



Press Release

Join Hands to Save Hands

“Crushed” – Saga of Thousands of Hands and Fingers Lost in Auto-sector Supply Chain

- The report is based on real experience of [1,300+ injured workers](#) in Gurgaon.
- 83% of machines had **no/malfunctioning safety sensors**
- 48% of workers felt **excessive production pressure** from supervisors
- 52% accidents happen on only **one type of machine – the power press**
- 65% were **below 30 years of age** and a similar percentage were contract workers
- 47% lacked or had **poor quality of safety gear**
- While 93% were making components for Maruti-Suzuki, Honda or Hero, this is a national issue as auto-brands are national and similar factors prevail in the supply chain factories across India

Ahmedabad, August 7, 2019: [Safe in India Foundation](#) (SII), an NGO which was started by [three alumni of IIMA](#), launched a revealing report on rampant accidents and the [plight of injured workers](#) in the automotive industry in India at IIM - Ahmedabad. The report, **Crushed** enumerates practical solutions and prods the manufacturers and government agencies into action.

The report is based on the real experiences of [1,300+ injured workers](#), all of whom have been assisted by SII in obtaining their Employee State Insurance Corporation (ESIC) healthcare and compensations. Although SII operates only in Gurgaon as of now, these findings are reflective of a national challenge for a number of reasons:

- The auto brands are national and selling across country and exporting.
- National Guidelines of Responsible Business Conduct (NGRBC) hold businesses responsible for the working conditions in their ‘value chain’.
- The issues with factory conditions are similar in the rest of the country especially in auto-sector hubs which use a large number of Power Presses and Injection Moulding machines – two most accident-prone machines.

Honourable Minister of State Labour & Employment, Shri Santosh Kumar Gangwar graced the occasion through a [video message](#).

Launching the report, titled **Crushed**, at a Panel discussion of senior stakeholders at IIMA, **Prof Errol S’Douza, Director, IIMA** said, “This report, the first of its kind, has focused on the safety record of the automotive industry’s supply chain in India. By all accounts, this sector is critical to the country’s growth - contributing to around 4% of its GDP and employing over 13 million people.”



[Mr. Sandeep Sachdeva, Co-founder & CEO, SII](#), pointed out that, “Only our organisation comes across thousands of workers who have lost and keep losing their hands and fingers in auto-sector supply chain. The reality is obviously far worse.

[Crushed](#) highlights the issue of these severe accidents, their reasons and potential solutions to this not so unsurmountable a problem. We believe that this change has to be driven by the industry, especially the auto-brands who are the ultimate buyers of the components, in partnership with the government. The laws and guidelines exist under [Factory Law](#) and [National Guidelines for Responsible Business Conduct](#). The challenge is to implement them well and show the smaller factories what **good** looks like.

We want to continue working with these stakeholders and indeed the workers to prevent these accidents from happening, which will help both the workers and the businesses.”

While the big auto companies appear to have their health and safety policies in place, it is the suppliers to these companies who need to strengthen their safety practices policies. SII had shared the key findings confidentially with the boards of Maruti, Honda and Hero to discuss and agree constructive actions to prevent these accidents. None of them has objected to the findings of the report and all have accepted that there is need for action. While Maruti-Suzuki have been quick in responding and taking a few actions, Honda has also started seeking information from their supply chain. The Labour Ministry has also instructed the relevant department, Directorate General Factory Advice Service and Labour Institutes (DG FASLI), to form a working group to address the findings of the report and has held meetings with CIF Gurgaon.

We had a distinguished panel of speakers sharing expert views on the subject:

- Mr. Errol D'Souza, Professor of Economics and the Director at the Indian Institute of Management Ahmedabad as the Chair of the Panel
- Saji Narayanan, President, Bharatiya Mazdoor Sangh (BMS)
- AS Raju, Senior Vice President, Supply Chain, at Maruti Suzuki India Ltd
- Kamal Kant Jaswal served in the UP Cadre of the IAS for over 36 years. He has made invaluable contributions in developing IT infrastructure and unorganized sector.
- Raju Shah, Chairman, CII Gujarat State Council
- Rajiv Khandelwal, co-founder and Executive Director of Aajeevika Bureau providing services and solutions to millions of migrant workers from impoverished rural areas
- Sunil Parekh, an active executive member of Gujarat Chambers of Commerce and Industry (GCCCI), Ahmedabad Management Association, and FICCI National Executive Council
- Ashim Roy, President of Chemical Mazdoor Panchayat, a broad multi-sectoral union in State of Gujarat
- Sandeep Sachdeva, Co-founder & CEO, Safe in India Foundation



Mr. Sandeep Sachdeva, CEO & Co-founder, SII added, “Our work is not over with this Report. This is a long journey and we will continue reporting on the issue and pursue our recommendations with the industry and the government constructively for as long as it takes to start preventing these accidents”

Thousands of workers lose their hands or fingers in accidents in auto-sector factories every year, and this is just in Gurgaon. The numbers across India are likely to be staggering. The majority of these workers are young, internal migrants, and contractual, working in factories that supply components to the car and two-wheeler manufacturers. The lack of safety culture in these factories and incessant pressure of producing at lowest cost results in these large number of mutilations. Very often these workers then lose their jobs or have to compromise on types of jobs and salaries they can earn which has an unfortunate effect on their families too.

About Safe in India Foundation:

Safe in India Foundation (“SII”) was started in 2015, by three alumni of IIMA, with the aim to address the problem that “20 workers a day lose their hands and/or fingers in Gurgaon factories every day” as stated by an ESIC Gurgaon doctor. SII is funded and supported mainly by the alumni of IIM Ahmedabad and IIT Roorkee.

Since then, SII has assisted almost 2,000 such injured workers obtain better ESIC (Employee State Insurance Corporation) healthcare and almost Rs 15 crore value of ESIC compensation. SII will continue assisting such workers as they need this help. However, SII is also working on systemic long term change. First, SII has been working with ESIC national and regional management to help them improve their healthcare and compensation practices for workers In Gurgaon and nationally. The second systemic change that SII has now started working on, is to prevent these accidents from happening.

To know more, please visit <https://www.safeinindia.org/> and follow us on Twitter @SafeInIndia and Like our Facebook page.

For further information please contact:

Pooja Garg Khan at 9811315510

About Indian Institute of Management Ahmedabad (IIMA)

Established in 1961, the Indian Institute of Management, Ahmedabad (IIMA) is recognized globally for excellence in management education. One of the top management schools in the world, IIMA educates leaders of the enterprises. The Institute’s strategic priorities include: strengthening connection with its various constituencies, including academics, practitioners, alumni, and the community; nurturing a high-performance work environment of stretch, autonomy, and teamwork; and strategic growth while maintaining emphasis on quality.

The flagship Post Graduate Programme (PGP) is ranked 21st in the Financial Times Masters in Management Ranking 2017. As per the Financial Times’ Global MBA Ranking 2017, IIMA’s Post Graduate Programme for Executives (PGPX) is ranked 29th in the World. The postgraduate program in food and Agri-Business (PGP-FABM) is ranked 1st in the Eduniversal Masters Ranking 2019. IIMA has been ranked as #1 Management institute as per the National Institutional Ranking Framework (NIRF) rankings of Ministry of Human Resource Development, Government of India.

For media queries, please contact:

Deepak Bhatt, Manager, Communication

Ph: (Cell) +91-9426229429, (O) +91-79-66324683, Email: mngr-comm@iima.ac.in

Mitaaly Naidu, Executive, Public Relations

Ph: (Cell) +91-7069074816, (O) +91-79-66324684, Email: pr@iima.ac.in