



Safe in India Foundation

PRESS RELEASE

Thousands of worker accidents and injuries in the auto sector: A national crisis (Release of 4th annual worker accident prevention report - CRUSHED2022).

The latest edition of Safe In India Foundation's annual flagship report, CRUSHED2022 highlights national data on injuries and accidents in the automobile sector, from 6 major states and recommends coordinated industry-government response on a war footing.

CRUSHED 2022, the SII report was released by a group of injured workers, as well as the Keynote Speaker, Prof Surya Kumar, Professor at Macquarie Law School and Editor, Business & Human Rights Journal, and panelists, Dinesh Vedpathak, ACMA, Ramapriya Gopalakrishnan, Labour Advocate, TN High Court. and Divya Verma, Director Centre for Labour, Aajeevika Bureau.



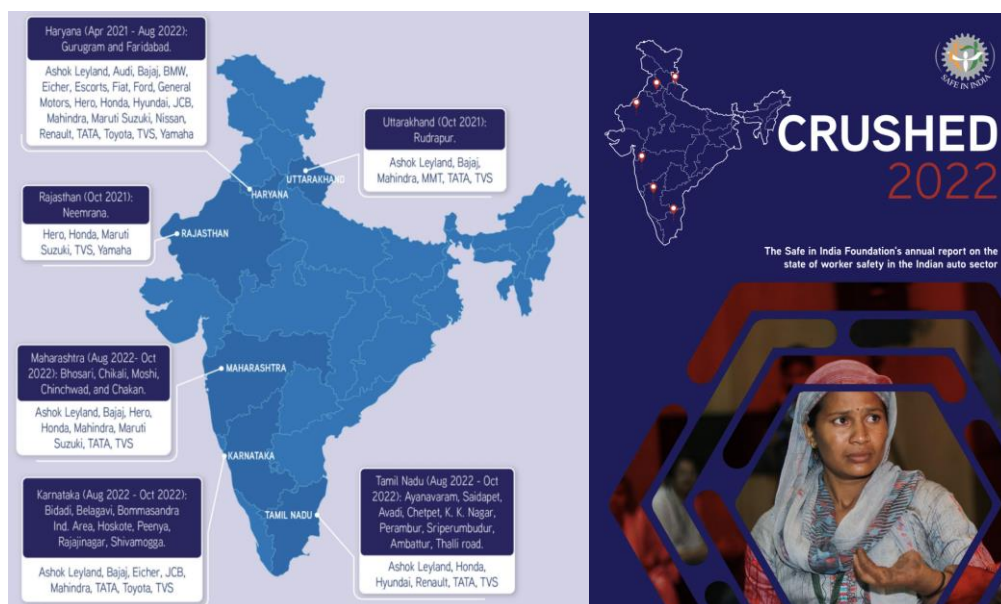
The 4th Annual Accident Prevention report, CRUSHED22 is the first truly national edition with data and analysis of worker accidents in the Indian auto sector across North, South and Western India.

The release was held at a national online event and Injured workers joined from Manesar and Faridabad, Haryana and Pune, Maharashtra.

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Safe in India Foundation ("SII") provides free of charge assistance to injured workers, mostly in auto-sector supply chain, currently in Gurugram-Manesar, in their ESIC healthcare and claims. SII activities are funded by supporters and donors, mostly from IIM Ahmedabad and IIT Roorkee, concerned about the well-being and productivity of millions of Indian workers at risk. SII has no income expectations or commercial partnerships. The co-founders do not charge SII for their time and services.

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#CRUSHED22 has expanded to analyze data across India: from Haryana, Uttarakhand and Rajasthan in the North, to Tamil Nadu & Karnataka in the South and Maharashtra in the West.

Safe in India safety and policy team also presented a case for systemic action by the industry (auto sector OEMs), SIAM, ACMA and different ministries under the Central and respective State Government.

Key takeaways:

- Grievous accidents identified in the deeper supply chains of 20+ OEMS across six states. Top three/two OEMs in six states as reported by injured workers include:

in Haryana:	Maruti-Suzuki,	Hero,	and	Honda;
in Pune, Maharashtra:	TATA	and	Mahindra;	
in Chennai, Tamil Nadu:	TVS,	Ashok Leyland,	and	TATA;
in Karnataka:	Toyota,	TATA,	and	Ashok Leyland;
In Rudrapur, Uttarakhand:	TATA,	Bajaj,	and	Mahindra,
in Neemrana, Rajasthan:	Honda,	Maruti Suzuki,	and	Hero.
- It is not just a small tier 2, tier 3 auto component supplier problem. 1 in 5 accidents happen in an **ACMA member factory** (some of the largest factories/suppliers and mostly tier 1 suppliers to the auto sector brands).
- Official accident numbers are a fraction of those assisted by only SII every year in Haryana (and potentially in other states); **the problem is much worse in reality** than officially recorded.

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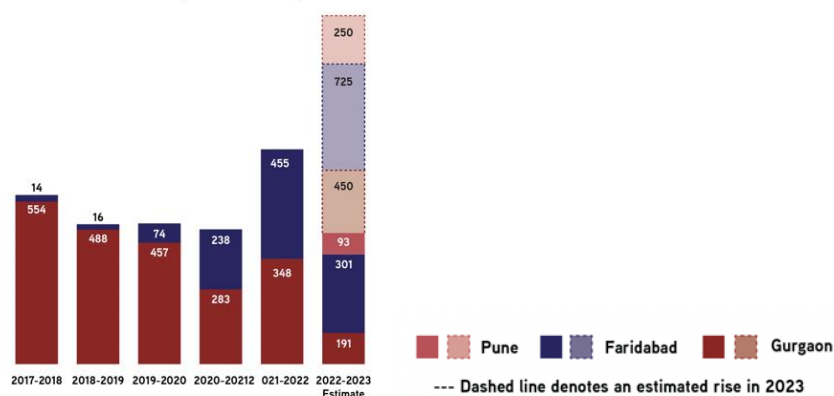


Figure: Injured workers in the auto sector met and assisted by SII.

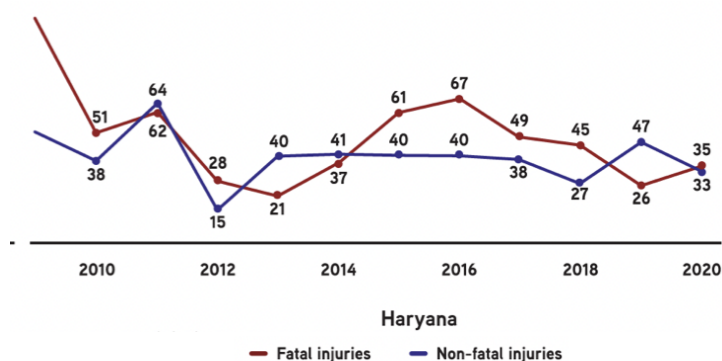
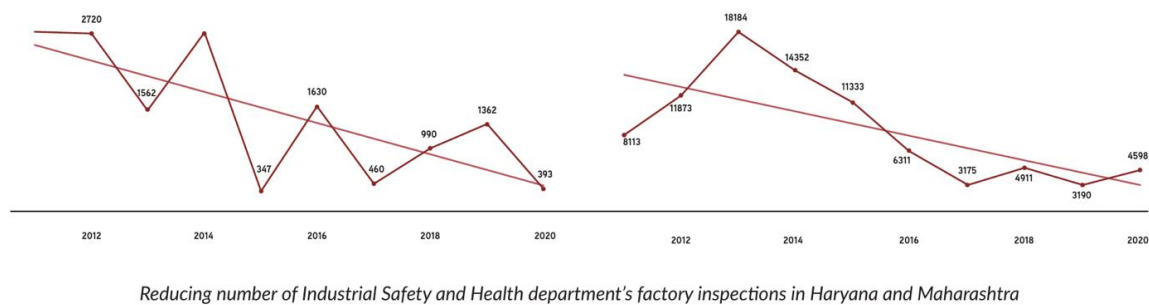


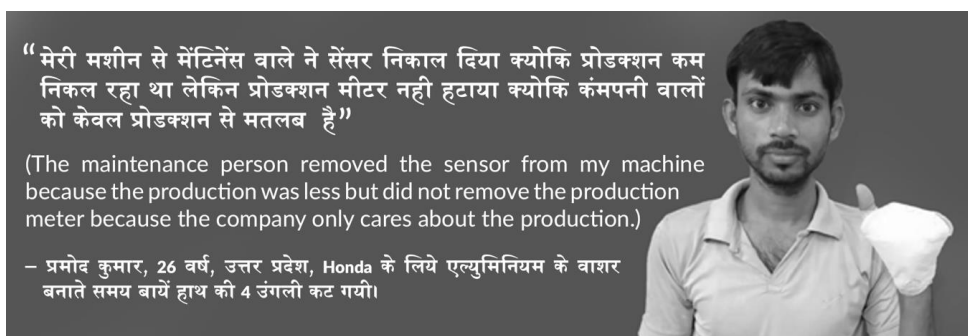
Figure: Number of injuries reported on the government information portals (DGFA SLI)

- Haryana and Maharashtra state's **factory inspections** have been near-consistently reducing for years; when reported, penalties are not enough to be a deterrent.



- A large number of injuries on machines happen to **helpers**, who, as per law should not even be operating these machines.
- Overworked**: c.50% injured workers report >12 hour shifts, 6 days a week, and not fully paid for overtime.
- A typical crush injury to fingers results in the **loss of two (2.01) fingers** per injured worker; about 60-70% injured workers still report loss of body parts, indicating continued dangerous working conditions.

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8. 80%+ of injured workers from Haryana report working on **machines without safety sensors** at the time of accident, and power press machines on which they were injured were operating without the required inspection.
9. ESIC (national insurance) woes: 60-70% of injured auto sector workers receive their ESIC **e-Pehchaan (identity) card** only **after** an accident even though employers collect contribution amounts regularly. ESIC cards are to be issued on day 1 of the job, entitling the worker to ESIC healthcare.
10. Most of the injured workers were **first taken to private hospitals** and only later to ESIC hospitals in both Haryana and Maharashtra-though the latter appears to be better of the two in this.

SII made a case for collective and converted action on a war footing:

Recommendations from SII safety team span operations, policy, SIAM & ACMA, and govt ministries.

Key ones include:

- OEM Board level responsibility for worker safety in deeper supply chain.
- **Joint auto industry task force**
- Permanent joint safety team/working group of SIAM and ACMA
- Honest, strict factory audits **More transparency & accountability of accident reporting plus a confidential worker accident helpline.**
- SDG 8.8 reporting
- Establish **industry standards for safety**
- Workers should get their ESIC card on the first day of the job.
- Safety policy & training of contract and migrant workers.

A number of auto sector brands have improved their policies since CRUSHED2019 but there is a long way to go as the chart below shows:

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Question	Maruti Suzuki	Honda Motorcycle	Tata	Mahindra	Bajaj	Hyundia	Eicher	Hero	Ashok Leyland	TVS
Publicly declared policies applicable to the OEM's own factories										
OSH policy for the OEM's own employees		↑								↓
Publicly declared policy of OEM's that includes OSH for contract workers at par with permanent employees		↑					↑		↑	
Human Rights policy, as per NGRBC Principle 5/ESG/UNHR		↑			↑					
Publicly declared policies applicable to the supply chain										
OSH policy for the OEM's Tier 1 suppliers		↑								↓
OSH policy for the OEM's deeper supply chain (Tier 2/3/4)		↑		↑						
Consistency of OSH policies enforced in the supply chain in Indian and in international operations	↓		↑	↑	↑					
Business Responsibility Reporting on NGRBC Principles 1, 3, and 5.		↑	↑		↑	↑	↑		↑	
Policies for reporting and monitoring supply chain sustainability in OSH in accordance with SDG Indicator 8.8.							↓			
Publicly declared procedures to ensure safety across the supply chain										
Mapping of the deeper supply chain to be able to improve safety	↑	↑	↑	↓	↑			↑		
Actions taken by the OEM to prevent accidents in supply chain	↑		↓			↓		↑		↑
Monitoring by Tier 1s (direct suppliers) to improve safety in their deeper supply chain					↑	↓			↑	↑
Grievance redressal mechanism for workers across supply chain to report unsafe work conditions					↑		↓			↓

CRUSHED 2022 report is attached [here](#).

About Safe In India

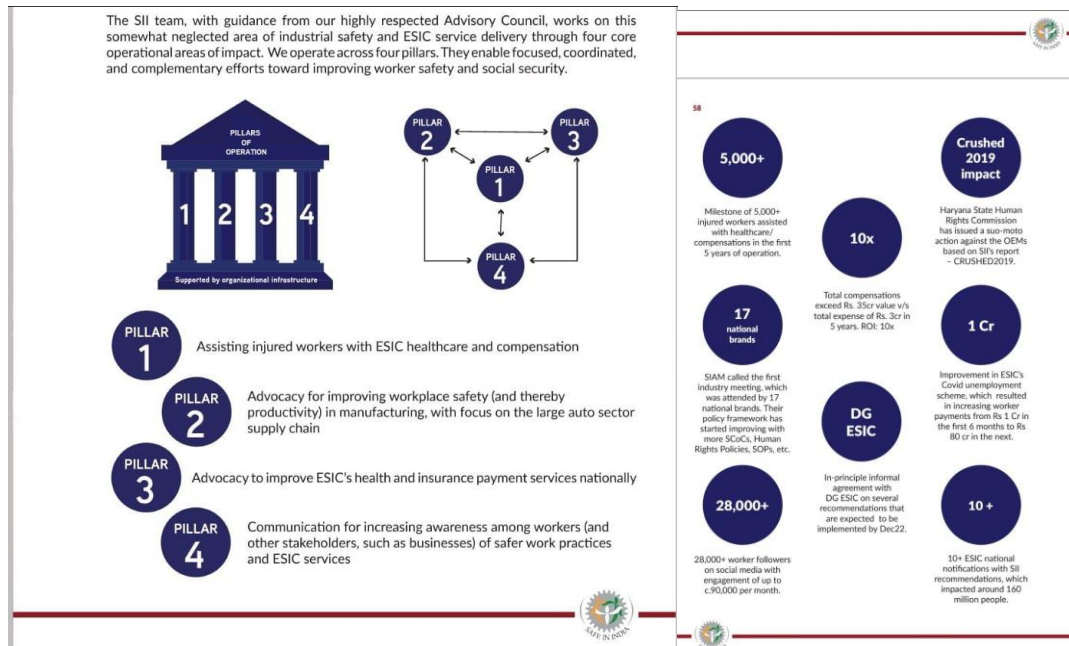
A 2014 news story titled “how Indian cars are built on an assembly of crushed fingers” shocked and inspired 3 IIM alumni to set up Safe In India Foundation. Over the years, SII has worked on 4 fronts: assistance to injured workers for ESIC healthcare and compensation; advocacy with industry and government for better workplace safety and better ESIC services; Communication for better awareness among workers, industry and other stakeholders on worker safety and ESIC practices.

SII has assisted c.5000 injured workers, helping deliver Rs 35 crore in ESIC compensation.

It helped ensure an increase in Covid compensation of Rs 80 crore in six months, up from just Rs 1 crore in the earlier half of 2021.

SII releases 2 annual reports each year. Safety Niti reports the progress or gaps in OEM policies and codes of conduct, while CRUSHED presents on ground data and analysis of worker accidents, their reasons, and recommendations on how to evolve worker safety across the supply chain.

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Sandeep Sachdeva, co founder of Safe In India Foundation said

"We are encouraged that some of the auto sector brands have started positive actions to prevent these maiming injuries, especially Maruti-Suzuki, Honda Motors and Bajaj Auto. We are also encouraged by early progress with Tata Motors, Hero Motorcycles, Hyundai Motors and Eicher. We hope that Mahindra and Mahindra, TVS and Ashok Leyland join this effort soon. We urge these top 10 brands in the country to accelerate on the ground actions individually and collectively, with SIAM and ACMA."

Chitra Khanna, Head of Safety, Safe In India Foundation :

"Ensuring OSH in automotive supply chains which are deep and wide is a challenge which the auto industry can address by coming together. Government needs to put a strong responsive system where workers can report unsafe conditions and they are addressed immediately. We need an efficient OSH helpline run by industry/Government or jointly as safety improves professionalism and productivity, which are good for business profitability."

Prof Surya Deva, School of Law, Macquarie University Australia, and Editor Business & Human Rights Journal, said "Both Indian auto industry and the state and central governments are equally responsible for worker safety.

OEMs have a responsibility all the way down the supply chain even if it's 10 levels.

As the reform of the Bangladesh garment manufacturing industry shows, change is possible if all stakeholders come together seriously."

Mr Dinesh Vedpathak, ACMA, promised "We will provide free training to auto sector supply chain factories to prevent these accidents. We already have experience of improving more than a thousand such factories. We need our businesses to have safety as Number One priority. It has many positive business benefits".

Adv Ramapriya Gopalakrishnan, Chennai High Court said

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“In Chennai, there are a significant number of accidents each year in the auto sector supply chain. Most of these accidents involve non-permanent workers like contract workers, apprentices, trainees etc who do not have adequate training to work on machines.

ILC June 2022 (of ILO) adopted a resolution which considers conventions C155 and C187 as fundamental conventions. India has not ratified these conventions.

In my view, the Government of India is obliged to revisit the code to make the laws compliant with the principles contained in the conventions.

We need better standards of Occupational Safety and Health under the law. We also need better implementation e.g. inspections must be in line with Convention 81 of the ILO.”

Divya Varma, Director, Centre for Labour, Aajeevika Bureau, said "As our Social Compact initiative shows, when the owners of the businesses intend to create a difference in their and their supply chain's workers' working conditions, they can. As an example, Safe in India's work with Forbes Marshall, under this initiative, to improve ESIC compliance in their supply chain should deliver these benefits to workers much better than before"

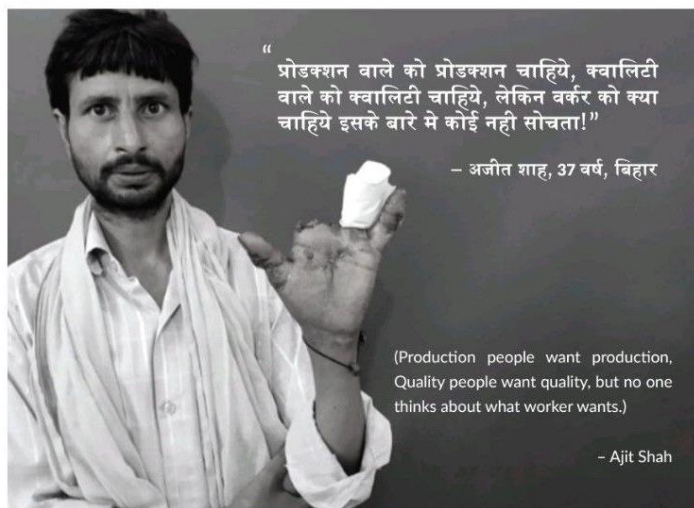
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“मैं एक ऑपरेटर के रूप में काम कर रहा था, 18-20K/माह कमा रहा था, लेकिन एक दुर्घटना में पावरप्रेस से मशीन में 4 अंगुलियां खो गईं। अब मैं एक सुरक्षा गार्ड के रूप में काम करता हूं, 10-12K/माह कमाता हूं, बिना छुट्टी के रोज 12 घंटे ड्यूटी करके ”

“I was working as an operator, earning Rs. 18-20k per month, but lost 4 fingers in a power press machine in an accident. Now I work as a security guard, earning Rs. 10-12k per month. I do 12 hours duty every day without any holiday.”

—Puran Singh, 52

