31-40    | Finger | 4 | Lost      | Power Press | Maruti                          |
| 4990 | Faridabad | 21-30    | Other  | 3 | Lost      | Power Press | Maruti                          |

|      |           |          |           |   |           |                  |                           |
|------|-----------|----------|-----------|---|-----------|------------------|---------------------------|
| 4991 | Faridabad | 31-40    | Finger    | 1 | Lost      | Power Press      | Maruti                    |
| 4992 | Faridabad | 21-30    | Finger    | 4 | Lost      | Power Press      | Hero, Honda, Maruti       |
| 4993 | Faridabad | 31-40    | Other     | 2 | Lost      | Power Press      |                           |
| 4994 | Faridabad | 31-40    | Finger    | 2 | Lost      | Power Press      | Maruti                    |
| 4995 | Faridabad | 21-30    | Finger    | 1 | Lost      | Power Press      | Maruti                    |
| 4996 | Faridabad | 31-40    | Finger    | 1 | Injured   | Power Press      | Hero, Honda               |
| 4997 | Faridabad | 31-40    | Lower Leg |   | Fractured | Power Press      | Hero, Honda, Maruti       |
| 4998 | Faridabad | 31-40    | Finger    | 2 | Lost      | Power Press      | Other Auto                |
| 4999 | Faridabad | Below 20 | Finger    | 2 | Lost      | Power Press      | Hero, Honda               |
| 5000 | Faridabad | 51-60    | Finger    | 5 | Lost      | Power Press      | Hero, Honda               |
| 5001 | Faridabad | 41-50    | Finger    | 1 | Injured   | Moulding Machine | Honda, Maruti             |
| 5002 | Faridabad | Below 20 | Other     | 2 | Lost      | Power Press      | Other Auto                |
| 5003 | Faridabad | 21-30    | Finger    | 1 | Lost      | Moulding Machine | Other Auto                |
| 5004 | Faridabad | 21-30    | Finger    | 1 | Lost      | Power Press      | Other Auto                |
| 5005 | Faridabad | 31-40    | Finger    | 2 | Lost      | Power Press      | Hero, Honda, Maruti       |
| 5006 | Faridabad | 31-40    | Finger    | 4 | Lost      | Power Press      | Other Auto                |
| 5007 | Faridabad | 21-30    | Finger    | 3 | Lost      | Power Press      | Maruti                    |
| 5008 | Faridabad | 21-30    | Finger    | 1 | Fractured | Other            | Maruti                    |
| 5009 | Faridabad | 51-60    | Finger    |   | Fractured | Other            | Maruti                    |
| 5010 | Faridabad | 31-40    | Finger    | 3 | Injured   | Other            | Maruti                    |
| 5011 | Faridabad | 51-60    | Finger    | 1 | Lost      | Power Press      | Maruti                    |
| 5012 | Faridabad | 41-50    | Finger    | 1 | Lost      | Power Press      | Maruti                    |
| 5013 | Faridabad | 51-60    | Finger    | 1 | Lost      | Power Press      | Other Auto                |
| 5014 | Faridabad | Below 20 | Finger    | 1 | Lost      | Other            | Other Auto                |
| 5015 | Faridabad | 41-50    | Other     | 4 | Lost      | Power Press      | Maruti                    |
| 5016 | Faridabad | 31-40    | Finger    | 1 | Lost      | Power Press      | Maruti                    |
| 5017 | Faridabad | 21-30    | Other     | 1 | Lost      | Power Press      | Other Auto                |
| 5018 | Faridabad | 31-40    | Other     | 1 | Injured   | Moulding Machine | Hero, Honda, Other Auto   |
| 5019 | Faridabad | 21-30    | Finger    |   | Lost      | Other            | Other Auto                |
| 5020 | Faridabad | 41-50    | Finger    | 3 | Lost      | Power Press      | Other Auto                |
| 5021 | Faridabad | 41-50    | Finger    | 3 | Lost      | Power Press      | Other Auto                |
| 5022 | Faridabad | 31-40    | Finger    | 1 | Lost      | Power Press      | Maruti                    |
| 5023 | Faridabad | 41-50    | Finger    | 3 | Lost      | Power Press      | Honda, Maruti, Other Auto |
| 5024 | Faridabad | 21-30    | Finger    | 4 | Lost      | Power Press      | Maruti                    |
| 5025 | Faridabad | 31-40    | Finger    | 1 | Lost      | Other            | Honda                     |
| 5026 | Faridabad | 21-30    | Finger    |   | Fractured | Other            | Other Auto                |
| 5027 | Faridabad | 31-40    | Finger    | 1 | Lost      | Power Press      | Other Auto                |



|      |           |          |           |   |           |                  |                                 |
|------|-----------|----------|-----------|---|-----------|------------------|---------------------------------|
| 5028 | Faridabad | 41-50    | Other     | 1 | Lost      | Power Press      | Honda                           |
| 5029 | Faridabad | 41-50    | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 5030 | Faridabad | 31-40    | Other     | 1 | Injured   | Power Press      | Hero, Honda, Maruti             |
| 5031 | Faridabad | 31-40    | Finger    | 1 | Lost      | Power Press      | Hero, Honda, Maruti, Other Auto |
| 5032 | Faridabad | 21-30    | Finger    | 1 | Injured   | Other            | Maruti                          |
| 5033 | Faridabad | 21-30    | Finger    | 1 | Fractured | Other            | Maruti, Other Auto              |
| 5034 | Faridabad | 51-60    | Finger    | 2 | Lost      | Power Press      | Maruti                          |
| 5035 | Faridabad | 31-40    | Finger    | 4 | Lost      | Power Press      | Maruti                          |
| 5036 | Faridabad | 31-40    | Finger    | 2 | Lost      | Power Press      | Honda, Maruti                   |
| 5037 | Faridabad | 21-30    | Finger    | 3 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 5038 | Faridabad | 51-60    | Finger    | 2 | Other     | Power Press      | Maruti                          |
| 5039 | Faridabad | 41-50    | Finger    | 1 | Lost      | Power Press      | Other Auto                      |
| 5040 | Faridabad | 31-40    | Other     |   | Injured   | Other            | Other Auto                      |
| 5041 | Faridabad | 51-60    | Finger    | 2 | Lost      | Power Press      | Maruti, Other Auto              |
| 5042 | Faridabad | 51-60    | Other     | 1 | Lost      | Other            | Other Auto                      |
| 5043 | Faridabad | 31-40    | Finger    |   | Other     | Other            | Hero, Honda, Maruti             |
| 5044 | Faridabad | 41-50    | Finger    | 3 | Lost      | Power Press      | Maruti                          |
| 5045 | Faridabad | 41-50    | Finger    | 1 | Injured   | Power Press      | Maruti                          |
| 5046 | Faridabad | 41-50    | Other     | 1 | Lost      | Power Press      | Other Auto                      |
| 5047 | Faridabad | 31-40    | Finger    | 4 | Lost      | Power Press      | Hero, Maruti                    |
| 5048 | Faridabad | 31-40    | Finger    | 1 | Injured   | Other            | Other Auto                      |
| 5049 | Faridabad | 41-50    | Finger    | 2 | Lost      | Power Press      | Maruti                          |
| 5050 | Faridabad | Below 20 | Finger    | 1 | Injured   | Moulding Machine | Hero, Honda, Maruti             |
| 5051 | Faridabad | 31-40    | Finger    | 1 | Lost      | Other            | Honda, Maruti                   |
| 5052 | Faridabad | 41-50    | Other     | 4 | Lost      | Power Press      | Maruti                          |
| 5053 | Faridabad | Below 20 | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 5054 | Faridabad | 21-30    | Finger    | 2 | Lost      | Power Press      | Hero, Honda                     |
| 5055 | Faridabad | 41-50    | Finger    | 3 | Lost      | Power Press      | Maruti                          |
| 5056 | Faridabad | 31-40    | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 5057 | Faridabad | 41-50    | Lower Leg | 1 | Lost      | Power Press      | Maruti, Other Auto              |
| 5058 | Faridabad | 21-30    | Finger    | 3 | Injured   | Power Press      |                                 |
| 5059 | Faridabad | 21-30    | Other     |   | Injured   | Other            |                                 |
| 5060 | Faridabad | 41-50    | Finger    | 1 | Lost      | Power Press      | Honda, Maruti, Other Auto       |
| 5061 | Faridabad | 21-30    | Lower Leg | 1 | Lost      | Power Press      | Other Auto                      |
| 5062 | Faridabad | 21-30    | Other     | 1 | Lost      | Power Press      | Other Auto                      |
| 5063 | Faridabad | 21-30    | Finger    |   | Fractured | Other            | Hero, Honda                     |

|      |           |          |        |   |           |             |                                 |
|------|-----------|----------|--------|---|-----------|-------------|---------------------------------|
| 5064 | Faridabad | 41-50    | Finger | 1 | Injured   | Other       | Maruti                          |
| 5065 | Faridabad | 21-30    | Other  | 2 | Lost      | Power Press | Other Auto                      |
| 5066 | Faridabad | 31-40    | Finger | 1 | Lost      | Power Press | Hero, Honda, Maruti             |
| 5067 | Faridabad | 41-50    | Finger | 2 | Injured   | Power Press | Other Auto                      |
| 5068 | Faridabad | 41-50    | Finger | 1 | Lost      | Power Press | Hero, Honda, Maruti             |
| 5069 | Faridabad | 41-50    | Finger | 2 | Lost      | Power Press | Hero, Honda, Maruti, Other Auto |
| 5070 | Faridabad | Below 20 | Finger | 1 | Lost      | Other       | Other Auto                      |
| 5071 | Faridabad | 21-30    | Finger | 3 | Injured   | Power Press | Other Auto                      |
| 5072 | Faridabad | 41-50    | Other  | 3 | Lost      | Power Press | Other Auto                      |
| 5073 | Faridabad | 21-30    | Finger | 1 | Injured   | Power Press | Maruti                          |
| 5074 | Faridabad | 41-50    | Finger | 1 | Lost      | Other       | Hero, Honda, Maruti, Other Auto |
| 5075 | Faridabad | 41-50    | Finger | 1 | Lost      | Power Press | Maruti                          |
| 5076 | Faridabad | 31-40    | Finger | 3 | Lost      | Power Press | Hero, Honda, Maruti             |
| 5077 | Faridabad | 31-40    | Finger | 1 | Lost      | Power Press | Other Auto                      |
| 5078 | Faridabad | 41-50    | Finger | 2 | Lost      | Power Press | Maruti                          |
| 5079 | Faridabad | 21-30    | Finger | 3 | Lost      | Power Press | Honda                           |
| 5080 | Faridabad | 41-50    | Finger | 2 | Lost      | Power Press | Other Auto                      |
| 5081 | Faridabad | 21-30    | Finger | 3 | Injured   | Power Press | Maruti                          |
| 5082 | Faridabad | Below 20 | Other  |   | Lost      | Power Press | Maruti                          |
| 5083 | Faridabad | 41-50    | Finger | 1 | Lost      | Power Press | Maruti                          |
| 5084 | Faridabad | 41-50    | Finger | 2 | Injured   | Power Press | Hero, Honda, Maruti             |
| 5085 | Faridabad | 21-30    | Finger | 1 | Lost      | Power Press | Maruti                          |
| 5086 | Faridabad | 21-30    | Finger | 2 | Lost      | Other       | Honda, Maruti, Other Auto       |
| 5087 | Faridabad | 51-60    | Finger | 1 | Lost      | Other       | Other Auto                      |
| 5088 | Faridabad | 41-50    | Finger | 1 | Lost      | Power Press | Other Auto                      |
| 5089 | Faridabad | 31-40    | Other  |   | Injured   | Power Press | Maruti                          |
| 5090 | Faridabad | 21-30    | Other  |   | Fractured | Other       | Maruti, Other Auto              |
| 5091 | Faridabad | 21-30    | Finger | 2 | Injured   | Power Press | Hero, Honda, Maruti, Other Auto |
| 5092 | Faridabad | 31-40    | Finger | 1 | Lost      | Power Press | Hero, Honda, Maruti, Other Auto |
| 5093 | Faridabad | 21-30    | Finger | 3 | Lost      | Power Press | Hero, Honda, Maruti             |
| 5094 | Faridabad | 31-40    | Other  | 1 | Lost      | Power Press | Maruti, Other Auto              |
| 5095 | Faridabad | 31-40    | Finger | 1 | Lost      | Power Press | Hero, Honda, Maruti             |
| 5096 | Faridabad | 21-30    | Finger |   | Lost      | Power Press | Hero                            |
| 5097 | Faridabad | 41-50    | Finger |   | Lost      | Other       | Other Auto                      |

|      |           |          |        |   |           |                  |                                 |
|------|-----------|----------|--------|---|-----------|------------------|---------------------------------|
| 5098 | Faridabad | 21-30    | Finger | 2 | Lost      | Power Press      | Maruti, Other Auto              |
| 5099 | Faridabad | 21-30    | Finger | 1 | Lost      | Power Press      | Maruti                          |
| 5100 | Faridabad | 21-30    | Finger | 1 | Lost      | Power Press      | Maruti                          |
| 5101 | Faridabad | 31-40    | Finger | 4 | Lost      | Power Press      | Maruti                          |
| 5102 | Faridabad | 31-40    | Finger | 1 | Lost      | Power Press      | Hero, Honda                     |
| 5103 | Faridabad | 41-50    | Finger | 1 | Lost      | Power Press      | Maruti                          |
| 5104 | Faridabad | 41-50    | Finger |   | Fractured | Other            | Other Auto                      |
| 5105 | Faridabad | 31-40    | Finger | 3 | Lost      | Power Press      | Other Auto                      |
| 5106 | Faridabad | 51-60    | Finger | 4 | Lost      | Power Press      | Maruti                          |
| 5107 | Faridabad | 21-30    | Other  | 1 | Lost      | Power Press      | Other Auto                      |
| 5108 | Faridabad | 51-60    | Finger | 4 | Lost      | Power Press      | Other Auto                      |
| 5109 | Faridabad | 31-40    | Finger | 1 | Lost      | Power Press      | Hero                            |
| 5110 | Faridabad | 31-40    | Finger |   | Injured   | Power Press      | Maruti                          |
| 5111 | Faridabad | 31-40    | Finger | 3 | Lost      | Power Press      | Maruti, Other Auto              |
| 5112 | Faridabad | 31-40    | Finger | 2 | Fractured | Other            | Maruti, Other Auto              |
| 5113 | Faridabad | 31-40    | Finger | 1 | Lost      | Other            | Hero, Honda, Maruti             |
| 5114 | Faridabad | 31-40    | Finger | 1 | Lost      | Power Press      | Honda                           |
| 5115 | Faridabad | Over 61  | Finger | 4 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 5116 | Faridabad | 21-30    | Finger |   | Lost      | Power Press      | Hero, Honda, Maruti, Other Auto |
| 5117 | Faridabad | 31-40    | Finger | 2 | Injured   | Other            | Other Auto                      |
| 5118 | Faridabad | 51-60    | Finger | 2 | Injured   | Power Press      | Other Auto                      |
| 5119 | Faridabad | 21-30    | Finger | 1 | Lost      | Power Press      | Other Auto                      |
| 5120 | Faridabad | 31-40    | Finger |   | Other     | Power Press      | Honda, Maruti, Other Auto       |
| 5121 | Faridabad | 51-60    | Finger | 1 | Lost      | Other            | Maruti                          |
| 5122 | Faridabad | 41-50    | Finger | 2 | Lost      | Power Press      | Maruti                          |
| 5123 | Faridabad | 51-60    | Finger |   | Injured   | Moulding Machine | Maruti                          |
| 5124 | Faridabad | Below 20 | Other  | 1 | Lost      | Power Press      | Other Auto                      |
| 5125 | Faridabad | 41-50    | Finger | 1 | Lost      | Power Press      | Other Auto                      |
| 5126 | Faridabad | 21-30    | Finger | 2 | Lost      | Power Press      | Other Auto                      |
| 5127 | Faridabad | 31-40    | Finger |   | Other     | Other            | Maruti                          |
| 5128 | Faridabad | 31-40    | Finger | 2 | Lost      | Power Press      | Other Auto                      |
| 5129 | Faridabad | 31-40    | Finger | 1 | Lost      | Other            | Hero                            |
| 5130 | Faridabad | 31-40    | Finger | 1 | Lost      | Power Press      | Maruti                          |
| 5131 | Faridabad | 31-40    | Finger | 1 | Lost      | Power Press      | Maruti                          |
| 5132 | Faridabad | 21-30    | Finger | 3 | Lost      | Power Press      | Maruti, Other Auto              |
| 5133 | Faridabad | 41-50    | Other  | 1 | Lost      | Power Press      | Honda                           |

|      |           |          |           |   |           |                  |                                 |
|------|-----------|----------|-----------|---|-----------|------------------|---------------------------------|
| 5134 | Faridabad | 41-50    | Finger    | 4 | Lost      | Power Press      | Hero, Maruti, Other Auto        |
| 5135 | Faridabad | 31-40    | Finger    | 1 | Lost      | Power Press      | Maruti, Other Auto              |
| 5136 | Faridabad | 31-40    | Finger    | 1 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 5137 | Faridabad | 21-30    | Finger    | 1 | Lost      | Power Press      | Other Auto                      |
| 5138 | Faridabad | Below 20 | Finger    | 3 | Lost      | Power Press      | Maruti                          |
| 5139 | Faridabad | 21-30    | Finger    | 3 | Lost      | Power Press      | Honda, Maruti                   |
| 5140 | Faridabad | 51-60    | Other     | 1 | Lost      | Power Press      | Maruti                          |
| 5141 | Faridabad | Below 20 | Finger    |   | Injured   | Other            | Other Auto                      |
| 5142 | Faridabad | 41-50    | Finger    | 3 | Lost      | Power Press      | Maruti                          |
| 5143 | Faridabad | 21-30    | Finger    | 1 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 5144 | Faridabad | 21-30    | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 5145 | Faridabad | 21-30    | Finger    | 1 | Lost      | Power Press      | Hero, Honda, Maruti, Other Auto |
| 5146 | Faridabad | 41-50    | Finger    | 5 | Other     | Power Press      | Hero, Honda, Maruti, Other Auto |
| 5147 | Faridabad | 31-40    | Finger    |   | Fractured | Other            | Maruti                          |
| 5148 | Faridabad | 51-60    | Finger    | 3 | Lost      | Power Press      | Other Auto                      |
| 5149 | Faridabad | 21-30    | Finger    | 1 | Lost      | Other            | Other Auto                      |
| 5150 | Faridabad | 41-50    | Other     | 1 | Lost      | Power Press      | Other Auto                      |
| 5151 | Faridabad | 41-50    | Finger    | 2 | Lost      | Power Press      | Other Auto                      |
| 5152 | Faridabad | 41-50    | Finger    | 1 | Lost      | Power Press      | Other Auto                      |
| 5153 | Faridabad | 41-50    | Finger    | 4 | Lost      | Power Press      | Other Auto                      |
| 5154 | Faridabad | 31-40    | Finger    | 1 | Lost      | Power Press      | Hero, Honda, Maruti, Other Auto |
| 5155 | Faridabad | 21-30    | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 5156 | Faridabad | 31-40    | Finger    | 3 | Lost      | Power Press      | Other Auto                      |
| 5157 | Faridabad | 41-50    | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 5158 | Faridabad | 41-50    | Finger    | 1 | Injured   | Power Press      | Maruti                          |
| 5159 | Faridabad | 31-40    | Finger    | 1 | Injured   | Power Press      | Other Auto                      |
| 5160 | Faridabad | 31-40    | Finger    | 1 | Lost      | Moulding Machine | Hero, Honda, Maruti             |
| 5161 | Faridabad | 21-30    | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 5162 | Faridabad | 21-30    | Finger    | 2 | Lost      | Power Press      | Other Auto                      |
| 5163 | Faridabad | 21-30    | Lower Leg | 1 | Lost      | Power Press      | Maruti, Other Auto              |
| 5164 | Faridabad | 41-50    | Finger    | 2 | Injured   | Power Press      | Other Auto                      |
| 5165 | Faridabad | 51-60    | Finger    | 1 | Injured   | Power Press      | Honda, Maruti                   |
| 5166 | Faridabad | 31-40    | Finger    | 1 | Lost      | Power Press      | Other Auto                      |
| 5167 | Faridabad | 41-50    | Finger    |   | Fractured | Other            | Other Auto                      |
| 5168 | Faridabad | 31-40    | Finger    | 1 | Lost      | Power Press      | Maruti, Other Auto              |

|      |           |         |           |   |           |             |                                 |
|------|-----------|---------|-----------|---|-----------|-------------|---------------------------------|
| 5169 | Faridabad | 21-30   | Finger    | 1 | Lost      | Power Press | Maruti                          |
| 5170 | Faridabad | 31-40   | Finger    | 1 | Lost      | Power Press | Other Auto                      |
| 5171 | Faridabad | 51-60   | Finger    | 1 | Lost      | Other       | Other Auto                      |
| 5172 | Faridabad | 31-40   | Forearm   | 2 | Lost      | Other       | Maruti, Other Auto              |
| 5173 | Faridabad | 31-40   | Other     | 1 | Fractured | Other       | Other Auto                      |
| 5174 | Faridabad | 21-30   | Finger    | 2 | Lost      | Power Press | Maruti                          |
| 5175 | Faridabad | 31-40   | Finger    | 2 | Lost      | Other       | Maruti, Other Auto              |
| 5176 | Faridabad | 41-50   | Lower Leg | 4 | Lost      | Power Press | Maruti                          |
| 5177 | Faridabad | 31-40   | Finger    | 1 | Fractured | Other       | Maruti                          |
| 5178 | Faridabad | 21-30   | Lower Leg | 3 | Lost      | Power Press | Other Auto                      |
| 5179 | Faridabad | 41-50   | Finger    | 1 | Injured   | Power Press | Maruti                          |
| 5180 | Faridabad | 21-30   | Finger    | 2 | Lost      | Power Press | Other Auto                      |
| 5181 | Faridabad | 21-30   | Finger    | 1 | Fractured | Other       | Hero, Honda, Maruti             |
| 5182 | Faridabad | 21-30   | Other     | 1 | Lost      | Other       | Other Auto                      |
| 5183 | Faridabad | 41-50   | Finger    | 3 | Lost      | Power Press | Other Auto                      |
| 5184 | Faridabad | 31-40   | Lower Leg | 4 | Lost      | Power Press | Maruti                          |
| 5185 | Faridabad | 21-30   | Finger    | 1 | Lost      | Other       | Other Auto                      |
| 5186 | Faridabad | 21-30   | Other     | 1 | Lost      | Power Press | Maruti, Other Auto              |
| 5187 | Faridabad | 41-50   | Finger    | 4 | Lost      | Power Press | Hero, Honda, Maruti, Other Auto |
| 5188 | Faridabad | 41-50   | Other     | 1 | Lost      | Power Press | Hero, Honda, Maruti, Other Auto |
| 5189 | Faridabad | 21-30   | Finger    | 2 | Lost      | Power Press | Other Auto                      |
| 5190 | Faridabad | 31-40   | Finger    | 1 | Lost      | Power Press | Hero, Honda, Maruti             |
| 5191 | Faridabad | 51-60   | Finger    | 1 | Lost      | Power Press | Maruti                          |
| 5192 | Faridabad | 41-50   | Other     | 1 | Lost      | Power Press | Other Auto                      |
| 5193 | Faridabad | Over 61 | Finger    | 2 | Injured   | Power Press | Maruti                          |
| 5194 | Faridabad | 51-60   | Finger    | 1 | Lost      | Power Press | Other Auto                      |
| 5195 | Faridabad | 41-50   | Finger    | 1 | Lost      | Power Press | Maruti                          |
| 5196 | Faridabad | Over 61 | Lower Leg | 3 | Lost      | Power Press | Maruti                          |
| 5197 | Faridabad | 21-30   | Forearm   | 1 | Lost      | Power Press | Hero                            |
| 5198 | Faridabad | 41-50   | Finger    | 1 | Lost      | Power Press | Hero, Honda, Maruti             |
| 5199 | Faridabad | 31-40   | Finger    | 4 | Lost      | Power Press | Maruti                          |
| 5200 | Faridabad | 31-40   | Finger    | 2 | Lost      | Power Press | Other Auto                      |
| 5201 | Faridabad | 41-50   | Finger    | 1 | Fractured | Other       | Maruti, Other Auto              |
| 5202 | Faridabad | 31-40   | Lower Leg | 1 | Lost      | Other       | Hero, Honda, Other Auto         |
| 5203 | Faridabad | 21-30   | Finger    | 3 | Lost      | Power Press | Other Auto                      |
| 5204 | Faridabad | 41-50   | Finger    | 2 | Lost      | Power Press | Other Auto                      |



|      |           |          |        |   |           |             |                           |
|------|-----------|----------|--------|---|-----------|-------------|---------------------------|
| 5205 | Faridabad | 21-30    | Finger | 3 | Lost      | Power Press | Honda, Maruti             |
| 5206 | Faridabad | Below 20 | Finger | 1 | Lost      | Power Press | Maruti                    |
| 5207 | Faridabad | 21-30    | Finger | 1 | Lost      | Power Press | Maruti                    |
| 5208 | Faridabad | 31-40    | Finger | 2 | Lost      | Power Press | Maruti                    |
| 5209 | Faridabad | 41-50    | Finger | 1 | Lost      | Power Press | Other Auto                |
| 5210 | Faridabad | 31-40    | Finger | 3 | Lost      | Power Press | Hero, Honda               |
| 5211 | Faridabad | 31-40    | Other  | 2 | Lost      | Power Press | Hero, Honda, Maruti       |
| 5212 | Faridabad | 21-30    | Finger | 1 | Lost      | Power Press | Maruti                    |
| 5213 | Faridabad | 21-30    | Finger | 4 | Lost      | Power Press | Honda, Maruti, Other Auto |
| 5214 | Faridabad | 41-50    | Finger | 2 | Lost      | Power Press | Hero, Honda, Maruti       |
| 5215 | Faridabad | 41-50    | Finger | 1 | Lost      | Power Press | Honda, Maruti             |
| 5216 | Faridabad | 41-50    | Finger | 3 | Lost      | Power Press | Hero, Honda, Maruti       |
| 5217 | Faridabad | 51-60    | Finger | 2 | Lost      | Power Press | Maruti                    |
| 5218 | Faridabad | 41-50    | Finger | 1 | Lost      | Power Press | Maruti                    |
| 5219 | Faridabad | 41-50    | Finger | 1 | Lost      | Power Press | Maruti                    |
| 5220 | Faridabad | 41-50    | Finger |   | Lost      | Power Press | Hero, Honda, Maruti       |
| 5221 | Faridabad | 51-60    | Finger | 2 | Lost      | Power Press | Hero, Honda               |
| 5222 | Faridabad | 21-30    | Finger | 1 | Lost      | Other       | Other Auto                |
| 5223 | Faridabad | 21-30    | Finger | 1 | Fractured | Other       | Other Auto                |
| 5224 | Faridabad | 41-50    | Finger | 1 | Lost      | Power Press | Maruti                    |
| 5225 | Faridabad | 31-40    | Finger | 2 | Injured   | Power Press | Other Auto                |
| 5226 | Faridabad | 31-40    | Finger | 1 | Lost      | Power Press | Maruti                    |
| 5227 | Faridabad | 31-40    | Finger | 3 | Lost      | Power Press | Hero, Honda, Other Auto   |
| 5228 | Faridabad | 31-40    | Finger | 2 | Lost      | Power Press | Hero, Honda               |
| 5229 | Faridabad | 31-40    | Finger | 1 | Lost      | Power Press | Hero, Honda, Other Auto   |
| 5230 | Faridabad | 41-50    | Finger | 1 | Lost      | Other       | Hero, Honda, Maruti       |
| 5231 | Faridabad | 31-40    | Finger | 1 | Fractured | Other       | Maruti                    |
| 5232 | Faridabad | 31-40    | Finger | 1 | Lost      | Power Press |                           |
| 5233 | Faridabad | 21-30    | Finger | 4 | Lost      | Power Press | Hero, Honda, Maruti       |
| 5234 | Faridabad | 21-30    | Finger | 1 | Fractured | Other       | Hero, Honda, Maruti       |
| 5235 | Faridabad | 21-30    | Finger | 2 | Lost      | Power Press | Other Auto                |
| 5236 | Faridabad | 41-50    | Finger | 2 | Lost      | Power Press | Maruti                    |
| 5237 | Faridabad | 41-50    | Finger | 2 | Lost      | Power Press | Hero, Honda               |
| 5238 | Faridabad | 21-30    | Finger |   | Lost      | Power Press | Maruti                    |
| 5239 | Faridabad | 31-40    | Finger | 3 | Lost      | Power Press |                           |
| 5240 | Faridabad | 21-30    | Finger | 1 | Lost      | Power Press | Other Auto                |

|      |           |          |        |   |           |             |                                 |
|------|-----------|----------|--------|---|-----------|-------------|---------------------------------|
| 5241 | Faridabad | 21-30    | Finger | 1 | Lost      | Power Press | Other Auto                      |
| 5242 | Faridabad | 31-40    | Other  | 2 | Lost      | Power Press | Hero, Honda                     |
| 5243 | Faridabad | 41-50    | Finger | 1 | Other     | Power Press | Maruti                          |
| 5244 | Faridabad | Over 61  | Finger | 4 | Lost      | Power Press | Maruti                          |
| 5245 | Faridabad | 21-30    | Finger | 2 | Lost      | Power Press | Maruti                          |
| 5246 | Faridabad | 21-30    | Finger | 1 | Lost      | Other       | Hero, Honda, Maruti, Other Auto |
| 5247 | Faridabad | 51-60    | Finger |   | Fractured | Other       | Other Auto                      |
| 5248 | Faridabad | 41-50    | Finger | 1 | Lost      | Power Press | Maruti                          |
| 5249 | Faridabad | Below 20 | Finger | 1 | Lost      | Power Press | Maruti                          |
| 5250 | Faridabad | 31-40    | Finger | 1 | Lost      | Power Press | Maruti                          |
| 5251 | Faridabad | 21-30    | Finger | 2 | Lost      | Power Press | Maruti                          |
| 5252 | Faridabad | 41-50    | Finger | 1 | Lost      | Power Press | Maruti                          |
| 5253 | Faridabad | 41-50    | Finger | 2 | Lost      | Power Press | Maruti                          |
| 5254 | Faridabad | 21-30    | Finger | 1 | Lost      | Power Press | Other Auto                      |
| 5255 | Faridabad | 51-60    | Finger | 2 | Lost      | Power Press | Maruti                          |
| 5256 | Faridabad | 41-50    | Finger | 2 | Lost      | Power Press | Other Auto                      |
| 5257 | Faridabad | 31-40    | Finger | 3 | Lost      | Power Press | Maruti                          |
| 5258 | Faridabad | 21-30    | Finger | 1 | Lost      | Power Press | Maruti                          |
| 5259 | Faridabad | 31-40    | Finger | 1 | Injured   | Other       | Hero, Honda, Maruti, Other Auto |
| 5260 | Faridabad | 31-40    | Finger | 1 | Lost      | Power Press | Maruti                          |
| 5261 | Faridabad | 41-50    | Finger | 2 | Injured   | Power Press | Maruti                          |
| 5262 | Faridabad | 41-50    | Finger | 1 | Lost      | Other       | Maruti, Other Auto              |
| 5263 | Faridabad | 21-30    | Other  | 2 | Lost      | Power Press | Other Auto                      |
| 5264 | Faridabad | 31-40    | Finger | 3 | Lost      | Power Press | Maruti, Other Auto              |
| 5265 | Faridabad | 21-30    | Finger |   | Lost      | Power Press | Maruti                          |
| 5266 | Faridabad | Below 20 | Finger |   | Fractured | Other       | Hero, Honda, Maruti             |
| 5267 | Faridabad | 41-50    | Finger | 1 | Lost      | Power Press | Other Auto                      |
| 5268 | Faridabad | 31-40    | Finger | 3 | Lost      | Power Press | Hero, Honda, Maruti, Other Auto |
| 5269 | Faridabad | 31-40    | Finger | 1 | Lost      | Power Press | Other Auto                      |
| 5270 | Faridabad | 31-40    | Other  | 1 | Lost      | Power Press | Maruti                          |
| 5271 | Faridabad | 41-50    | Finger |   | Fractured | Power Press | Maruti                          |
| 5272 | Faridabad | 41-50    | Finger | 2 | Lost      | Other       | Maruti, Other Auto              |
| 5273 | Faridabad | Below 20 | Finger | 1 | Lost      | Power Press |                                 |
| 5274 | Faridabad | 21-30    | Finger |   | Lost      | Power Press | Maruti                          |
| 5275 | Faridabad | Below 20 | Finger |   | Injured   | Other       | Other Auto                      |
| 5276 | Faridabad | 41-50    | Finger | 3 | Lost      | Power Press | Honda, Maruti                   |

|      |           |         |           |   |           |                  |                                 |
|------|-----------|---------|-----------|---|-----------|------------------|---------------------------------|
| 5277 | Faridabad | 31-40   | Other     | 1 | Lost      | Power Press      |                                 |
| 5278 | Faridabad | 41-50   | Other     | 5 | Lost      | Power Press      | Maruti, Other Auto              |
| 5279 | Faridabad | 21-30   | Finger    |   | Injured   | Other            | Maruti                          |
| 5280 | Faridabad | 41-50   | Finger    | 3 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 5281 | Faridabad | 31-40   | Finger    | 4 | Lost      | Moulding Machine | Other Auto                      |
| 5282 | Faridabad | 41-50   | Finger    | 1 | Lost      | Moulding Machine | Hero, Honda, Maruti, Other Auto |
| 5283 | Faridabad | 31-40   | Other     | 2 | Lost      | Power Press      | Honda, Other Auto               |
| 5284 | Faridabad | 21-30   | Finger    |   | Fractured | Other            | Hero, Honda, Maruti, Other Auto |
| 5285 | Faridabad | 31-40   | Finger    | 1 | Lost      | Power Press      | Maruti                          |
| 5286 | Faridabad | 31-40   | Finger    |   | Fractured | Other            | Maruti, Other Auto              |
| 5287 | Faridabad | 31-40   | Finger    | 1 | Lost      | Power Press      |                                 |
| 5288 | Faridabad | 21-30   | Other     | 2 | Lost      | Other            | Maruti                          |
| 5289 | Faridabad | 21-30   | Finger    | 1 | Injured   | Other            | Maruti, Other Auto              |
| 5290 | Faridabad | 31-40   | Finger    | 1 | Injured   | Other            | Maruti                          |
| 5291 | Faridabad | 31-40   | Finger    | 2 | Lost      | Power Press      | Other Auto                      |
| 5292 | Faridabad | 41-50   | Finger    | 1 | Injured   | Power Press      | Other Auto                      |
| 5293 | Faridabad | 31-40   | Lower Leg | 3 | Lost      | Power Press      | Maruti                          |
| 5294 | Faridabad | 31-40   | Finger    | 2 | Fractured | Other            | Other Auto                      |
| 5295 | Faridabad | Over 61 | Finger    | 1 | Lost      | Power Press      | Other Auto                      |
| 5296 | Faridabad | 41-50   | Finger    | 4 | Lost      | Power Press      | Maruti                          |
| 5297 | Faridabad | 31-40   | Finger    | 1 | Lost      | Power Press      | Other Auto                      |
| 5298 | Faridabad | 41-50   | Finger    | 2 | Lost      | Other            | Hero, Honda, Maruti, Other Auto |
| 5299 | Faridabad | 41-50   | Finger    |   | Fractured | Other            | Other Auto                      |
| 5300 | Faridabad | 31-40   | Finger    | 2 | Lost      | Power Press      | Hero, Other Auto                |
| 5301 | Faridabad | 21-30   | Finger    | 4 | Fractured | Power Press      | Other Auto                      |
| 5302 | Faridabad | 31-40   | Finger    | 1 | Lost      | Power Press      | Other Auto                      |
| 5303 | Faridabad | 41-50   | Finger    | 1 | Lost      | Power Press      | Hero, Maruti                    |
| 5304 | Faridabad | 31-40   | Finger    | 1 | Injured   | Other            | Honda, Maruti                   |
| 5305 | Faridabad | 31-40   | Finger    | 3 | Fractured | Power Press      | Other Auto                      |
| 5306 | Faridabad | 41-50   | Lower Leg | 1 | Lost      | Power Press      | Hero, Honda, Maruti             |
| 5307 | Faridabad | 51-60   | Forearm   | 2 | Lost      | Power Press      | Other Auto                      |
| 5308 | Faridabad | 31-40   | Finger    | 2 | Lost      | Power Press      | Hero, Honda, Maruti, Other Auto |
| 5309 | Faridabad | 21-30   | Other     | 1 | Lost      | Other            | Other Auto                      |
| 5310 | Faridabad | 51-60   | Lower Leg | 4 | Lost      | Power Press      | Other Auto                      |
| 5311 | Faridabad | 21-30   | Other     | 4 | Lost      | Power Press      | Hero, Honda                     |

|      |           |       |           |   |           |             |                     |
|------|-----------|-------|-----------|---|-----------|-------------|---------------------|
| 5312 | Faridabad | 31-40 | Finger    | 4 | Lost      | Power Press | Maruti              |
| 5313 | Faridabad | 21-30 | Finger    | 1 | Fractured | Other       | Maruti              |
| 5314 | Faridabad | 51-60 | Finger    | 2 | Injured   | Power Press | Maruti              |
| 5315 | Faridabad | 21-30 | Finger    | 4 | Lost      | Power Press | Maruti              |
| 5316 | Faridabad | 31-40 | Lower Leg | 1 | Lost      | Power Press | Maruti              |
| 5317 | Faridabad | 51-60 | Finger    | 4 | Lost      | Power Press | Maruti              |
| 5318 | Faridabad | 31-40 | Finger    | 3 | Lost      | Power Press | Maruti              |
| 5319 | Faridabad | 31-40 | Finger    | 4 | Lost      | Power Press | Hero                |
| 5320 | Faridabad | 31-40 | Finger    | 2 | Lost      | Power Press | Hero, Honda, Maruti |
| 5321 | Faridabad | 41-50 | Finger    | 2 | Lost      | Power Press | Maruti              |





"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

"There should be no difference in treatment of contract workers onsite or offsite. There is a need for a policy of implementation, and these contracted works should be treated as a department of the Principal Company..Voices of the workers is the most important; third party audits are not sufficient, and audits should include worker's voice."

— **Dr Dev Nathan**

Professor, Institute for Human Development on what needs to be done on the human rights issue that OSH is and on what can be done

"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

"Normally nobody reports near misses. Consumption of first aid medicine and near misses has not matched in any company. This is a critical point for unsafe actions."

— **Mr. Harish Thadani**

DGM, Expanded Polymer Systems Pvt Ltd, who attended the event

"Companies have started doing HRDD (Human Rights Due Diligence) as per UN's new framework, but the question is how do you trickle down the initiatives to the value chain? ..Roles of all organizations like UNDP are to make sure that we are training and building capacities of the suppliers which are MSMEs in India."

— **Ms. Harpreet Kaur**

Business and Human Rights Specialist, UNDP

"We, the Safe in India team, will continue showing a mirror to the industry and to keep engaging constructively with auto sector brands to help improve their policies and push for better implementation. For this, we thank seven of the top 10 brands, namely Bajaj, Eicher, Hero, Honda, Hyundai, Maruti Suzuki, and Tata, who are engaging with us, albeit at varying degrees. Why are Mahindra, TVS and Ashok Leyland not engaging? We hope they do now and will keep trying."

— **Sandeep Sachdeva**

Co-Founder & CEO, Safe in India Foundation



[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 4.2. We hope that these 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.