



CRUSHED

2022

The Safe in India Foundation's annual report on the state of worker safety in the Indian auto sector



Aakash lost his thumb and two forefingers on a power press machine, while making components for TATA and Mahindra in a factory in Pune, Maharashtra.

The ESIC panelled hospital looked nothing like a hospital – it looked like an ordinary house. There were heaps of garbage dumped all over, and the basement of the building was flooded. A pump was pumping out wastewater. The inside was not much better – one room was temporarily partitioned into tiny separate rooms for patients. Due to stagnant water, the place was rife with mosquitoes. Patients lay on dirty sheets, awaiting their fate.

The demeanour of one patient was different from the others. Lying on the bed, he was watching a YouTube video on his smartphone and seemed oblivious to the dirt and chaos around him. Barely twenty, he was unshaven with a day-old growth. His body – though thin – seemed strong. His eyes contained a spark, though his left hand and thigh were bandaged.

This is his story. Aakash is a resident of Akola, which is approximately 900 kilometres from Pune. His father was a daily wage worker, and the family struggled to make ends meet. He decided that he would make something of his life and noticed that all young men in his neighbourhood migrated to Pune to find work. He too decided to follow suit. Through their recommendation, he got a job as a helper in a factory that manufactures exhaust parts for TATA and Mahindra.

After only a few days into his job, the foreman ordered him to operate the power press, as the operator was on leave. He was shown how the machine worked just once and was asked to then independently operate. He thought that because others seemed to easily work the machine, there was nothing to it. However, when he put his hand into the machine to remove the completed part, his thumb and two forefingers were crushed. While lack of proper training was a definite contributor to the accident, he does not know if the machine itself was also faulty. Despite facing such trauma, Aakash remains optimistic.

“अपने को टेंसन नहीं जो हो गया वो हो गया। अब क्या इस सबको पकड़ कर बैठा रहूं जिंदगी थोड़ी ही खतम ईहु है जिन्दा रहेंगे और अच्छे से काम-वाम करेंगे।”

(He says: “I have no tension. What happened, happened. What am I supposed to do – sit and weep about it forever? I have lost a small portion of my life, but the rest of my life remains. I shall continue to persevere and endeavour to work sincerely and well in whatever work comes my way.”)

Aakash's experience shows how precarious workers are at every step of the way: from unsafe working conditions in factories all the way to poor, unsanitary conditions that injured workers meet in ESIC panelled hospitals.

(The above story was narrated by Aakash to Jitendra Dabla, SII, in Oct22.)

**Another injured worker from Pune*

Will India's top 10 auto sector brands accelerate prevention of grievous work injuries in their supply chain and help India move faster towards "Sab Ka Saath, Sab Ka Vikaas"?

You'd forgive our team at Safe in India if this slogan is not the first that comes to mind when we meet young Aakash, who had lost thumb and two fingers in Pune, or Puran Singh, who had lost his right index finger on a machine and now works as a security-guard in Haryana, or about a thousand other such men and women grievously injured and disabled in the auto-sector supply chain.

While India's behemoth auto sector contributes to c.7% of the national GDP and about half of Indian manufacturing GDP, its prosperity doesn't appear to trickle down to millions of workers in the supply chain and indeed in their own increasing proportion of contract workers. It's not without such reason that Indian labour productivity is currently ranked 128th in the world.

To spotlight this problem and make the case for a safer and more professional auto-sector, we have been publishing and gradually expanding the geographical coverage of our annual report series – CRUSHED - from Haryana (2019 and 2020 editions) to Uttarakhand and Rajasthan (2021 edition). Now in this 4th annual edition – CRUSHED2022 – we add Karnataka, Maharashtra, and Tamil Nadu. It's clear that all the top 10 auto-sector brands in India have these grievous injuries in their supply chains nationally.

We are encouraged by (varying) degrees of engagement and agreement on policy improvements/actions with SIAM, Maruti-Suzuki, Honda, Eicher, Bajaj, Tata Motors, Hero, and Hyundai. Regretfully, Ashok Leyland, Mahindra, and TVS have not yet engaged meaningfully. We had 17 brands attend the first joint industry meeting chaired by SIAM. There is a long way to go for these brands individually and collectively. They also need to fund SIAM to coordinate joint actions.

The government, both in centre and states, clearly has a critical role in implementing better its extant laws and to ensure that the new OSH Labour Code "Rules" being drafted in states (if and when Codes are implemented), do not dilute worker safety further. We continue to engage with them, and their OSH-relevant agencies as covered in this report.

I must thank several team members who have made this 4th report possible. Our Worker Assistance Centres in Manesar and Faridabad, and now in Pune, provide us this evidence – Masab Shamsi, Amitesh Singh, Manjeet Singh, Jitendra Dabla, Narottam Jatav, Mukesh Tiwari and Dinesh Yadav. Ankit Singh has analysed the data and authored a large part of this report, with guidance from Chitra Khanna, and with support from Shailja Tiwari. Annushka Jaliwala has designed the report. Aaroshi Bhiduri and Vijay Sankaran have driven its communication. Swetha M helped again in areas we were short on and Radha Khan edited worker stories for us.

We will continue producing this report, year after year. Our joint aim is to see a consistent reduction in these accidents for at least three years, before we can say that improvements being made by the brands and the government are making a real difference to the lives of Indian workers and their productivity, and therefore to "Sab Ka Saath Sab Ka Vikas."

A handwritten signature in blue ink, appearing to read "Sandeep Sachdeva", with a long horizontal line extending to the right.

Sandeep Sachdeva
Co-Founder & CEO
on behalf of the Safe in India Team
07th December 2022

CIN:U74999HR2017NPL070537

Abbreviations and Acronyms

ACMA Automotive Component Manufacturers Association of India

ASDC Automotive Skills Development Council

BIS Bureau of Indian Standards

BRR Business Responsibility Report

DG FASLI Directorate General Factory Advice Service and Labour Institutes

ESG Environmental, Social, and Governance

ESIC Employees' State Insurance Corporation

GDP Gross Domestic Product

ILO International Labour Organization

ISH Industrial Safety and Health

ISO International Organization for Standardization

MOU Memorandum of Understanding

MSME Micro, Small, and Medium Enterprises

NEEM National Employability Enhancement Scheme

NGRBC National Guidelines on Responsible Business Conduct

OEM Original Equipment Manufacturer

OSH Occupational Safety and Health

OSH & WC Occupational Safety, Health, and Working Conditions

SCoC Supplier Code of Conduct

SDG Sustainable Development Goals

SEBI Securities and Exchange Board of India

SIAM Society of Indian Automobile Manufacturers

SII Safe in India Foundation

SOP Standard Operating Procedure

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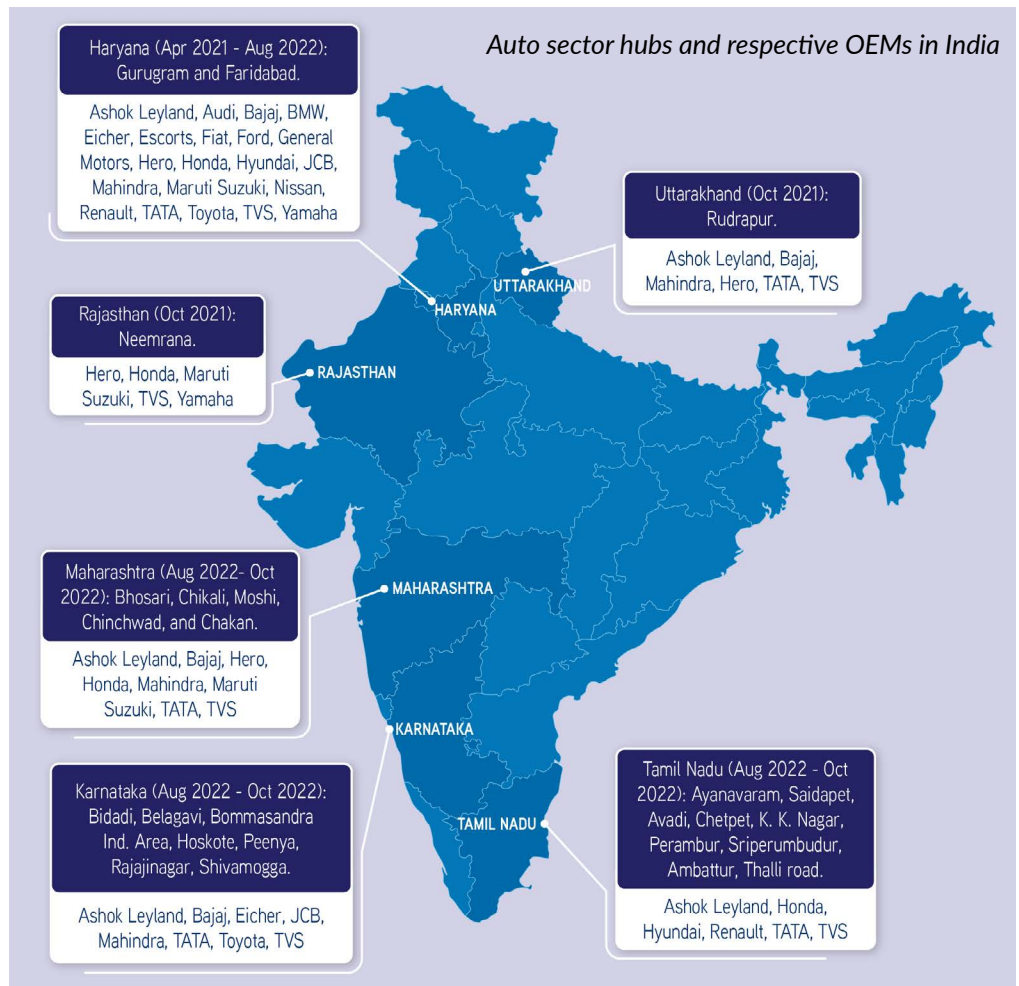
SII's engagement with the auto sector and the government: Progress continues but needs serious acceleration by the auto sector

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CRUSHED 2021 contained data on 2,584 injured workers met and assisted by SII. Latest data from auto sector workers in Haryana (1,025) and Maharashtra (93), assisted by SII is presented here.

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7 EXECUTIVE SUMMARY



India's automobile industry operates out of multiple locations ("auto hubs") across the country, contributes 7.1% into India's GDP and employs c.37m workers directly and indirectly.

CRUSHED2022 retains the spotlight on this industry and takes forward Safe in India Foundation's (SII's) findings from the previous CRUSHED editions with an important step up: This 4th annual sequel reports data not only from Haryana, where SII has been based, but also from Maharashtra, Uttarakhand, Rajasthan, Tamil Nadu and Karnataka. This issue of worker safety and preventable worker injuries in the deeper supply chains of India's automobile industry is a national issue that deserves urgent attention – not only because of the devastating economic and physiological impact it has on the injured workers and their families but also on the industry's professionalism and labour productivity, currently 128th in the world.

The national span of this issue is featured in this report through the following data.

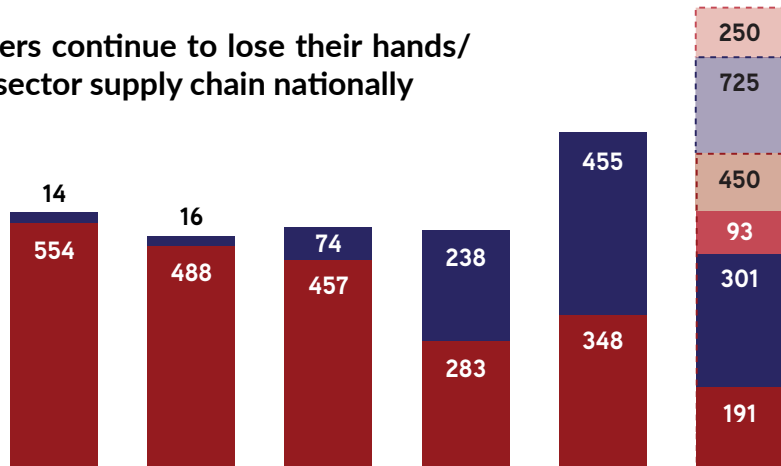
- First-hand data from 6+ years of SII's operations and on 4,000+ injured workers in the auto-sector hubs in Haryana (Gurgaon and Faridabad) and more recently in Maharashtra.
- Data from a time-limited national survey of a few auto-sector hubs in Karnataka, Rajasthan, Tamil Nadu, and Uttarakhand.
- Both of the above exercises covering accidents in the deeper supply chains of 20+ national auto brands.
- Secondary data on worker injuries from the official data sources, such as the Directorate General Factory Advice Service & Labour Institutes (DG FASLI)-published factory accident numbers across India.

KEY FINDINGS

1

Thousands of workers continue to lose their hands/ fingers in the auto-sector supply chain nationally

■ Pune ■ Faridabad ■ Gurgaon
 --- Dashed line denotes an estimated rise in 2023



Data for Gurugram and Faridabad is till August 22.
Data for Pune is from Aug22 - Oct22.

Numbers of injured workers found and assisted by only SII over six years

2

2. It's a national problem and supply chains of all top 10 large auto sector brands contribute to these crush injuries. A national coordinated industry action is needed.

OEMs	Haryana		Maharashtra	Tamil Nadu	Karnataka	Rajasthan	Uttarakhand	Total
	Total Mar '21 - Apr '22	Total Apr '22 - Aug '22						
	498 (62%)	301 (61%)	7 (8%)	0	0	3 (19%)	0	809
	325 (41%)	174 (35%)	3 (3%)	1 (3%)	0	5 (31%)	0	508
	305 (38%)	163 (33%)	3 (3%)	0	0	3 (19%)	0	474
	42 (5%)	28 (6%)	0	0	2 (4%)	0	0	72
	31 (4%)	12 (2.44%)	45 (48%)	0	1 (2%)	0	4 (8%)	93
	7 (1%)	6 (1%)	1 (1%)	10 (33%)	1 (2%)	1 (6%)	0	26
	24 (3%)	5 (1%)	55 (59%)	6 (20%)	14 (29%)	0	19 (48%)	123
	19 (2.4%)	7 (1.42%)	0	0	1 (2%)	0	0	27
	2 (0.25%)	0	0	3 (10%)	0	0	0	5
	9 (1%)	11 (2%)	7 (8%)	0	1 (2%)	0	16 (40%)	44
	2 (0.25%)	1 (0.2%)	1 (1%)	7 (23%)	10 (20%)	0	1 (3%)	22

RED

More than 10% of accidents

AMBER

Below 10% of accidents

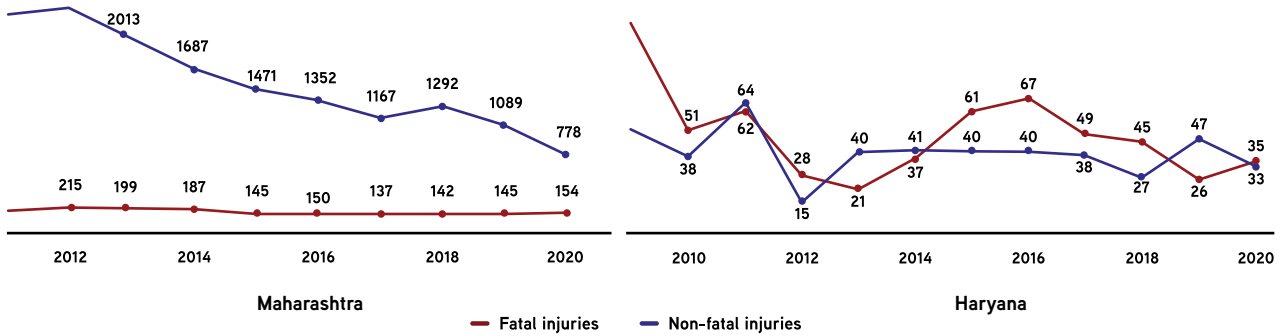
WHITE

No accidents reported to SII yet

Top contributors in states covered in this report are: 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) and in Neemrana, Rajasthan (Honda, Maruti Suzuki, and Hero).

3

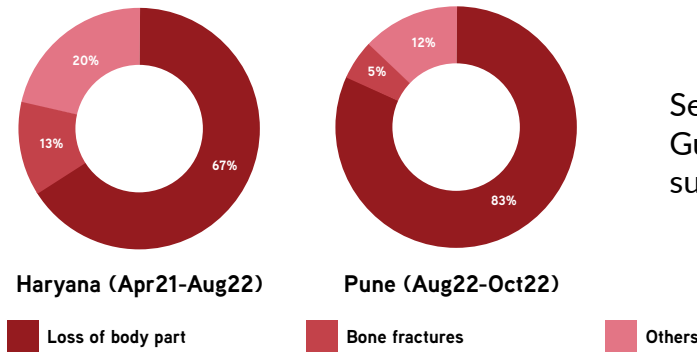
Official accident numbers are a fraction of those assisted by only SII every year in Haryana (and potentially in other states); the problem is much worse in reality than officially recorded.



SII's own worker assistance operations in Haryana and recently Pune (in all c.5,000 workers in 6 years; c.4,000 from auto sector; and c.1000 in last year) are, in all likelihood, a small subset of the universe of worker accidents, illnesses, and deaths nationally. However, Haryana's official reports show only 50-60 non-fatal accidents a year - a fraction of reality. In 2020, the last year of data publicly available, DG FASLI reported only c.2,800 non-fatal injuries nationally.

4

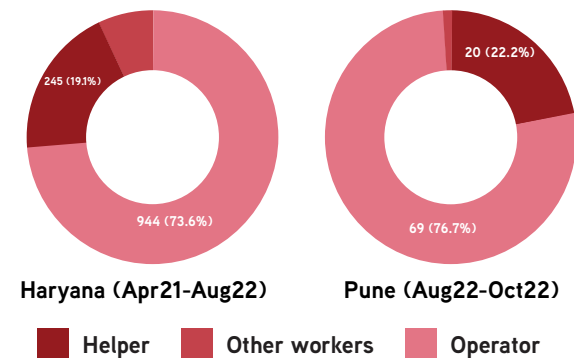
The severity of injuries in factory accidents in Pune appears to be worse than Haryana.



Severity of injuries in factory accidents in Gurugram, Faridabad and Pune: Maharashtra surprisingly worse than Haryana

5

A large number of injuries on machines happen to helpers, who, legally, should not even be operating these machines.

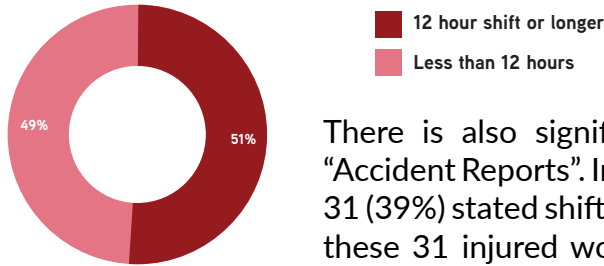


This happens in the auto sector despite ASDC prescribing a minimum education level of 8th standard for press shop operators, considering this a skilled job; helpers hardly ever meet this requirement.



6

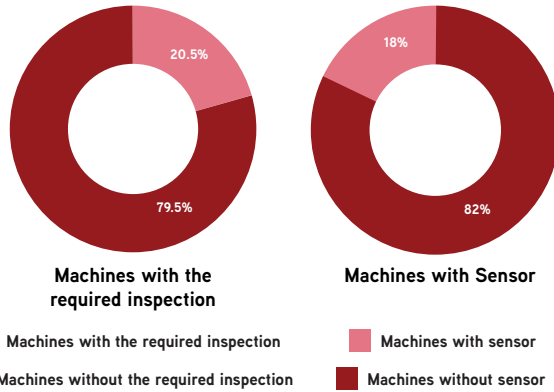
Overworked: c. 50% injured workers report >12 hour shifts, 6 days a week, and not fully paid for overtime.



There is also significant false reporting in official "Accident Reports". In a review of 80 Accident Reports, 31 (39%) stated shift duration of 8 to 9 hours, whereas these 31 injured workers advised SII of a >12-hour shift they were working in at the time of injury.

7

80%+ of injured workers from Haryana reported 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.



8

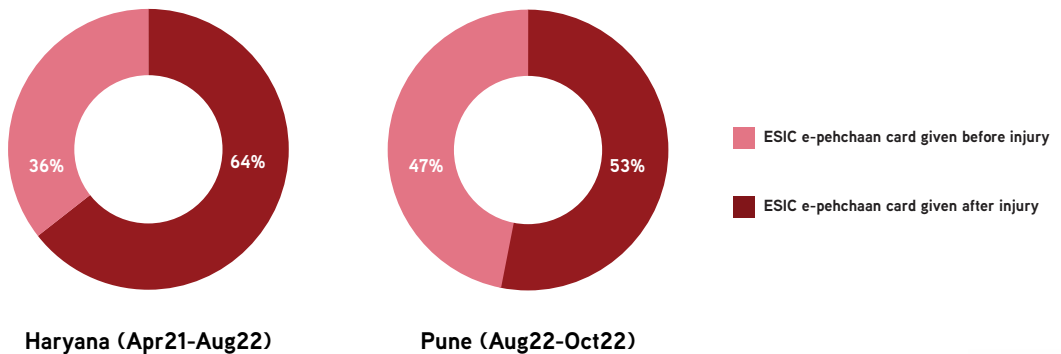
A typical crush injury to fingers results in the loss of two (2.01) fingers per injured worker; about 60-70% injured workers still report loss of body parts, indicating continued dangerous working conditions.



9

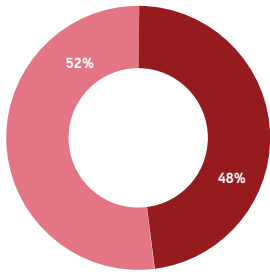
ESIC (national insurance) woes: 60-70% of injured auto sector workers receive their ESIC e-Pehchaan (identity) card only after an accident even though employers collect contribution amounts regularly.

Injured workers who received ESIC e-Pehchaan card post accident also had higher severity of loss of fingers. Better working conditions and better ESIC compliance appear to be correlated.

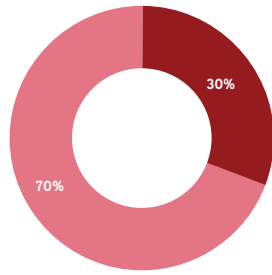


10

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.



Haryana (Apr21-Aug22)



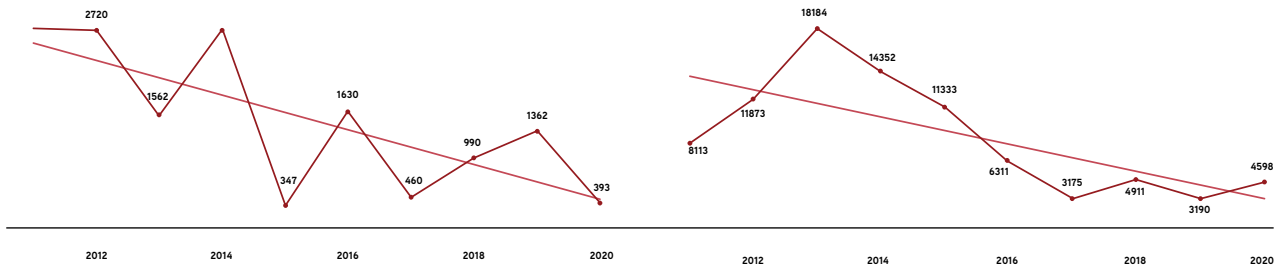
Pune (Aug22-Oct22)

In Haryana, c.48% (Apr21-Aug22) and in Pune, c.30% (Aug22-Oct22) injured workers first taken to a private hospital rather than ESIC.

■ Injured workers first taken to a private hospital
■ Injured workers first taken to ESIC hospital

11

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



Reducing number of Industrial Safety and Health department's factory inspections in Haryana and Maharashtra

RECOMMENDATIONS

The following top recommendations from SII to various stakeholders still remain.

OEMs: Need for individual improvements in their supply chains but also collaborative collective action

Top five operational recommendations.

- Boards to take responsibility for worker safety in their deeper supply chain.
- Create a joint industry-level task force with SIAM (with some participation from SII).
- Map the deeper supply chain.
- Improve transparency and accountability of accident reporting in the supply chain, weed out habitual offenders and reward safest factories, commercially.
- Initiate ground-level actions, e.g., honest worker safety audits and worker training.

Top five policy recommendations.

- Include all contract workers in their own factories in the OSH Policy statement at par with permanent workers.
- Create, publish, and implement a Supplier Code of Conduct (SCoC).

- Create, publish, and implement a standard operating procedure (SOP) for supply chain.
- Report annually on Indicator 8.8 of SDG8 (the only SDG indicator about worker safety).
- Demand minimum compliance from the supply chains (e.g., all workers should be covered by ESIC from their first workday).

SIAM and ACMA: Leverage convening power to boost collaborative learning and action among OEMs and actors in the supply chain

- Bring the auto industry suppliers and experts together to create a joint task force to prevent accidents in the auto sector deeper chain, while also improving productivity.
- 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.
- Establish industry standards for safety in auto sector manufacturing.
- Integrate worker safety and health as core organisational values of its members.
- Support SIAM and ACMA members in complying with NGRBC for long-term business success and compliance.

Ministry of Labour and Employment and Department of Labour in states: Drive actions to achieve OSH policy objectives and lead on monitoring efforts

- Drive calibrated actions to achieve the objectives of the OSH Policy, 2009.
- Leverage ESIC data to inform factory inspections; conduct safety surveys.
- Create a reliable accident/injury reporting and governance system, and use it for constant continuing improvements.
- Set up a confidential helpline for workers to report unsafe conditions/factory accidents.
- Introduce a practical policy and mechanism for safety training of contract and migrant workers.

The report also covers SII's recommendations to the:

- **Ministry of Corporate Affairs** for leading efforts to improve business responsibility reporting and for transparent monitoring systems.
- **Niti Ayog** for leading efforts to ensure OSH is prioritised in the country, including by leveraging their tech capabilities.
- **Ministry of MSME** for leading efforts to link worker safety to productivity, professionalism, and quality.
- **Ministry of Industry** for coordinating with the Ministry of MSME and MOLE on regulatory and worker support mechanisms and worker-related information.
- **SEBI** for improving ESG reporting and making companies more accountable for quality reporting.
- **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.





1

Uncountable crushed hands and suffering in auto sector factories (and lost worker productivity): A persistent national issue

1.1 Thousands of workers continue to lose their fingers (“crush injuries”) every year in the Indian auto sector; it’s a national issue.

“Your car has been built on an assembly line of broken fingers¹.” This media article went on to report 20 cases of lost hands and/or fingers in automotive sector factories every day in just one Employee State Insurance Corporation (ESIC) hospital in Gurugram in 2014.

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

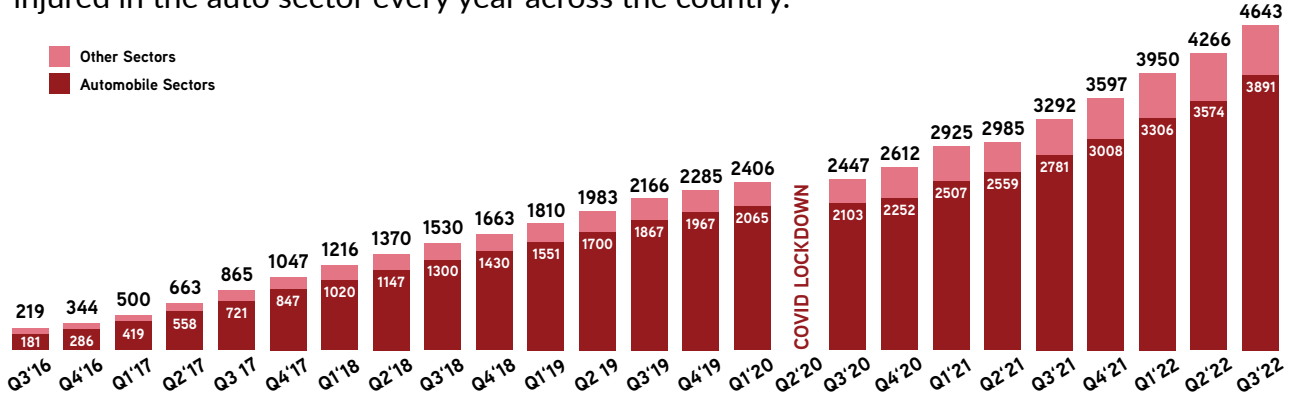


Figure 1.1: 80%+ of injured workers met and assisted by SII in Gurugram and Faridabad, Haryana are from the auto sector supply chain. Another 100+ workers met and assisted in Pune, Maharashtra since Aug22.

SII’s first accident prevention report, CRUSHED 2019, highlighted this issue in Gurugram, Haryana. CRUSHED 2020 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 doubly “dangerous” power press machines that continue to be the reason for more than half of these crush injuries.

In this fourth annual edition, SII continues to pursue 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, proving further that it is a national concern.

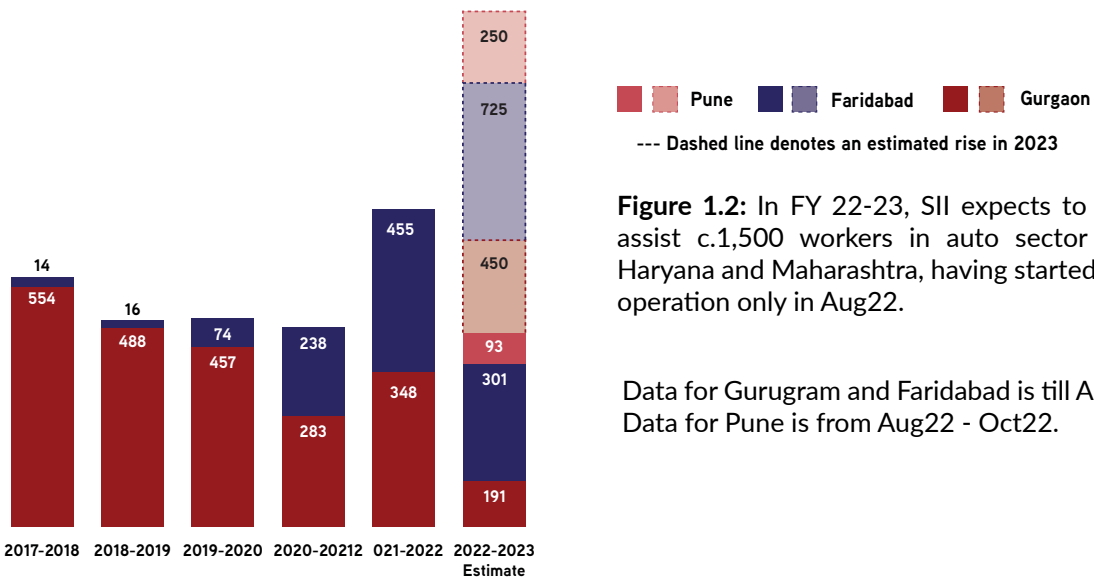


Figure 1.2: In FY 22-23, SII expects to find and assist c.1,500 workers in auto sector belts in Haryana and Maharashtra, having started its Pune operation only in Aug22.

Data for Gurugram and Faridabad is till August 22. Data for Pune is from Aug22 - Oct22.

¹“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.” [https://scroll.in/article/692477/your-car-has-been-built-on-an-assembly-line-of-broken-fingers.](https://scroll.in/article/692477/your-car-has-been-built-on-an-assembly-line-of-broken-fingers)”



SII met 93 injured auto sector workers during its preliminary work in Pune, Maharashtra in less than 2 months (Aug22-Oct22) and expects to meet c.250 by Apr23.

From Apr22-Aug22, SII met 191 injured workers in Gurugram and 301 in Faridabad. Through extrapolation, we estimate helping c.450 auto sector workers in Gurugram and c. 725 in Faridabad for FY22-23.

SII gathered 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 of Karnataka and Tamil Nadu from the survey is included in the report and 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, illnesses, and deaths nationally in the auto sector since SII's number is informed only through its own worker assistance operations. The reality is much worse. As per the Director-General Factory Advisory Labour Institute (DG FASLI)-published factory accident numbers from all industries, Haryana state contributes less than 1.75% of all national factory accidents and fatalities. However, SII expects to report c.1,000 such injuries only in Haryana's auto sector in FY22-23.

SII, therefore, posits that several thousands of workers are losing their hands/fingers to such accidents in the auto sector hubs every year, 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 21, Haryana data till Sep21 was analysed. In this report, Apr21-Aug22 data for Faridabad and Gurugram has been included and analysed.

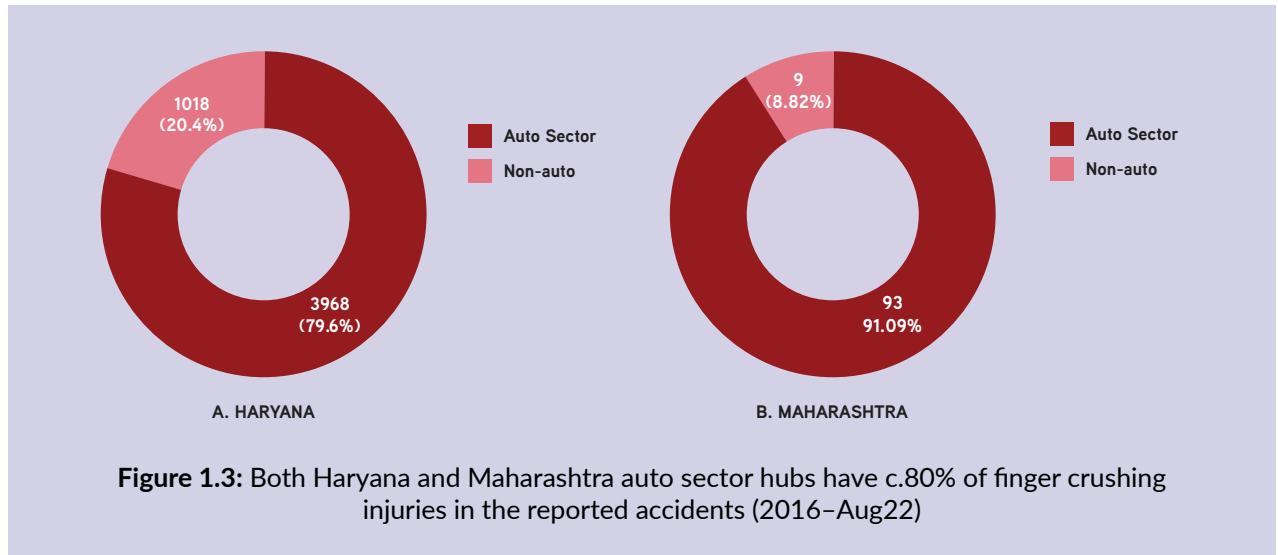
Maharashtra: In Pune, 102 injured worker data from SII's preliminary work in the period Aug22-Oct22 has been used.

Uttarakhand and Rajasthan: Data from survey conducted in Oct21 of 40 and 16 auto sector workers respectively has been included.

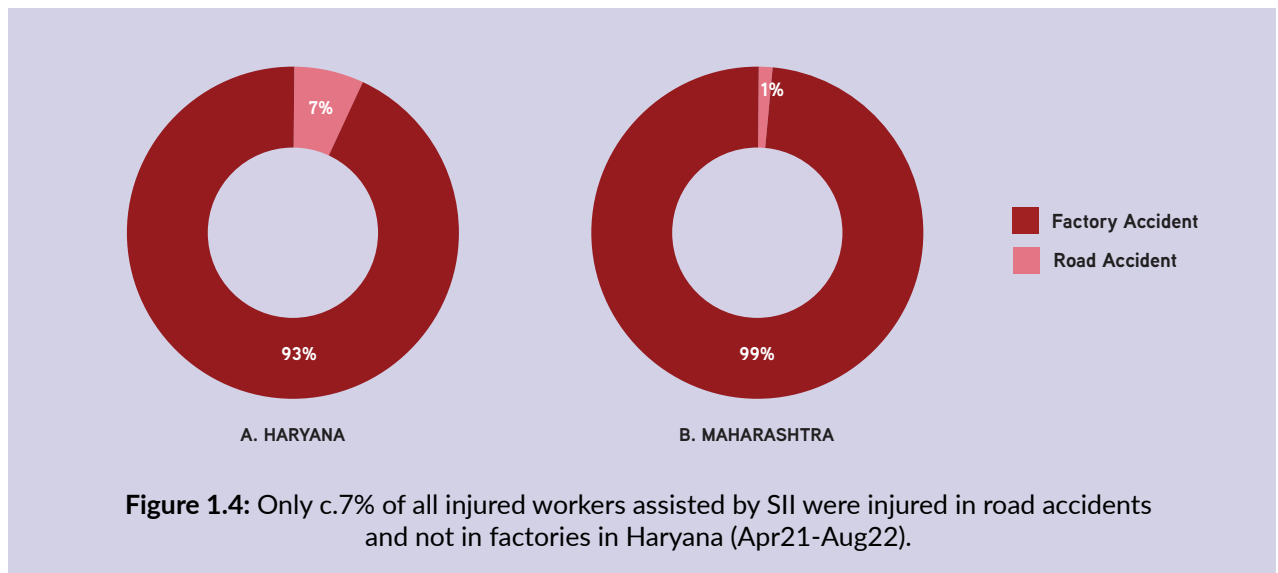
Karnataka and Tamil Nadu: Data provided by a third party in a survey conducted in the period Aug22-Oct22 of 49 and 30 auto sector workers, respectively, has been included.

1.2 80%+ of reported finger crushing injuries in Haryana and Maharashtra are from auto-component factories.

In the past six years, 3,968 (c.80%) out of the 4,986 injured workers met and assisted by SII (2016-Aug22) work(ed) in the auto sector supply chain. (NB: Data from other states is not included here given the focus of surveys there on only auto sector ancillaries and the relatively small sample size).



1.3 Contrary to some industry and Haryana-ISH claims, road accidents are an insignificant minority of such crushing injuries in the auto sector supply chain—both in Haryana and Maharashtra.

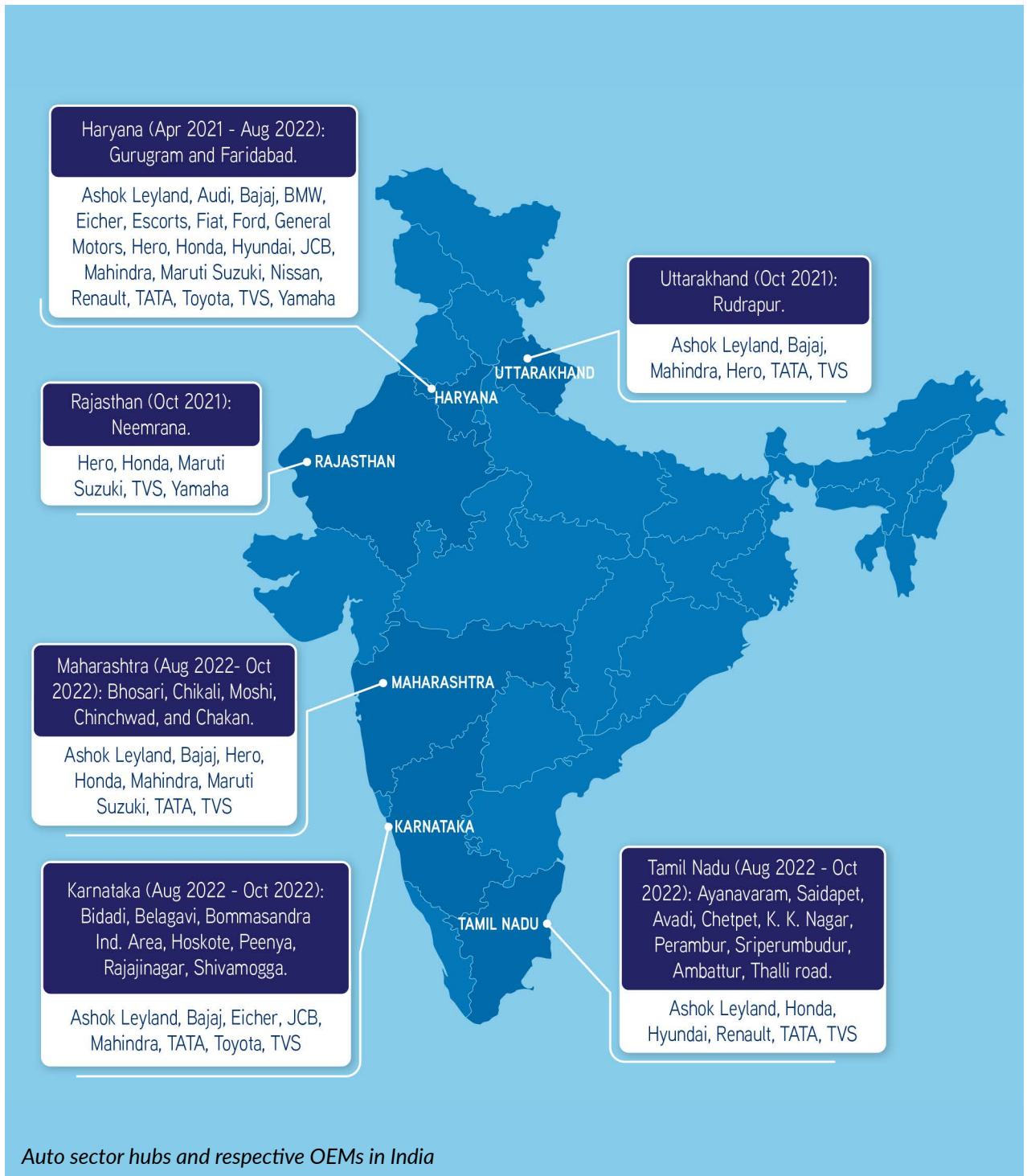


Following claims from a government department and an OEM that the majority of accidents reported by SII are not from inside factories but from road accidents, SII clarified that the opposite is in fact true, as also reported in previous CRUSHED reports. Only c.7% of all injured workers assisted by SII were injured in road accidents and not in factories in Haryana.

An SII blog was issued with this clarification for public consumption.

1.4 Industrial accidents in the auto sector supply chain are a national problem!

India's auto sector operates out of multiple locations ("hubs") and contributes 7.1% into India's GDP, signalling significant national presence. It employs c.37m workers directly and indirectly.



As stated earlier, SII's first-hand experience of assisting injured workers, and a limited survey commissioned by SII across a number of these hubs in six states shows that workers are subject to unsafe working conditions in the OEM supply chains across India. Sec 3.3 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.

“मैं एक ऑपरेटर के रूप में काम कर रहा था, 18-20K/माह कमा रहा था, लेकिन एक दुर्घटना में पावरप्रेस मशीन में 4 अंगुलियां खो गईं। अब मैं एक सुरक्षा गार्ड के रूप में काम करता हूँ, 10-12K/माह कमाता हूँ, 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



As reported in the past, with such disabling crush injuries, these vulnerable workers and their families are pushed into a series of despairing events-mental and physical trauma of the injury, unemployment, high costs of residing in cities for treatment, while many are not paid their wages and often face a bureaucratic post-accident compensation process with ESIC, if they are ESIC-registered at all.

They often struggle with indifferent employers, often unprofessional contractors (thekedaar), and 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 follow through on the promise. The impact on their dependents is catastrophic. These circumstances have been aggravated further by the Covid pandemic in the past two years, after which SII has anecdotally noted lower wages. SII also noted linkage of lower wage to accidents taking place as the workers agree to work longer periods to earn their living.

The next chapter of the report presents some of this in greater detail.

Rahul lost his index finger on a die casting machine, while making components for Bajaj in a factory and since then has lost his job and is currently disabled and unemployed.

At fifteen, Rahul Kumar Singh ran away from his home in Arrah District, Bihar. Too young to work initially, he found employment via the aegis of a security guard working there who was known to him.

To begin with, Rahul was hired as a helper in a factory that makes parts for Maruti Suzuki, Honda, Bajaj, and some other auto brands. But he learnt how to operate a die casting machine by watching the other operators and later started operating the machine, two to three hours a day. In a few days, he thought he was fluent at it and continued operating the machine for five years.

In 2018, after he received his Aadhar card, he officially joined the factory as a die casting machine operator; however, he never received a formal appointment letter. Although shifts at the factory are from 8:30 AM to 5:00 PM, his normal day of work is 12 hours which includes overtime hours, and occasionally the shift can last as long as 36 hours (2-3 times a month) with 2 hours of rest within the factory.

On the morning of 22 August 2022, Rahul got ready for work as usual. However, that day it did not go as he had imagined. Over the previous few days, the die cast machine had been “giving problems,” and Rahul had requested that maintenance be called in as the “limit button” seemed to have developed a fault. His request was largely ignored.

“A maintenance worker arrived and placed a small piece of cardboard at the limit switch, saying that it would function properly. But the limit switch on the machine wore out on August 22 at 12:30 PM, and I got my hand stuck in it while taking out a piece and I lost half of the index finger of my right hand. I was making rings for the oil tank of BAJAJ bikes.”

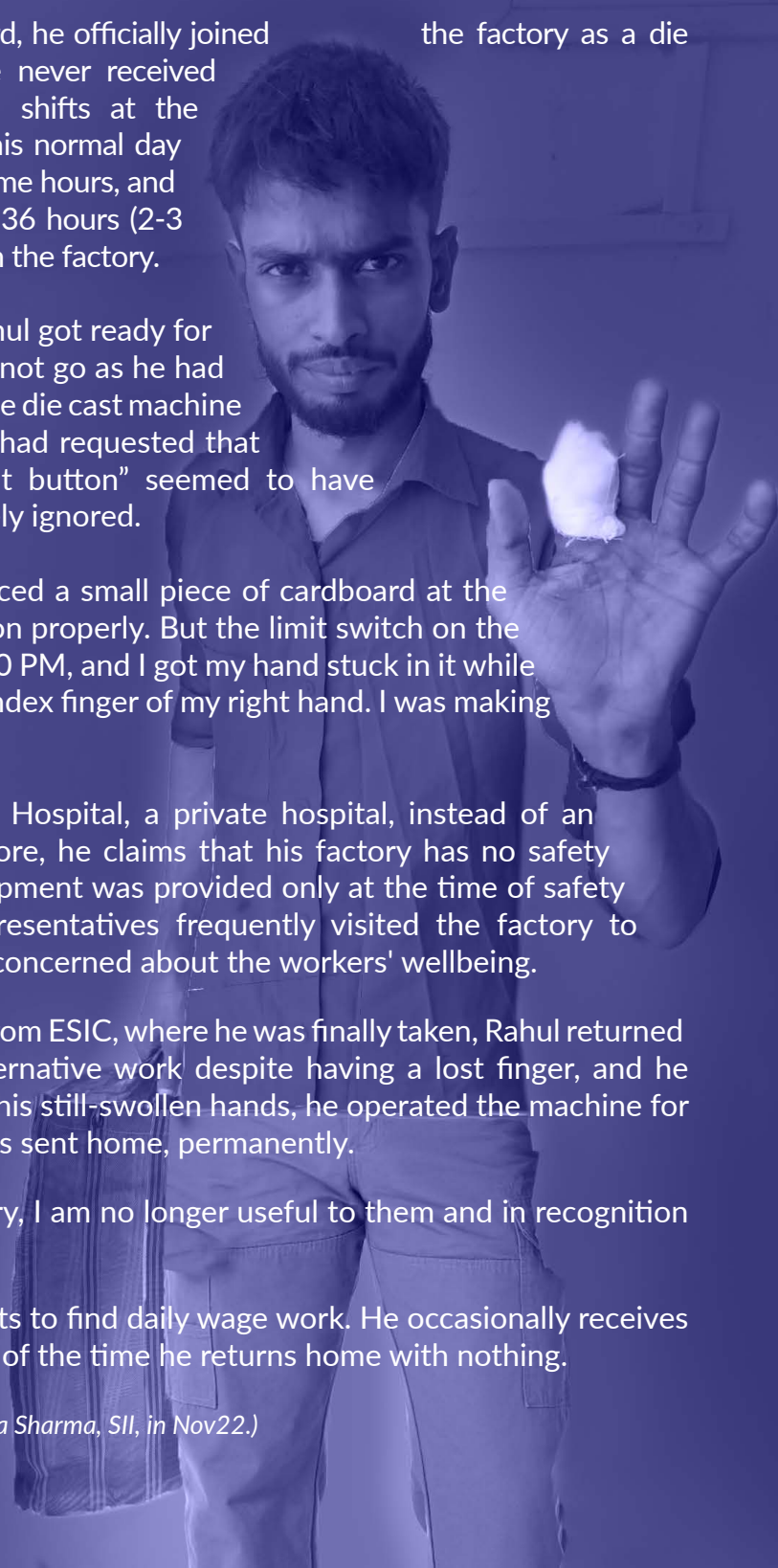
The HR person took him to Diamond Hospital, a private hospital, instead of an ESIC Hospital for treatment. Furthermore, he claims that his factory has no safety safeguards in place and protective equipment was provided only at the time of safety audits. Though uniformed Honda representatives frequently visited the factory to conduct quality checks, nobody seems concerned about the workers' wellbeing.

A week after receiving his fitness letter from ESIC, where he was finally taken, Rahul returned to work. He was not provided any alternative work despite having a lost finger, and he operated the same machine. In spite of his still-swollen hands, he operated the machine for ten days and on the eleventh day he was sent home, permanently.

“Despite my years of work at this factory, I am no longer useful to them and in recognition of my contribution, I was let go.”

He is currently unemployed and attempts to find daily wage work. He occasionally receives Rs. 200–300 for a day's work, but most of the time he returns home with nothing.

(The above story was narrated by Rahul to Chandra Sharma, SII, in Nov22.)



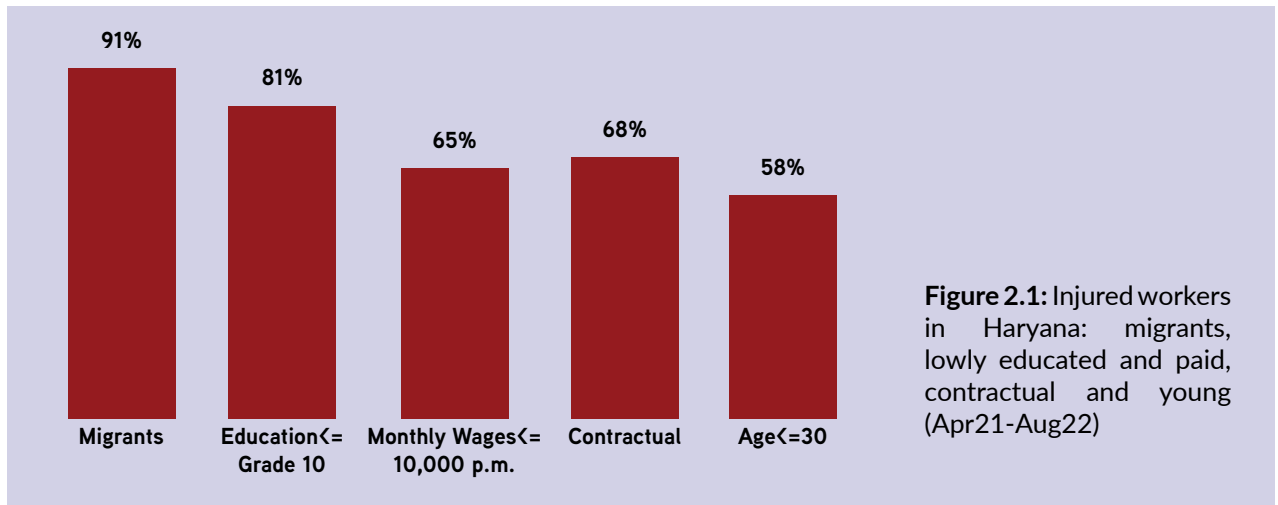


2

Vulnerable, marginalised, voiceless, and overworked workers in poor working conditions in the auto sector's supply chains

A majority of injured workers in Haryana continue to be the most marginalised and vulnerable. Maharashtra appears to be similar.

Gurugram and Faridabad, Haryana:



Recent data from Haryana (Apr21-Aug22) shows that a vast majority (1178, 91%) of the 1295 injured workers continue to be migrants, mostly from Bihar, Odisha, or Uttar Pradesh, with little education and earn very low wages.

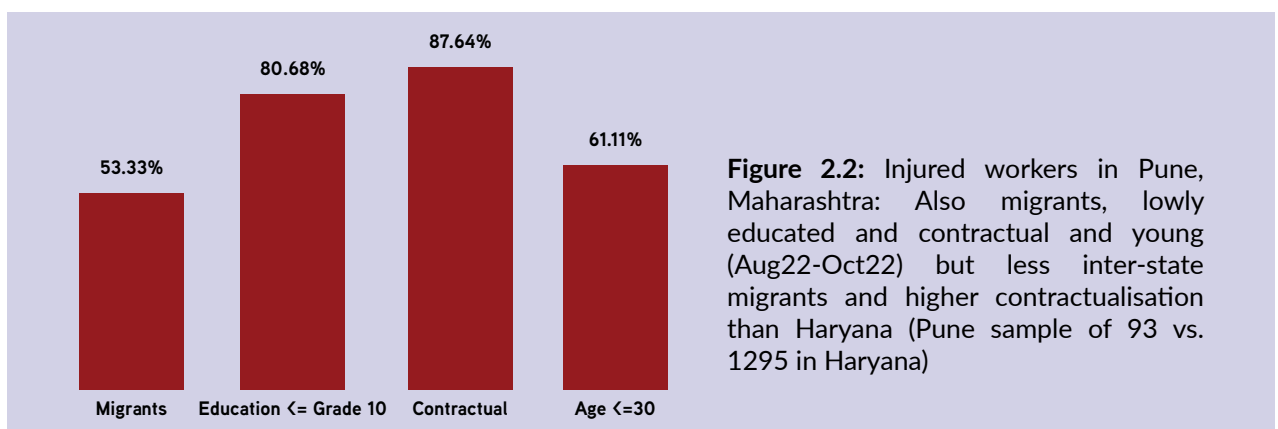
Majority (881, c.68% in this period) continues to be non-permanent employees, with often unclear employer-employee relationships, which makes legal protection inaccessible to many of them.

Sadly, the young, future workforce of the nation (less than 30 years old) continue to suffer most (751, 58%) of these injuries.

842 (65%) injured auto sector workers earn wages of Rs. 10,000 or less for an eight-hour shift and most of them work overtime, for which many of them do not get paid double the hourly rate as they should according to The Indian Factories Act 1948.

Almost none of these workers was part of any labour unions – same as reported in the past reports. Unions in Haryana do not appear to cover the auto sector supply chain well enough.

Pune, Maharashtra



In Pune, Maharashtra, in two months of operations, SII has found a relatively lower proportion of inter-state migrants (53%) from Bihar, Madhya Pradesh, and Uttar Pradesh, among injured workers. A significant proportion of injured workers were intrastate migrants from Nagpur, Nashik, Sholapur, etc., who were subjected to equally poor working conditions leading to such accidents.

88% were non-permanent employees, which is higher than Haryana. This signifies that an even higher proportion of workers may be outside the social safety nets and legal protection.

61% of injured workers were less than 30 years old. The situation of youth injuries in auto sector supply chains appears to be as poor in Pune, Maharashtra, as Haryana.

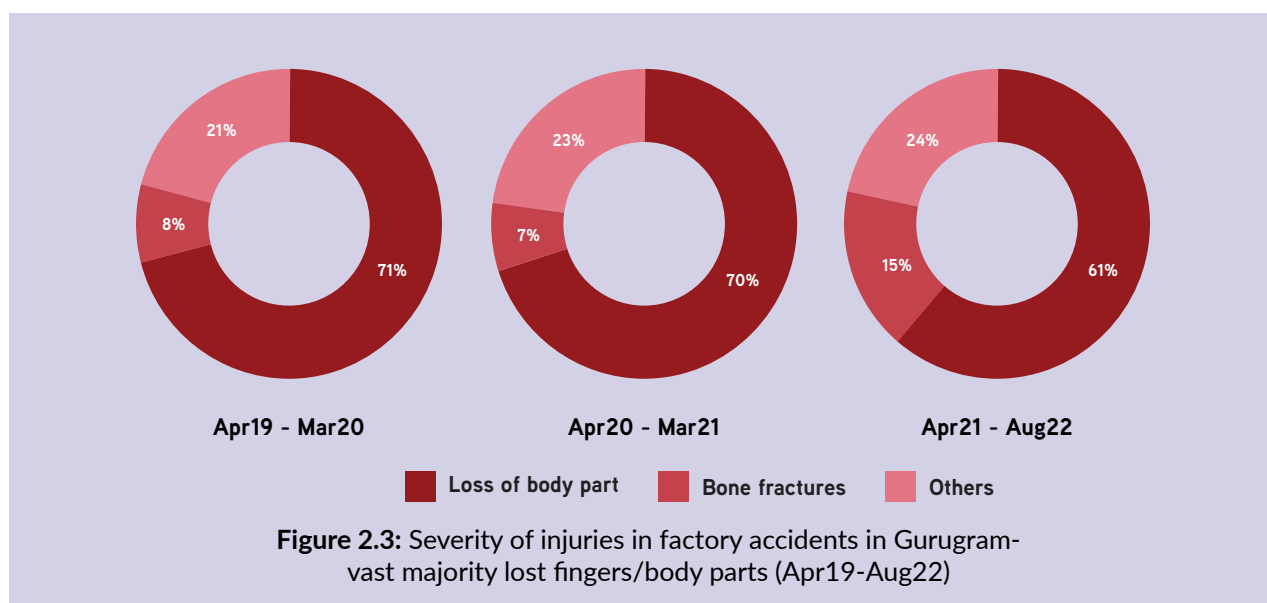
About 6% of injured workers including skilled operators earned wages of Rs. 10,000 or less for an eight-hour shift. This proportion is very small compared to Haryana but needs further investigation.

NB: As the injured worker data available to SII for analysis from Pune is much smaller than Haryana's, SII will review all these findings in CRUSHED2023 with an expected data on 500+ injured workers from Pune. However, the indicative findings from this small data set still evidences the seriousness of the issue, is comparable to observations from other hubs, and the changes expected with a larger data set are not likely to significantly change the analysis of the situation and actions required to improve the situation.

2.2 A typical crush injury to fingers results in the loss of two (2.01) fingers¹ per injured worker.

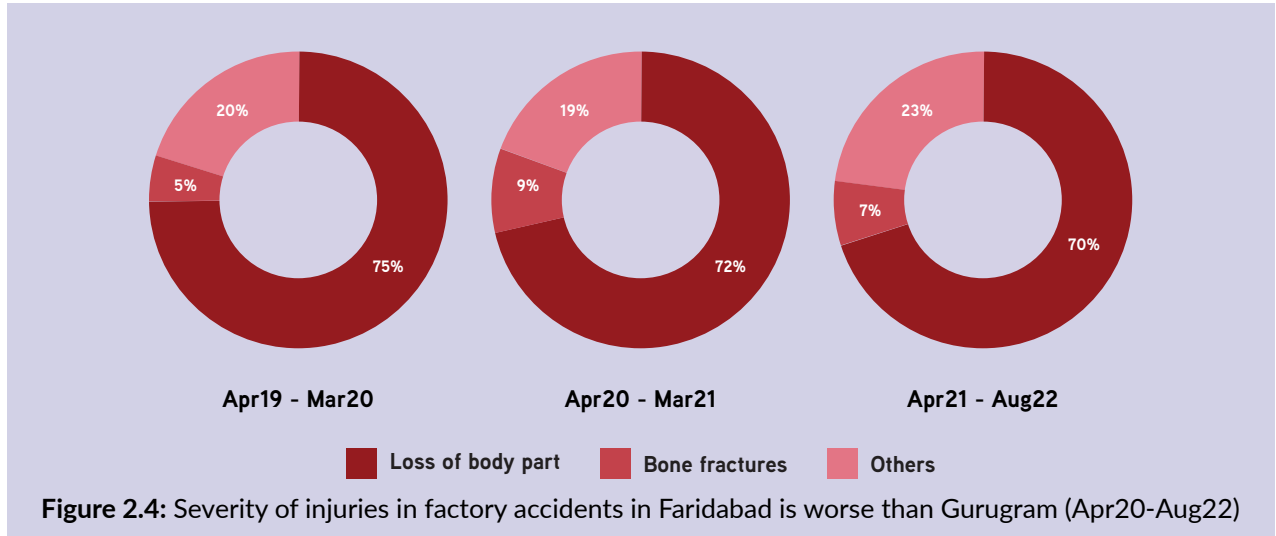
65%+ of injured workers lose their hands and/or fingers, at an average of 2.01 fingers on all types of machines eg. power press, injection moulding machine, etc.

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.

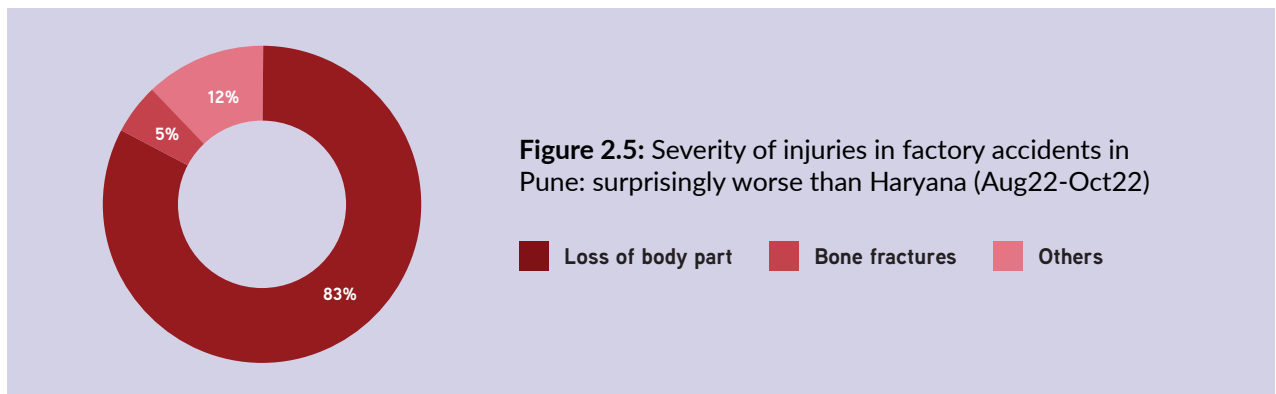


¹In the analysis of crush injuries, losing one palm is taken as losing 5 fingers, and losing both palms/ hands is taken as a loss of 10 fingers.

SII's recent findings show that the severity of injuries in the factories of automobile component manufacturers remains largely the same. In Gurugram, although the data shows a decline in the proportion of loss in body parts because of reduction in injuries on power press machines (from 59% to 51%), its incidence and proportion of accidents remain unchanged.



However, in Faridabad, the proportion of loss of body parts in crush injuries remains above 70%, worse than Gurugram.



During SII's initial work in Pune, it found the proportion of cases of loss of body parts is much higher than Haryana, indicating potentially a worse situation in Maharashtra's auto sector supply chain.

In both above graphs, "other injuries" include nerve damage, electric shock, chemical spillage and burns.

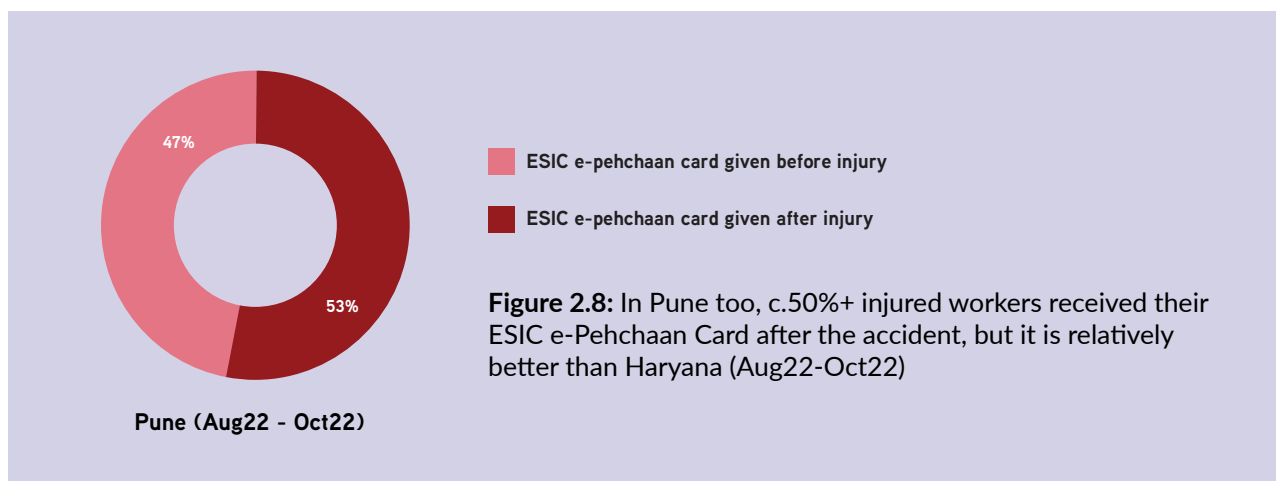
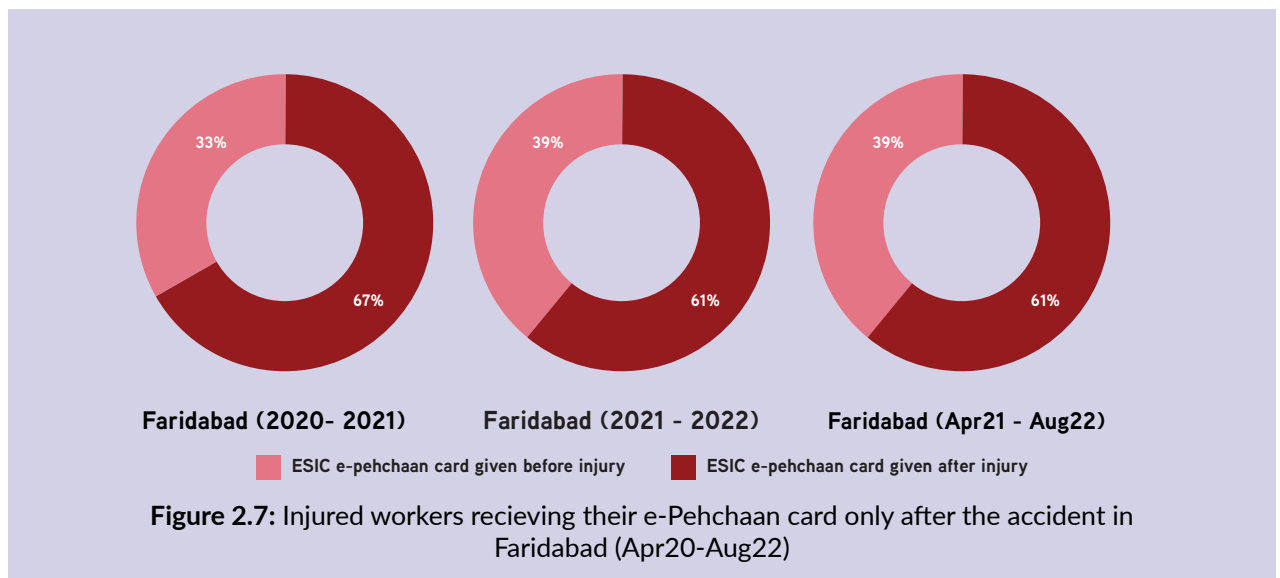
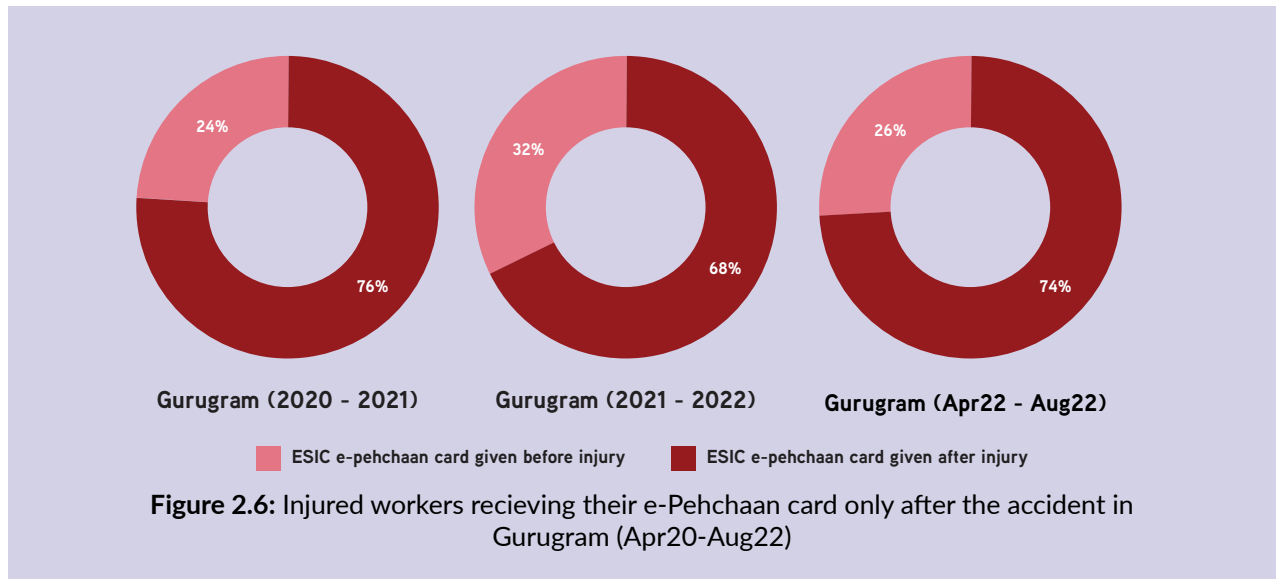
2.3

Majority of injured workers continue to get their ESIC "e-Pehchaan" card only after the accident (not on the day of joining the job, as they should).

The ESIC e-Pehchaan (identity) card 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. Interestingly, all these

injured workers did receive their card a few days after the accident. Clearly, they were not benefitting from ESIC services that they were eligible for, for several months/years, despite paying their ESIC contribution.



In SII’s discussions, it found ESIC HQ aware of and indeed concerned about this issue and terms it as “Post Accident Registration”, though it does not appear to collect centralised information on this non-compliance. 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.

2.4

Majority of 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 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. 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.

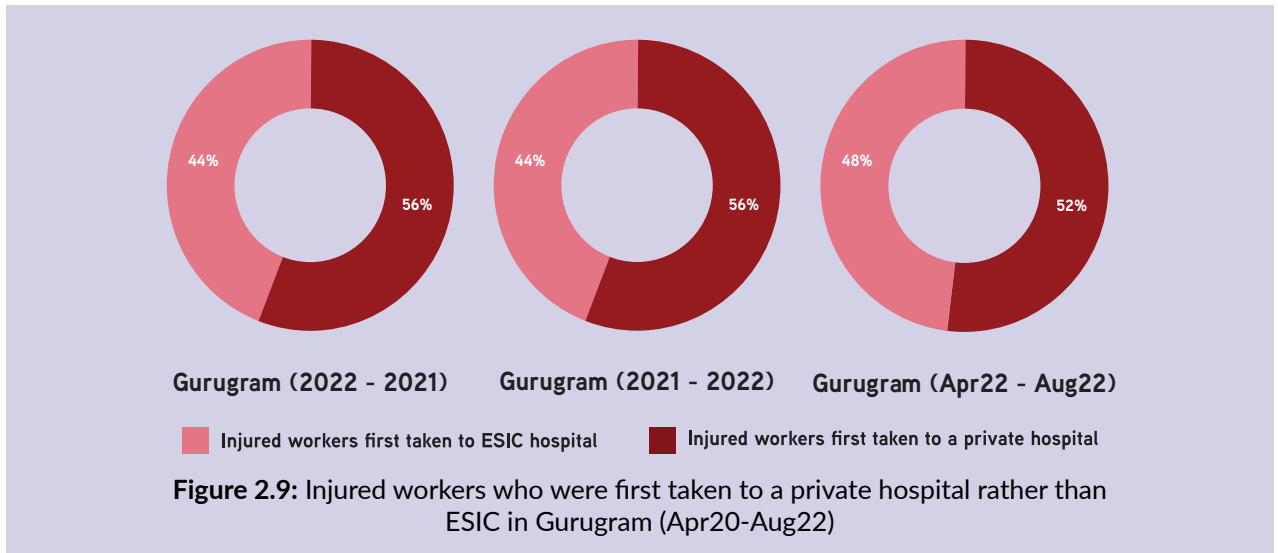


Figure 2.9: Injured workers who were first taken to a private hospital rather than ESIC in Gurugram (Apr20-Aug22)

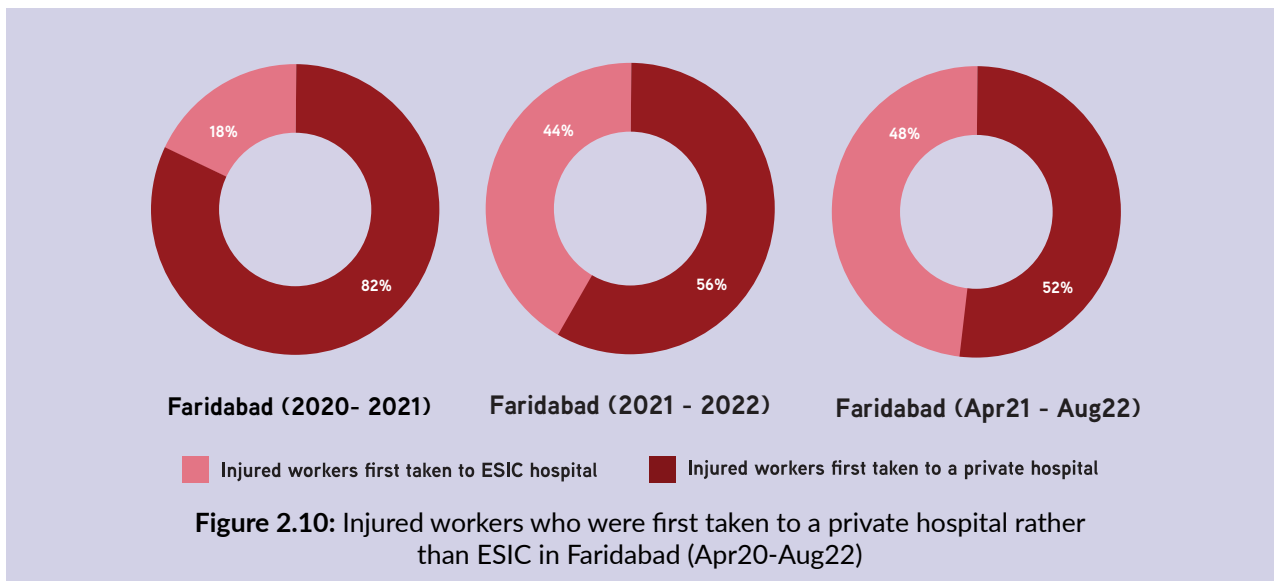


Figure 2.10: Injured workers who were first taken to a private hospital rather than ESIC in Faridabad (Apr20-Aug22)

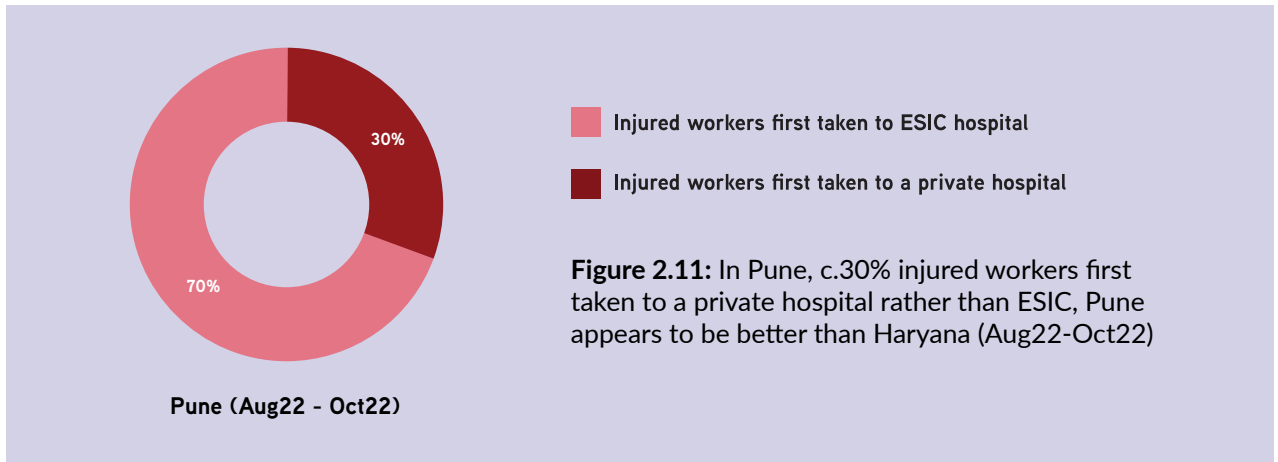


Figure 2.11: In Pune, c.30% injured workers first taken to a private hospital rather than ESIC, Pune appears to be better than Haryana (Aug22-Oct22)

In some cases, there may indeed be a good reason to take injured workers to a nearby 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 Faridabad, Gurugram, Manesar, and Pune ESIC Hospitals.

2.4.1 Injured workers who received their ESIC e-Pehchaan card after the accident had higher severity of loss of fingers in an accident.

The following 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 0.05), implying that those injured workers who received their e-Pehchaan card after the accidents had severe loss injuries v/s 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.**

ANOVA³

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	14.705	1	14.705	14.947	.000 ^b
	Residual	753.606	766	.984		
	Total	768.311	767			

- a. Dependent Variable: numbers_of_fingers_lost
- b. Predictors. (Constant), TIC_Status

Figure 2.12: The 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 (Apr21-Aug22).

Gang of Shramikpur Season 1 Episode 1-8: SII’s YouTube movie series to empower workers with ESIC knowledge so that they can use ESIC facilities better.

Gang of Shramikpur is an immersive and intimate account of an injured worker Vijay, and his journey in availing compensatory benefits from ESI after his accident



in a factory. Vijay was injured in a power press machine accident, like thousands of industrial workers across India do every year.

The series dramatically unfolds multiple challenges that a worker might face in the process of getting their ESI compensation started. Vijay's struggle is presented in the eight episodes of this first season and Raju, an ESI-informed tea-maker (in effect an advisor from Safe in India) can be seen advising him. Vijay's other friends and foes have their own take on the issue.

In the next set of 40 episodes, SII will add more complexity of ESI processes for both compensation and healthcare processes.



Gang of Shramikpur is SII's experiment to communicate about the processes and solutions of the most pressing issues that the workers' community faces regarding their Employee State Insurance scheme.

Gang of Shramikpur episodes:

https://youtube.com/playlist?list=PL-bSt7blfM1hloHSE3LtAjm7xI5nV_1Fq

2.5 The lower the wages of an injured worker—the worse the injury (in Haryana).

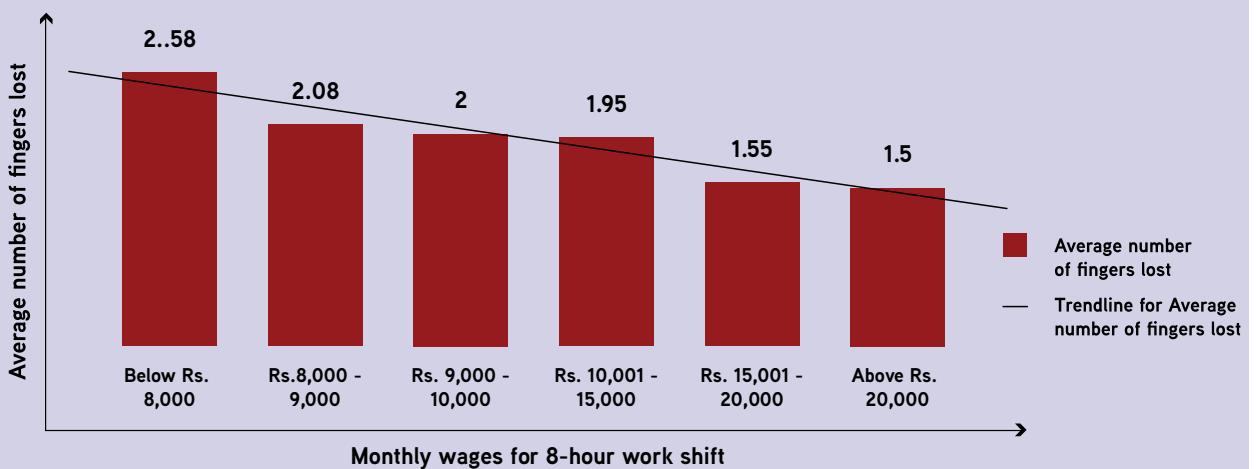


Figure 2.13: Number of fingers lost vs. monthly wages in Haryana (Apr21-Aug22)

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

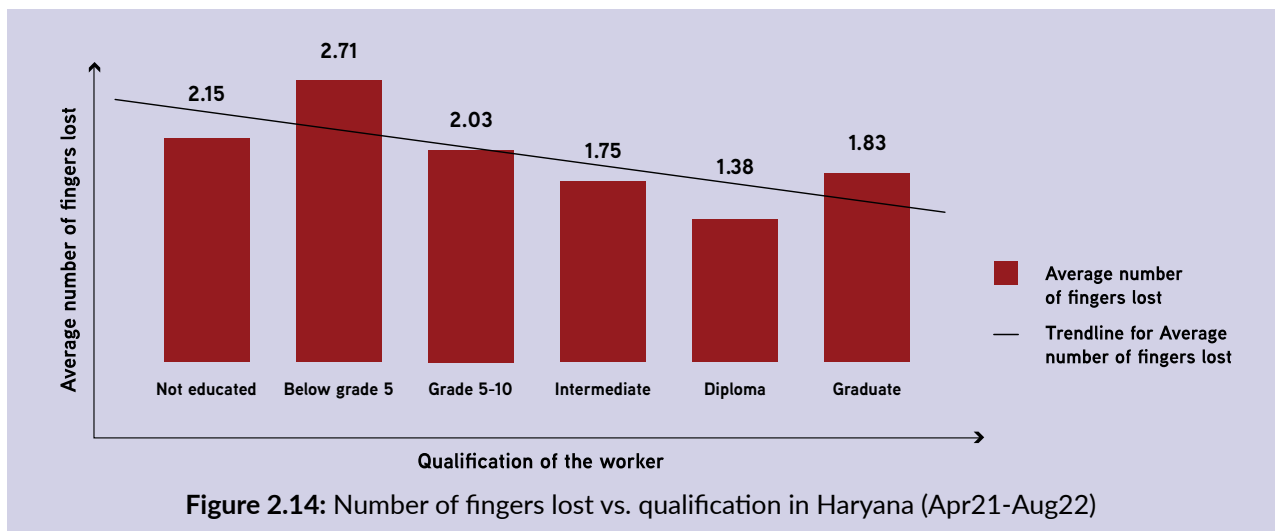
Workers earning less than Rs. 8,000 for an 8-hour workday lost an average of 2.58 fingers in Haryana and 4.5 fingers in Pune; much worse than an average of 1.55 fingers lost in Haryana and 2 fingers lost in Pune by those earning more than Rs. 15,000 p.m. It may be due to helpers being asked to operate machines, as is often seen, without adequate training and/or experience.

In Gurugram c.6% of injured workers and in Faridabad c.13% of injured workers appear to be paid below 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, and also report this information for Maharashtra.

2.6

In Haryana, more than 10% injured workers were not educated to even the minimum level prescribed by ASDC for machine operators. Injuries were worse for lower educated workers.



According to ASDC criteria², 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.7% of injured workers and in Faridabad c.25% 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 were below class 10 and all of them were operating machines when injured in non-compliance with guidelines adopted by ASDC for the industry.

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.

²Refer to: <https://www.asdc.org.in/job-roles>, and https://s3.ap-south-1.amazonaws.com/nsdcproddocuments/qpPdf/ASC_Q3401_v1.0.pdf

2.7

Majority of injured workers, both in Haryana and Pune, Maharashtra, are non-permanent.

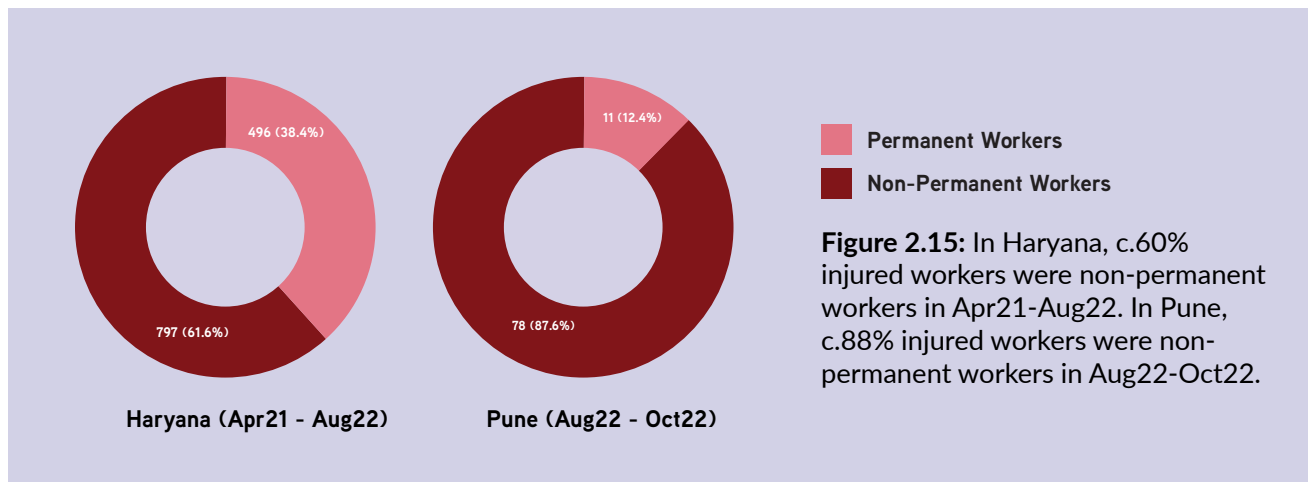


Figure 2.15: In Haryana, c.60% injured workers were non-permanent workers in Apr21-Aug22. In Pune, c.88% injured workers were non-permanent workers in Aug22-Oct22.

In Haryana, the proportion of non-permanent injured workers continues to be high at c.62% (70% in 2021). This proportion is even higher in Pune, Maharashtra, where c.88% of injured workers met and assisted by SII were on non-permanent roles.

2.8

Permanently employed workers should feel no safer than non-permanent ones in both Haryana and Maharashtra.

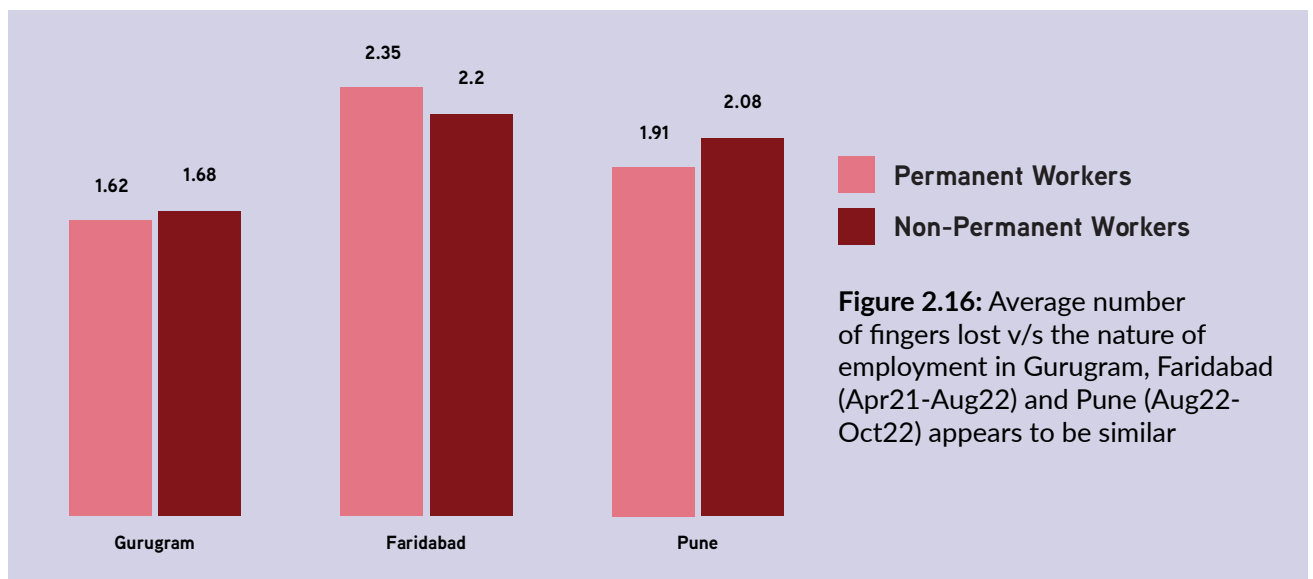
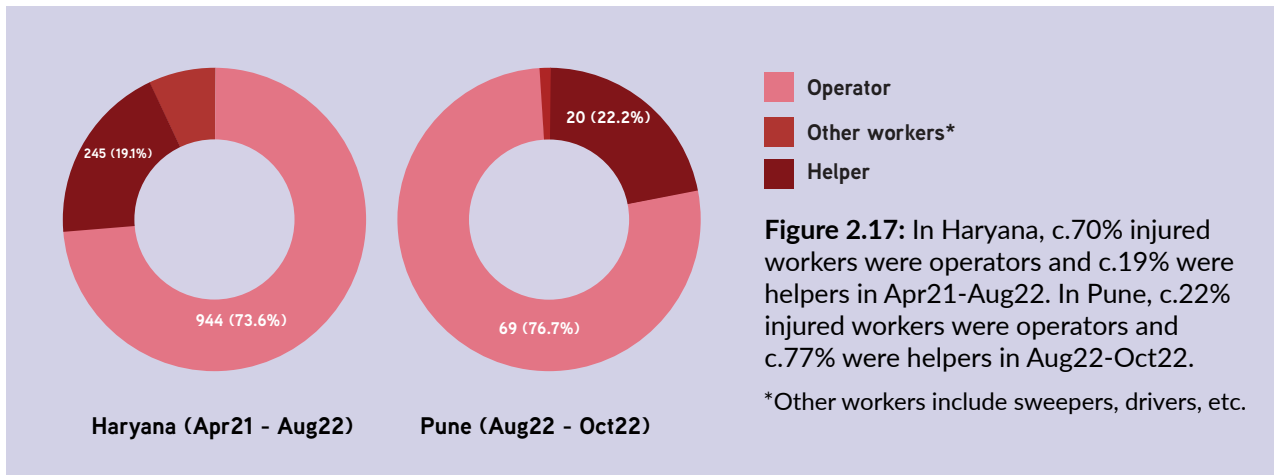


Figure 2.16: Average number of fingers lost v/s the nature of employment in Gurugram, Faridabad (Apr21-Aug22) and Pune (Aug22-Oct22) appears to be similar

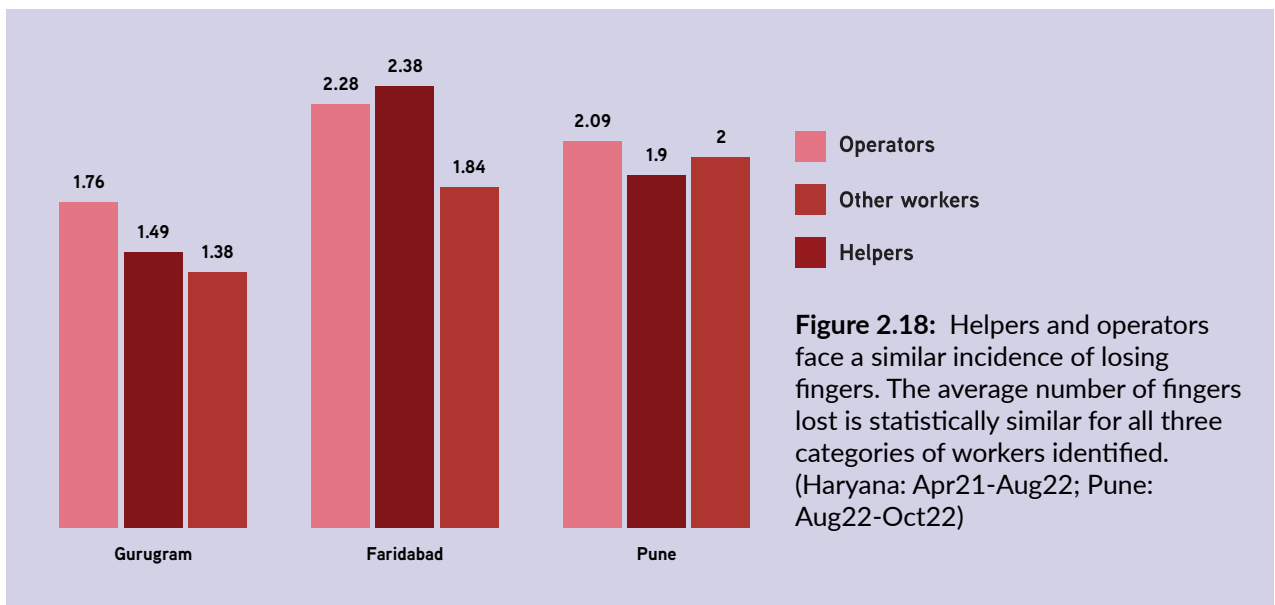
There is an insignificant statistical difference between the nature of employment (permanent vs. non-permanent roles) and average number of fingers lost in each group. In Gurugram and Pune, the average number of fingers lost is higher for non-permanent workers. However, in Faridabad, the injured workers on permanent roles, on an average, lose a higher number of fingers compared to the non-permanent workers. 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.

2.9

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



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



2.10

About half of the injured workers in Haryana reported shift timings exceeding 12 hours, and not being paid for overtime at the legal rates, in violation of the Factories Act.

The Indian Factories Act 1948 allows overtime and soon-to-be-enacted (Occupational Safety & Health and Working Conditions (“OSH & WC”) Labour Code has increased the “spreadover³” from 10.5 hours to 12 hours. However, the Code has retained that the total number of hours are not allowed to exceed 48 hours per week. This is clearly being

³According 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

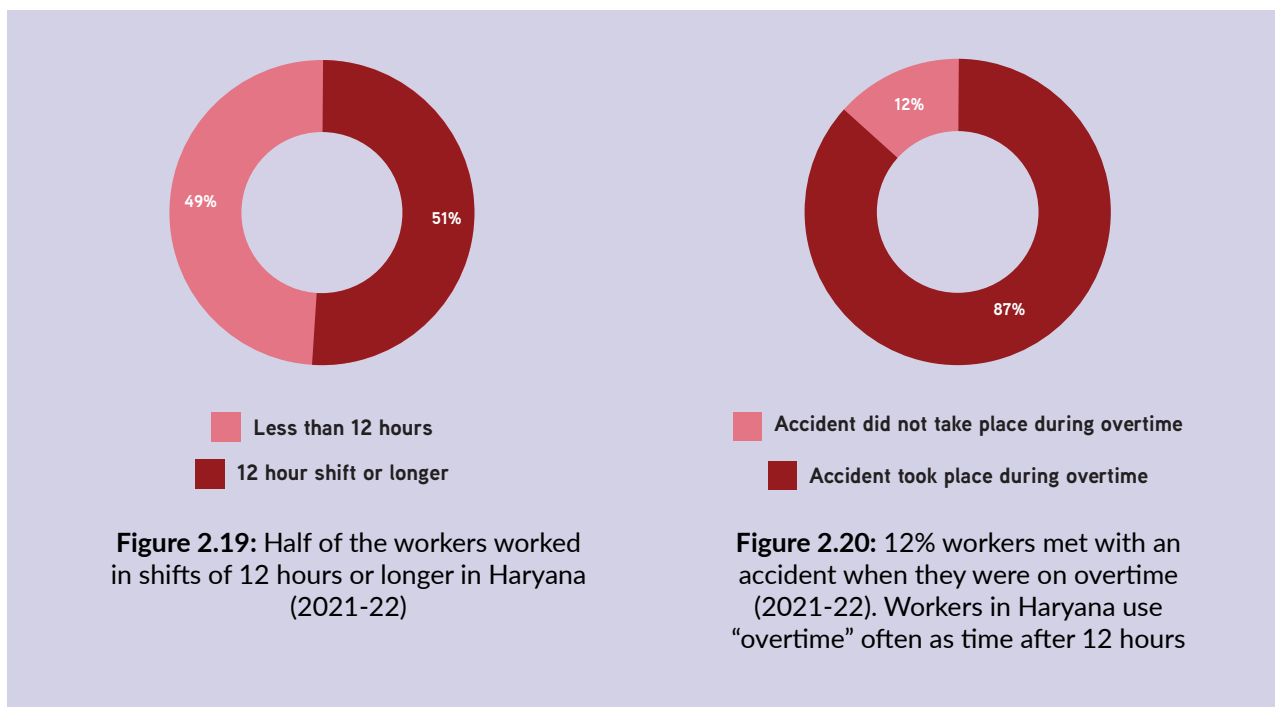
breached in most of these injured workers' cases with no legal consequences. It is possible that "piecemeal rates" are being used to circumvent this provision. SII will investigate this further in future reports.

IS&H Gurugram, Department of Labour, Haryana, advise the following normal shift timings used by most companies in Haryana, which must also be displayed in the factories.

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

Also, more than half (51%) of the injured workers advised that they worked in shifts of 12 hours or longer, as below



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

2.11

Significant false reporting of shift-duration in "Accident Reports" submitted to ESIC indicating potential legal violation(s)

- 31 (39%) mention shift duration of 8 to 9 hours whereas these injured workers have advised SII of their shift duration of 12 hours.
- Only 4 (5%) mention 11/12 hour shifts.

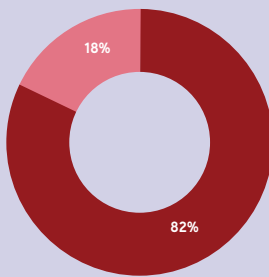
SII's recent analysis of 80 accident reports submitted to ESIC by employers at Faridabad and Gurugram reveal the following untruths:

Examples of 'untruths' in Accident Reports submitted to ESIC

- Case 1:** Shift time in the Accident Form: 9 AM to 5.30 PM
Shift time advised by worker to SII: 8 AM to 8 PM
Accident time in the Accident Form: 12 PM (6.5 hours after the closing shift time stated by employer)
- Case 2:** Shift time as per employer 8 AM to 4.30 PM
Shift time advised by worker 8 AM to 8 PM
Accident time 2.55 AM (10.5 hours after the closing shift time stated by employer)
- Case 3:** Shift time as per employer 9 AM to 6 PM
Shift time advised by worker 8 AM to 8 PM
Accident time 10.30 PM (4.5 hours after the closing shift time stated by employer)

It is reasonable to assume that these long working hours become contributory factors to fatigue-caused accidents (12% of these injured workers said they were on overtime-after 12 hours of shift time-at the time of these accidents). Any solution, therefore, must address this issue too.

2.12 Unsafe working conditions on the shop floor and inadequate safety provisions.



Machines with Sensor

- Machines with sensor
- Machines without sensor

Figure 2.21: In Haryana, 82% machines were without safety sensors and/or inadequate safety mechanisms, at the time of accident (2021-22)

“मेरी मशीन से मेंटिनेंस वाले ने सेंसर निकाल दिया क्योंकि प्रोडक्शन कम निकल रहा था लेकिन प्रोडक्शन मीटर नहीं हटाया क्योंकि कंपनी वालों को केवल प्रोडक्शन से मतलब है”

(The maintenance person removed the sensor from my machine because the production was less but did not remove the production meter because the company only cares about the production.)

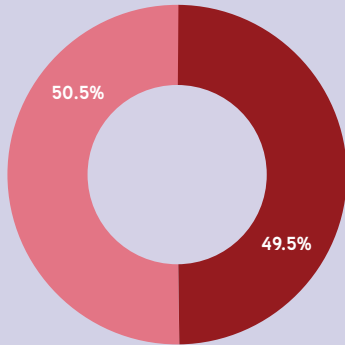
– प्रमोद कुमार, 26 वर्ष, उत्तर प्रदेश, Honda के लिये एल्युमिनियम के वाशर बनाते समय बायें हाथ की 4 उंगली कट गयी।



“प्रोडक्शन कम निकलने पर प्रोडक्शन मीटर तो तुरंत लग जाता है लेकिन हाँथ कटने पर सेफ्टी गार्ड नहीं लगता है।”

(when the production is less, meter is installed immediately, but the safety guard is not installed when the hand is lost.)

– सोनी, 25 वर्ष, बिहार, बाएं हाथ की चार उंगलियां पावर प्रेस पर कट गईं। मारुति के ब्रेक पार्ट बनाते समय दुर्घटना हो गयी, फरीदाबाद की फैक्ट्री में।



■ Accident did not take place on a malfunctioned machine

■ Accident took place on a malfunctioned machine

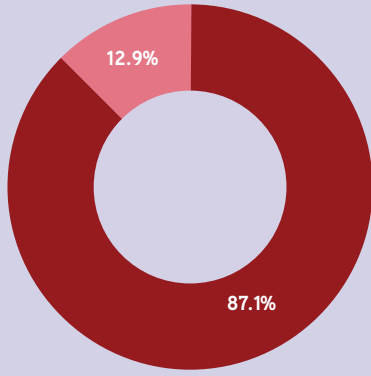
Figure 2.22: In Haryana, c.50% injured workers identified the malfunctioning of machines as a problem before the accident (2021-22)

As highlighted in the previous reports, in Haryana, in 2021-22 too, lack/absence of safety sensors and/or other safety mechanisms not working (82%) is the largest reason for the accident. This is followed by the incidence of malfunctioning of machines (50%). Majority of power press injuries happen because of lack of safety sensors.

Over 50% injuries reported to SII occur on dangerous power press machines.

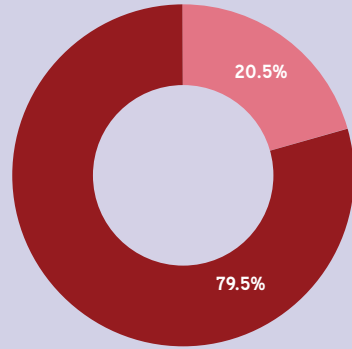
- 1) On average the number of fingers lost on a power press machine is 2.3 fingers. The average fingers lost remain c. 2 fingers.
- 2) 2x probability of losing fingers on a power press machine. Other machines on which accidents happen are: moulding machine, drilling machine, cutting machine, die casting, crane machine, etc.
- 3) A majority of workers injured on the power presses are inadequately trained and have low education levels.
- 4) Young and old workers lose fingers equally on power presses; experience does not seem to make up for unsafe machines.
- 5) A majority of power presses that caused injuries should have had safety sensors but did not; other required PPE also often missing. These are violations of regulations and potential criminal offences.

On average the number of fingers lost on a power press machine is 2.3 fingers. The average fingers lost remain c. 2 fingers on all machines.



■ Machines with sensor
■ Machines without sensor

Figure 2.23: In Haryana, c.87% power presses were without safety sensors at the time of accident (2021-22)



■ Machines with the required inspection
■ Machines without the required inspection

Figure 2.24: In Haryana, c.80% injured workers reported that power press machines on which their accident took place, were operating without the required inspection (2021-22)

In the absence of proper audits and inspections, the number of cases of workplace accidents in auto sector component manufacturing units has gone up.



3

Worker injuries in the large and powerful auto sector is a national issue. The auto-sector brands are best placed to address it.

As stated in Section 1.2, the 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 understanding the role and responsibility of the Indian auto sector, one of the largest sectors of the Indian economy and its original equipment manufacturers (OEMs) to address this critical issue.

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.

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%.¹

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

The sector is, therefore, one of the largest employers 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 2026². All this makes it incredibly important for the sector to do better for their workers.**

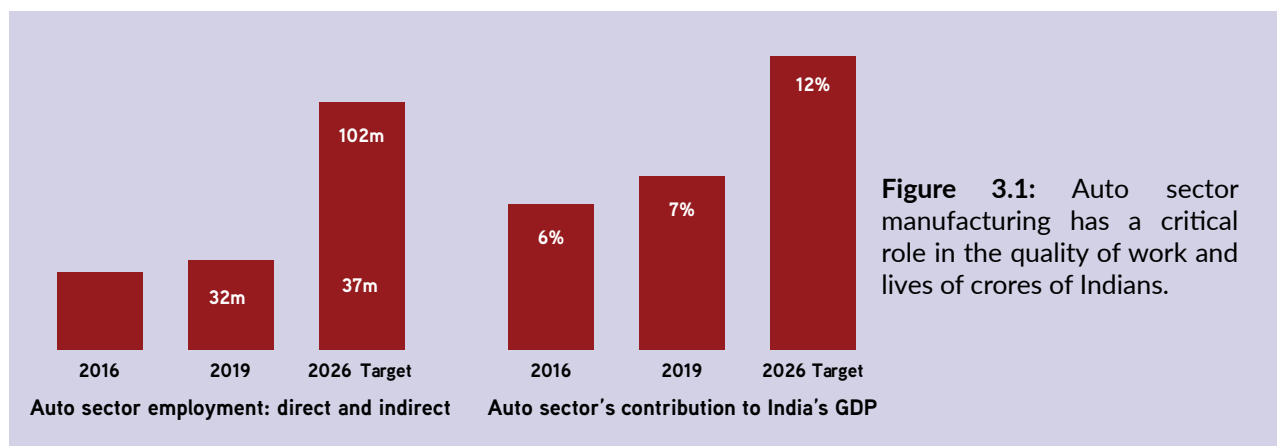


Figure 3.1: Auto sector manufacturing has a critical role in the quality of work and lives of crores of Indians.

As a result of the above, all 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 India³. There is clearly an interdependence between the states and the industry, and thus the ability of the sector to influence both the state policies about workers and the implementation of such policies.

“India is the largest 2-wheeler and 3-wheeler producer, 2nd largest heavy bus producer, 5th largest heavy truck producer, 4th largest car producers and 9th largest light commercial vehicle producer in the world”

-Society of Indian Auto Manufacturers (SIAM)⁴

¹From: <https://www.siam.in/uploads/filemanager/47AUTOMOTIVEMISSIIONPLAN.pdf>

²Ministry of Heavy Industries and Public Enterprises (Annual reports 2019-20 and 20-21), SIAM Annual report (2019-20 and 2016-17)

³MOSPI, NITI Ayog report on National Multidimensional Poverty Index Baseline Report based on NFHS-4 (2015-16)

⁴SIAM Annual report (2020-21)














3.2 Worker crush injuries in the auto sector supply chain continue in the thousands annually and nationally.

As stated in Chapter 1, SII has found and assisted c.4,000 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 FY 22-23, SII expects to find 70-80 auto sector injured workers every month just in Haryana, i.e. close to a rate of 1,000 pa and another c.250 in Pune Maharashtra in its first six months of operations. In addition to this, SII now has initial data 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 c.2.5% of national accidents in government reports, the national accidents in this supply chain are likely to be in several thousands a year.

3.3 SII's operations in Haryana, and now Maharashtra, and quick small surveys in Tamil Nadu, Karnataka, Rajasthan and Uttarakhand, demonstrate crush injuries in the supply chains of all the top 10 OEMs across all these states, and therefore also the potential for national level collaborative solutions.

OEMs	Haryana		Maharashtra	Tamil Nadu	Karnataka	Rajasthan	Uttarakhand	Total
	Total Mar '21 - Apr '22	Total Apr '22 - Aug '22						
	498 (62%)	301 (61%)	7 (8%)	0	0	3 (19%)	0	809
	325 (41%)	174 (35%)	3 (3%)	1 (3%)	0	5 (31%)	0	508
	305 (38%)	163 (33%)	3 (3%)	0	0	3 (19%)	0	474
	42 (5%)	28 (6%)	0	0	2 (4%)	0	0	72
	31 (4%)	12 (2.44%)	45 (48%)	0	1 (2%)	0	4 (8%)	93
	7 (1%)	6 (1%)	1 (1%)	10 (33%)	1 (2%)	1 (6%)	0	26
	24 (3%)	5 (1%)	55 (59%)	6 (20%)	14 (29%)	0	19 (48%)	123
	19 (2.4%)	7 (1.42%)	0	0	1 (2%)	0	0	27
	2 (0.25%)	0	0	3 (10%)	0	0	0	5
	9 (1%)	11 (2%)	7 (8%)	0	1 (2%)	0	16 (40%)	44
	2 (0.25%)	1 (0.2%)	1 (1%)	7 (23%)	10 (20%)	0	1 (3%)	22

RED More than 10% of accidents

AMBER Below 10% of accidents

WHITE No accidents reported to SII yet



Soni, 25, Gurugram, Haryana, lost four fingers on a power press machine, while making parts for Maruti Suzuki.

"When the production is low, the production metre is installed immediately, however the safety guard is not installed when someone's hand is lost."

Pramod Kumar, 26, Gurugram, Haryana, lost four fingers on a power press machine, while making part for Honda.

"The maintenance person removed the sensor from my machine because the production was less but did not remove the production metre because the company only cares about the production."

Raju Amaravati, 32, Hubli, Karnataka, lost five fingers on a power press machine, while making parts for JCB.

"When I changed the front parts of the JCB, I stuck my hand in it and it got stuck."

Mohan Zafrudeen, 37, Chennai, Tamil Nadu, lost one finger on a cutting machine, while making parts for Hyundai.

"While I was working, I accidentally put my fingers in the cutting machine and my finger was cut off."

Sadanda Karjgi, 40, Dharwad, Karnataka, lost five fingers on a grinding machine, while making parts for Eicher.

"While I was working on the car head, it missed the jack and fell on my finger and broke the finger."

Deva Sagayam, 38, Chennai, Tamil Nadu, lost one finger on the lathe machine, while making parts for Ashok Leyland.

"While I was working on the machine, it broke off and fell on my left hand, causing my left hand to be severely amputated."

Different workers' pictures used due to confidentiality and availability

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



4

**Latest national worker
Injury data for individual
auto-sector brands'
(OEMs') supply chains**

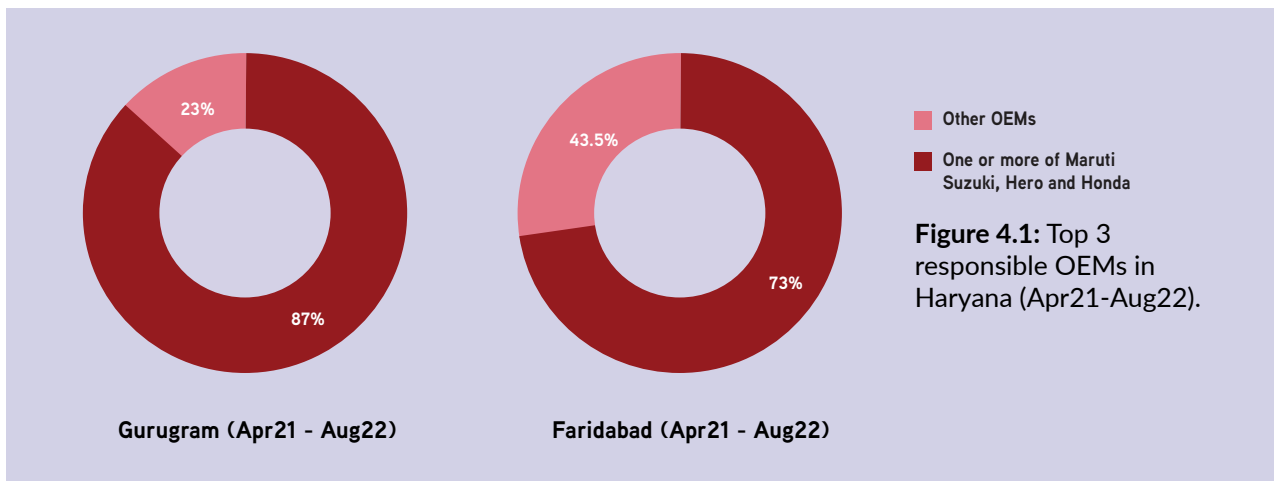
This chapter states worker injuries reported per OEM by the injured workers who are aware of the buyer OEM from one or more of sources, including: (a) their supervisor advises them, (b) there are 'auto part' drawings displayed in factories, (c) visits of auditors from buyers, (d) imprint of brands on 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, 80%+ injured workers know the OEM they/their factories have been making parts for.

Proportions in the following figures add to more than 100% due to shared supply chains where injured workers state more than one OEMs for which their factory makes parts.

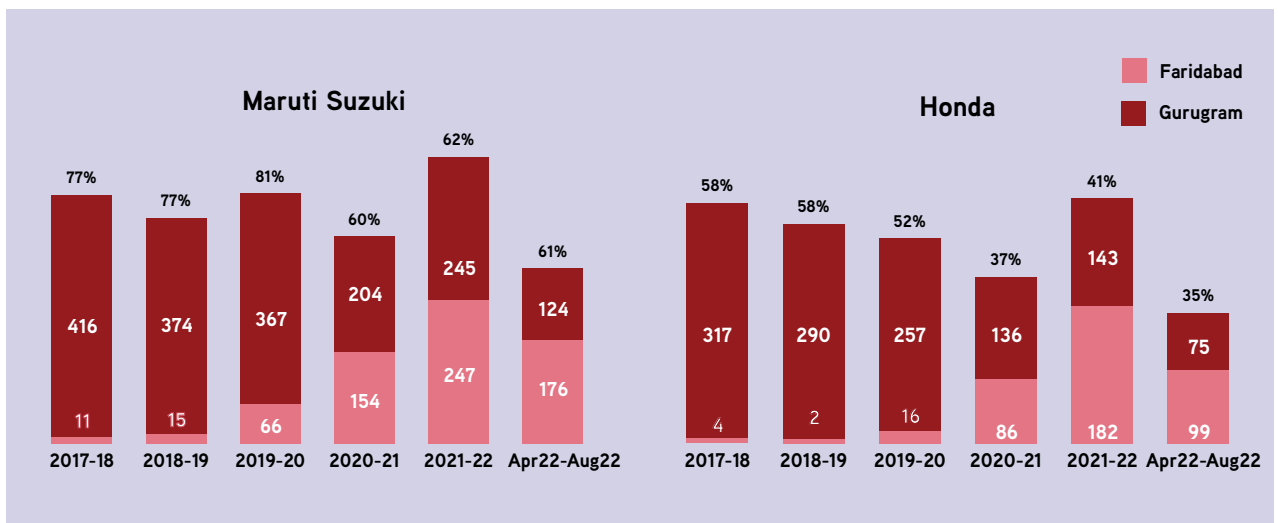
Below is state-wise analysis of top 2/3 OEMs in each of the six states to enable these OEMs to focus their intervention efforts

4.1 Haryana

4.1.1 Top 3 responsible OEMs in Gurugram and Faridabad, Haryana (Apr21-Aug22).



Maruti Suzuki, Hero, and Honda's supply chain continue to be the top 3 contributors to industrial accidents in Haryana. Even individually, each of these three OEMs are the largest sources of these crush injuries (2017-Aug22).



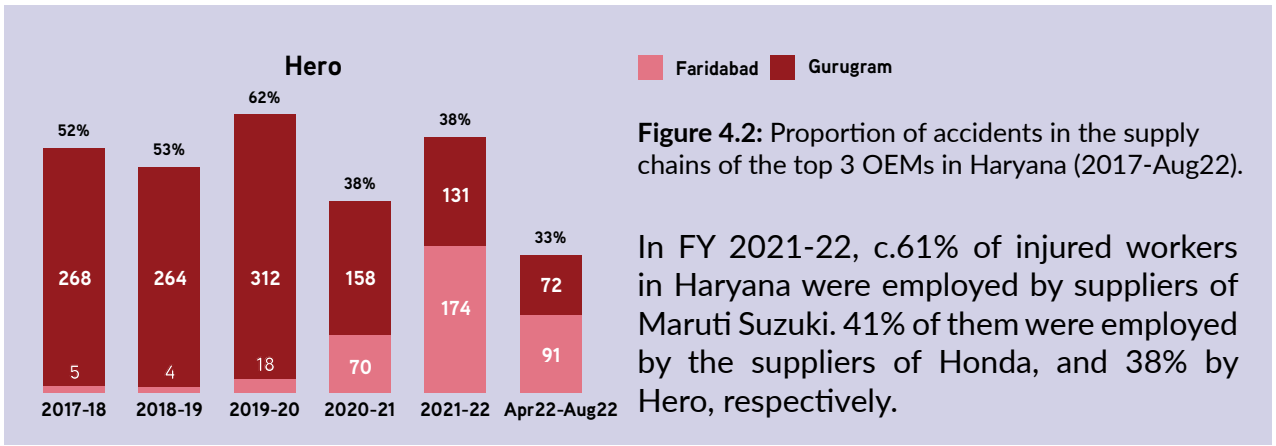


Figure 4.2: Proportion of accidents in the supply chains of the top 3 OEMs in Haryana (2017-Aug22).

In FY 2021-22, c.61% of injured workers in Haryana were employed by suppliers of Maruti Suzuki. 41% of them were employed by the suppliers of Honda, and 38% by Hero, respectively.

4.1.2

Accidents also occur in the supply chain of other OEMs—as seen in this data from JCB, TATA Motors, Mahindra, Yamaha, Eicher, TVS, Escorts, BMW and Bajaj factories/suppliers in Gurugram and Faridabad (2020-Aug22).

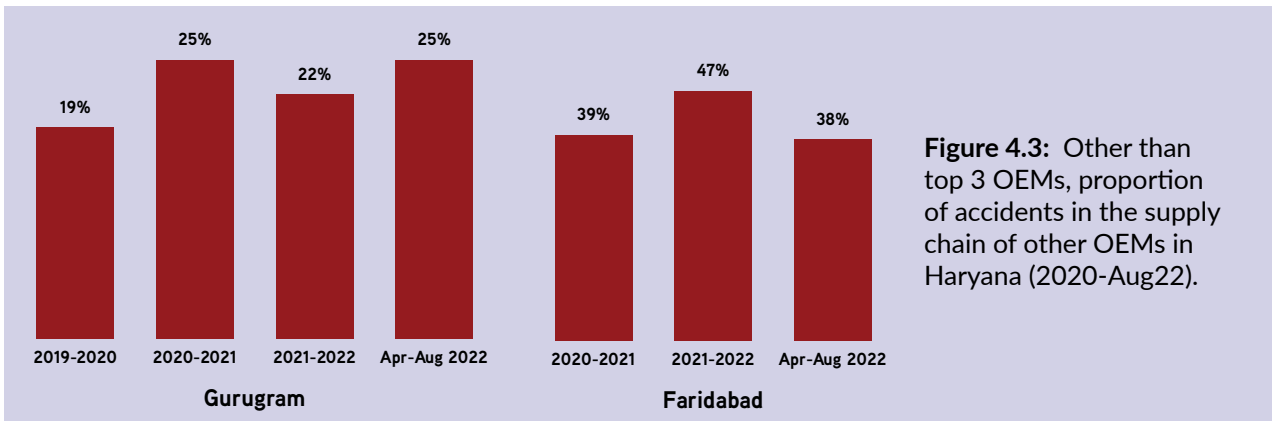


Figure 4.3: Other than top 3 OEMs, proportion of accidents in the supply chain of other OEMs in Haryana (2020-Aug22).

As reported in CRUSHED 2021, 25% of the injured workers in Gurugram were making parts for other OEMs –mainly TATA Motors, TVS, Bajaj and Eicher; this proportion continues to be about the same.

However, in Faridabad, this proportion increased further from 39% (Dec 20 to Mar 21) to 47% (2021-2022) and reduced again to 38%, with a slightly different mix of these other OEMs – mainly JCB, Yamaha, Escorts, and Eicher.

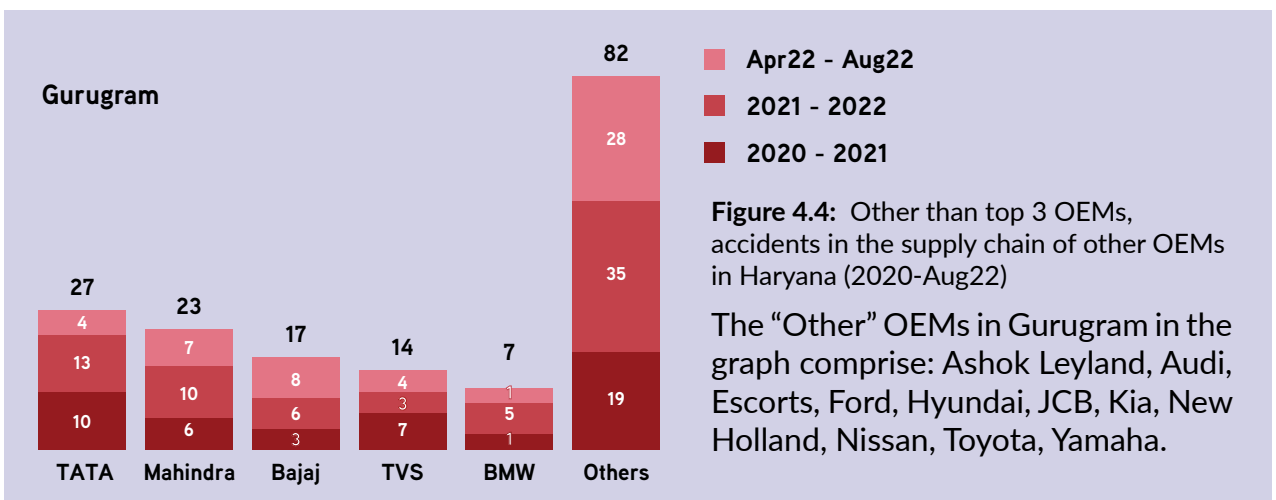
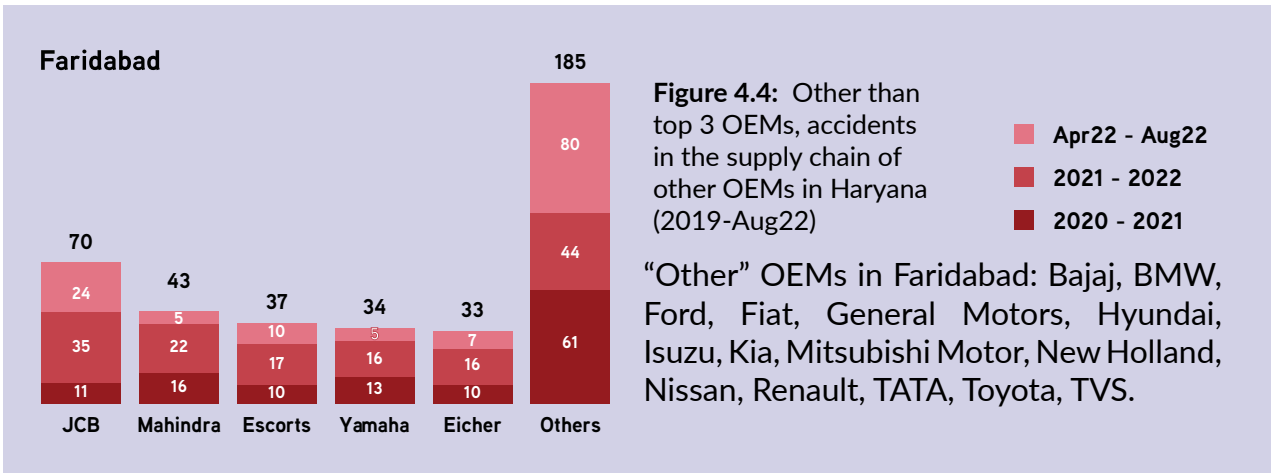


Figure 4.4: Other than top 3 OEMs, accidents in the supply chain of other OEMs in Haryana (2020-Aug22)

The “Other” OEMs in Gurugram in the graph comprise: Ashok Leyland, Audi, Escorts, Ford, Hyundai, JCB, Kia, New Holland, Nissan, Toyota, Yamaha.





Vast majority (82%) of workers are sure of the OEMs they were making parts for.

One OEM had questioned the accuracy of worker’s knowledge about the OEM they were making parts for at the time of injury and/or their factory makes parts for. SII conducted an analysis of injured workers in Faridabad in the period Apr22-Aug22, and found that 82% were certain of their buyer OEMs and only 18% were not aware. This report’s OEM analysis is therefore not only robust but actionable by OEMs.

- Total number of injured workers assisted: 370.
- Of those, work(ed) in the auto sector supply chain: 301 (81%).

Of these 301, as advised by workers:

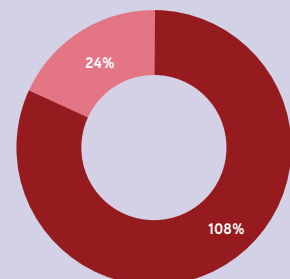
- Maruti Suzuki, Hero, Honda suppliers: 200 (54%),
- Escort, JCB, Yamaha, Mahindra, Swaraj, Eicher: 33 (9%),
- Maruti Suzuki, Hero, Honda and Bajaj/ JCB/, Mahindra/ TVS/ Eicher/ Escort/ Denso/ Victoria etc: 70 (19%), and
- Workers who were not aware to which OEM their factories supply to but know that their factories manufacture parts for trucks, tractors, buses, bikes, 4 wheeler, 2 wheeler, railways, aeroplane etc.: 67 (18%).

4.2 Maharashtra: Pune

4.2.1 Top 2 responsible OEMs in Pune, Maharashtra (Aug22-Oct22)

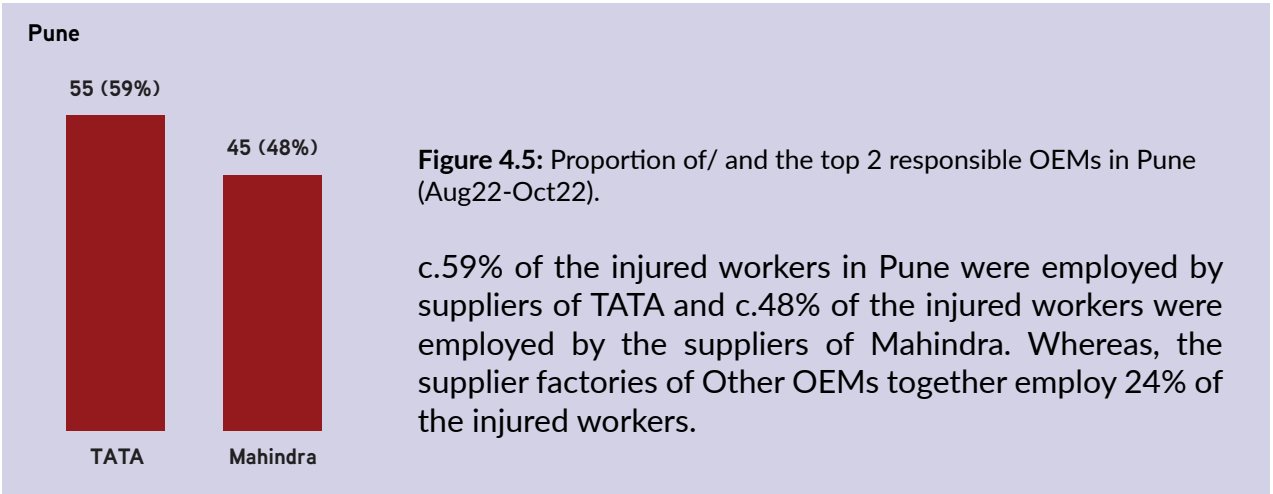
In Pune, Maharashtra; TATA and Mahindra are the top 2 OEMs. All the injured workers SII has met in Pune reported that their factories supplied to TATA, Mahindra or a combination of both.

Other OEMs (light red) One or more of TATA & Mahindra (dark red)

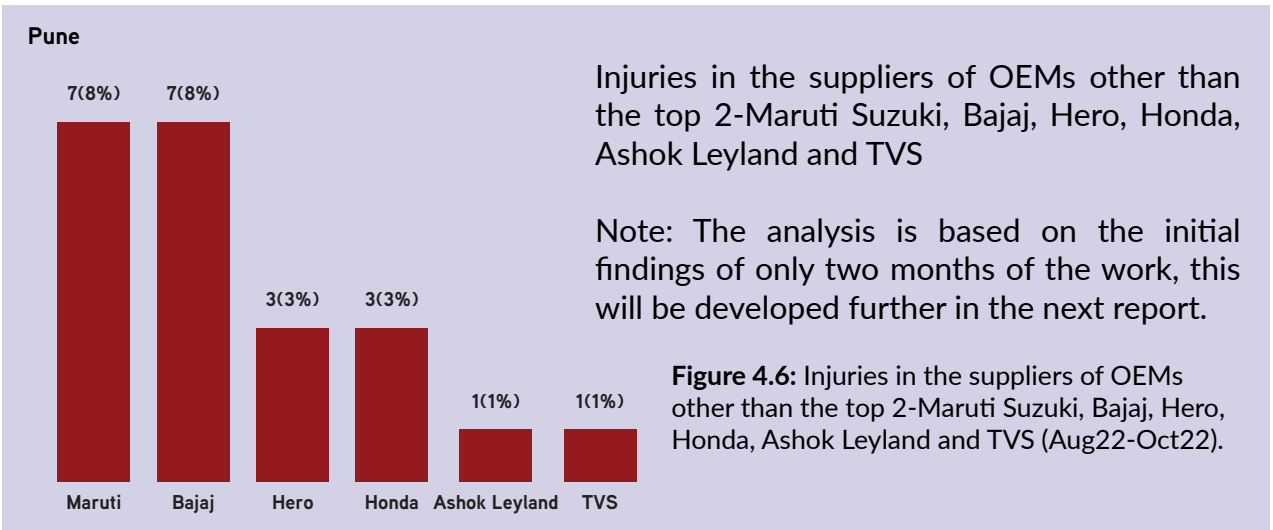


Pune (Aug22 - Oct22)



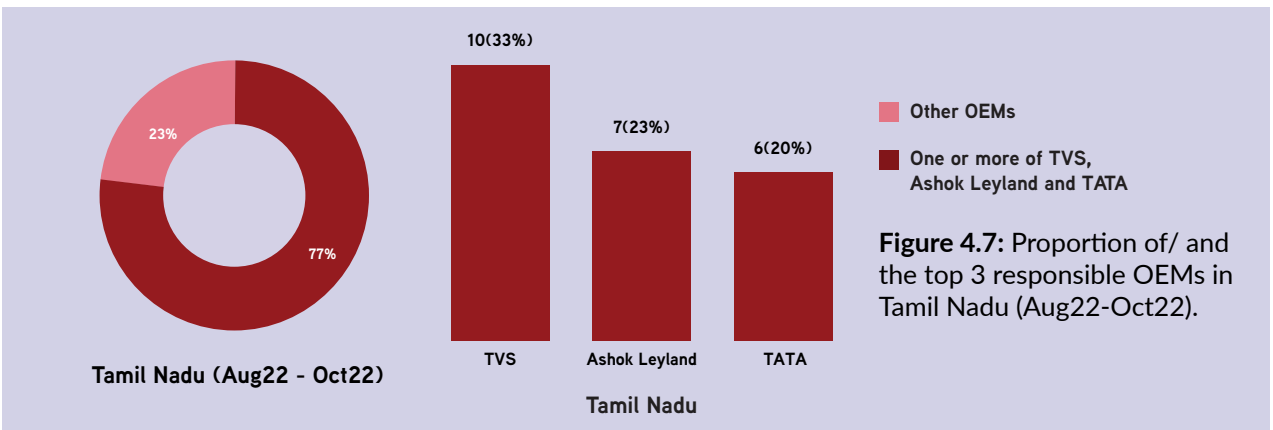


4.2.2 Other than the above top 2 responsible OEMs, Maruti Suzuki, Bajaj, Hero, Honda, Ashok Leyland and TVS' supply chains are also significant contributors to these accidents in Pune, Maharashtra.



4.3 Tamil Nadu: Ayanavaram, Saidapet, Avadi, Chetpet, K. K. Nagar, Perambur, Sriperumbudur, Ambattur, and Thalli road

4.3.1 Top 3 responsible OEMs in Tamil Nadu (Aug22-Oct22)



In Chennai, Tamil Nadu; TVS, Ashok Leyand and TATA are the top 3 OEMs. 77% of the injured workers found in Chennai, Tamil Nadu were employed by suppliers either of these three or a combination of them

4.3.2 Other than the above top 3, responsible OEMs-Hyundai and Honda's supply chains also contribute to these accidents in Tamil Nadu (Aug22-Oct22).

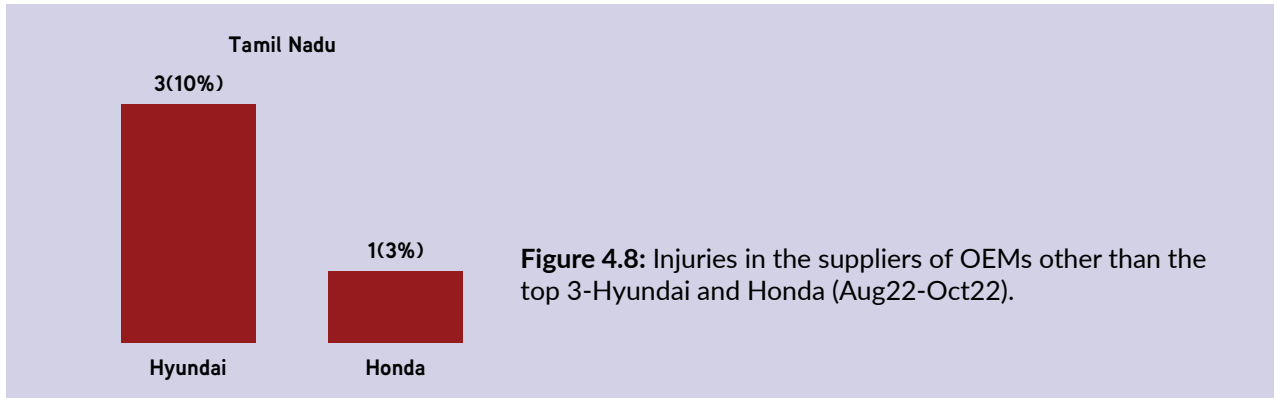


Figure 4.8: Injuries in the suppliers of OEMs other than the top 3-Hyundai and Honda (Aug22-Oct22).

4.4 Karnataka: Bidadi, Belagavi, Bommasandra Ind. Area, Hoskote, Peenya, Rajajinagar, and Shivamogga

4.4.1 Top 3 responsible OEMs in Karnataka (Aug22-Oct22).

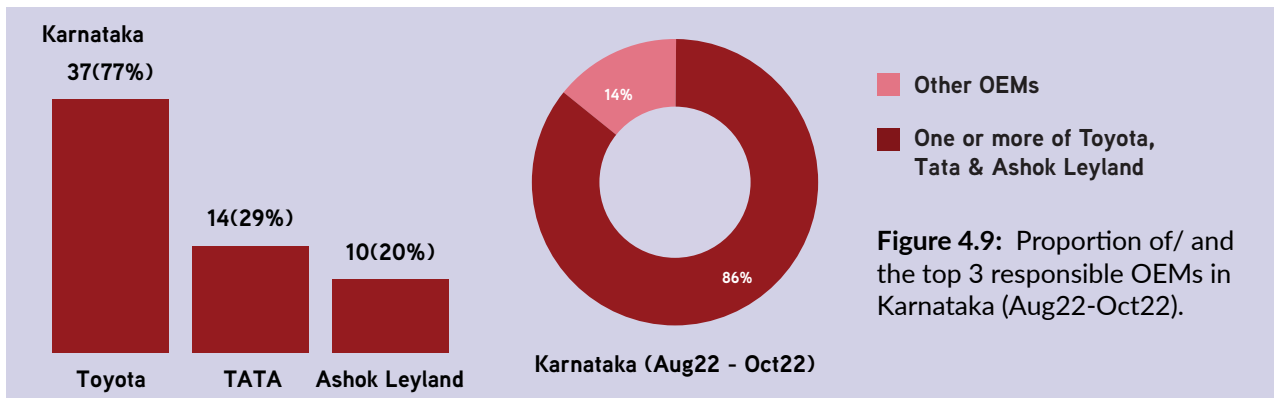
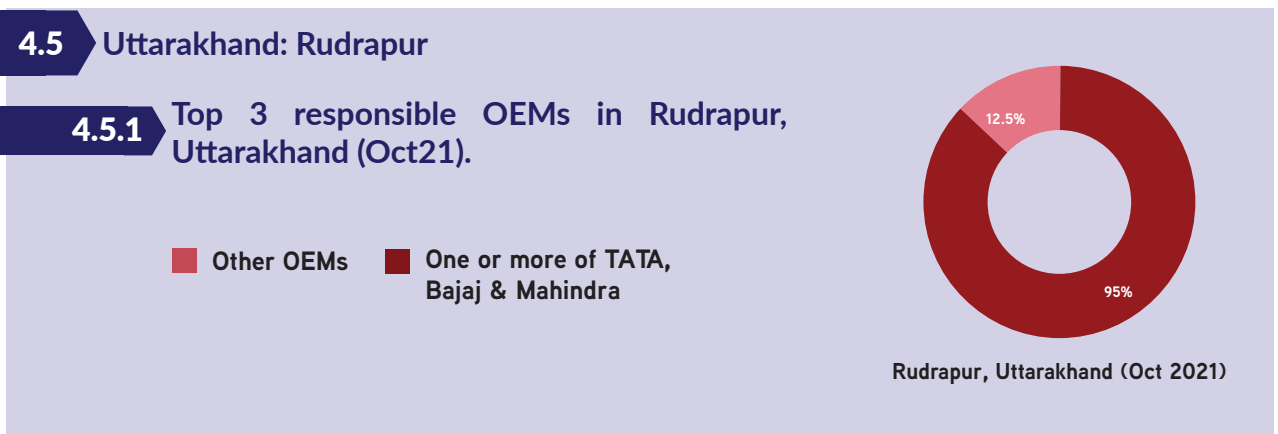


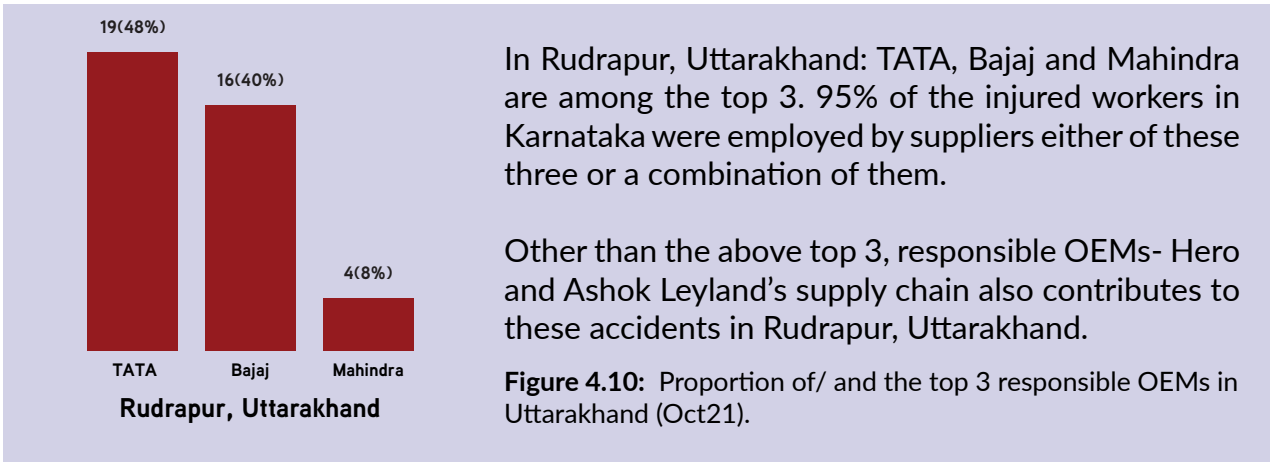
Figure 4.9: Proportion of/ and the top 3 responsible OEMs in Karnataka (Aug22-Oct22).

In Bengaluru, Karnataka; Toyota, TATA and Ashok Leyland are among the top 3. 86% of the injured workers were employed by suppliers either of these three or a combination of them. Other than the above top 3, responsible OEMs-Bajaj, Eicher, Mahindra and TVS' supply chains also contribute to these accidents in Karnataka.

4.5 Uttarakhand: Rudrapur

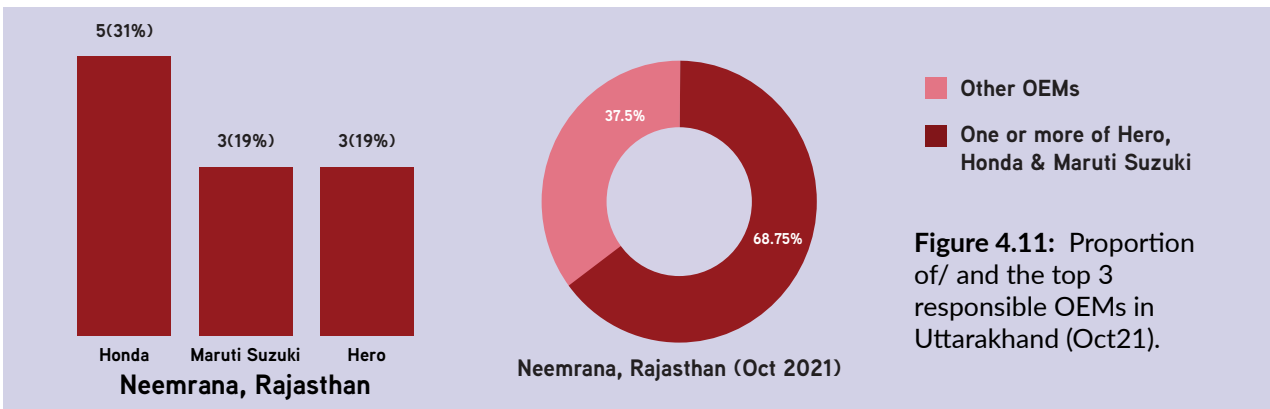
4.5.1 Top 3 responsible OEMs in Rudrapur, Uttarakhand (Oct21).





4.6 Rajasthan: Neemrana

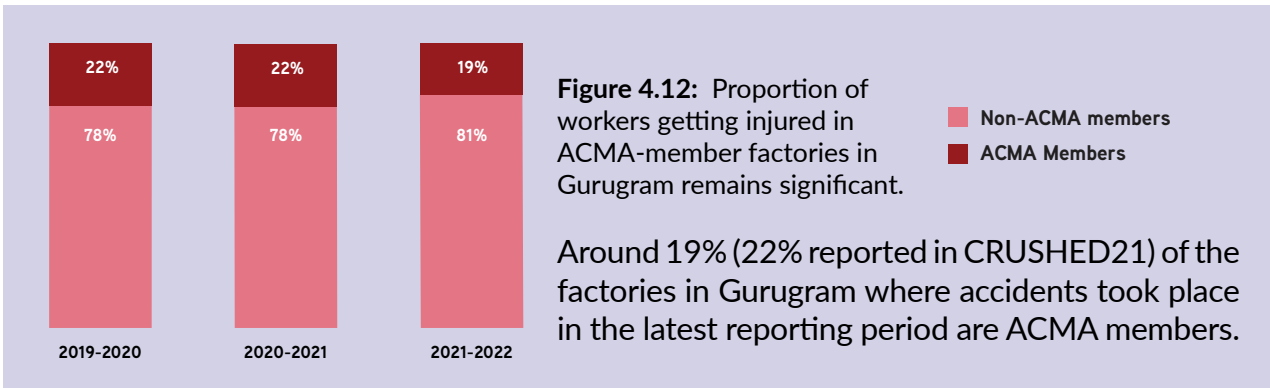
4.6.1 Top 3 responsible OEMs in Neemrana, Rajasthan (Oct21).



In Neemrana, Rajasthan: Hero, Honda and Maruti Suzuki were the top 3 OEMs. 69% of the injured workers in Karnataka were employed by suppliers of either of these three or a combination of them.

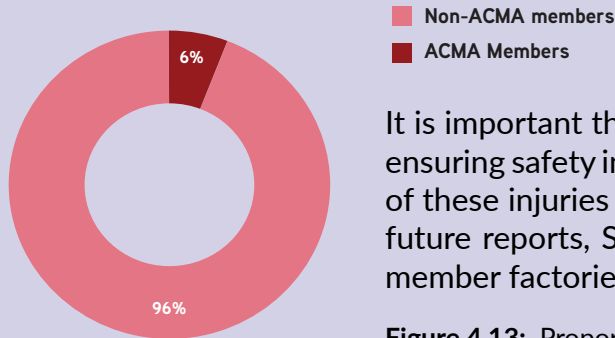
Other than the above top 3, responsible OEMs-TVS' supply chain also contributes to these accidents in Neemrana, Rajasthan.

4.7 ACMA members (some of the largest factories/suppliers) continue to have a significant proportion of all accidents; it is not just a small factory problem (2019-2022).



ACMA members are, in all likelihood, also the buyers of the factories where c.80% of these worker injuries occur.

In Faridabad, the proportion of workers getting injured in an ACMA-member factory remains the same as last reported, at 6% in Apr21-Aug22.



It is important that ACMA members take ownership of ensuring safety in their supply chain, where the majority of these injuries occur, and prevent these accidents. In future reports, SII will report on injuries in the ACMA member factories for other states too.

Figure 4.13: Proportion of workers getting injured in ACMA-member factories in Faridabad remains the same.

Roby lost his thumb, index and middle fingers, while making components for Honda in a factory.

26-year-old Roby Yadav hails from a small village in Uttar Pradesh. He graduated high school after which he completed some courses and was preparing to join the army. This was the first time he had left Uttar Pradesh in search of work. A number of his neighbourhood friends worked in these factories and he decided to join them to earn a bit of extra cash which would enable him to buy a smartphone – which he thought would prove useful in helping him prepare for his forthcoming exams.

The factory he worked in prepared fibre parts which are used in cars manufactured for Honda and other car companies – he does not know names of the others. His hand was caught in the machine as he was removing the part and resulted in his right-hand thumb, index and middle fingers being crushed by the machine.

His father narrates how his other friends have since received their offer letters from the army and Roby, alas, is no longer able or eligible to follow that long-desired and dreamt of path – his dreams crushed.

(The above story was narrated by Roby to Jitendra Dabla, SII in Sep22.)





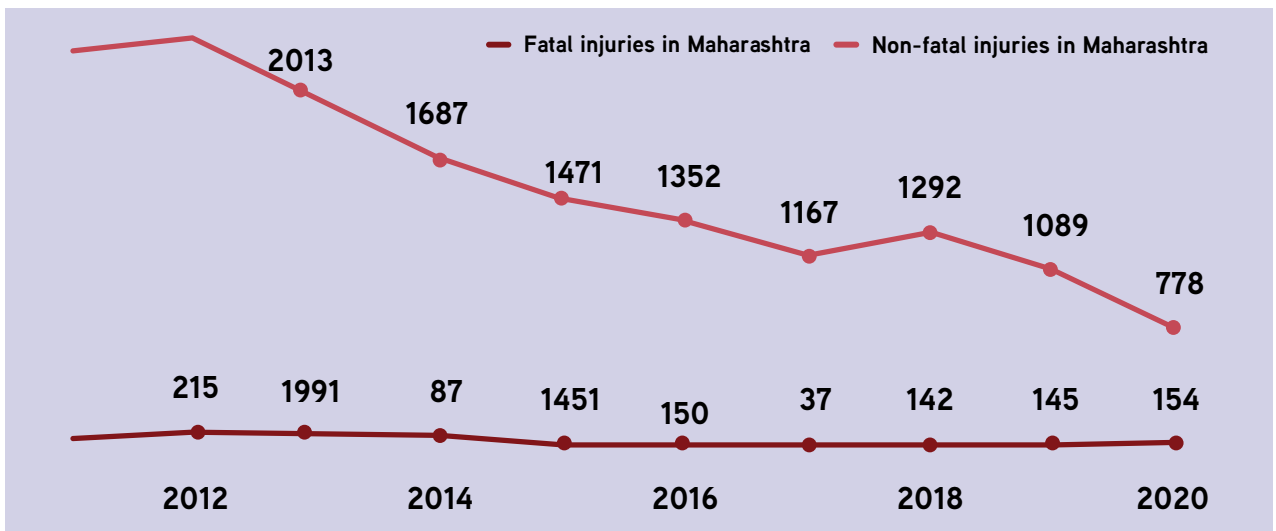
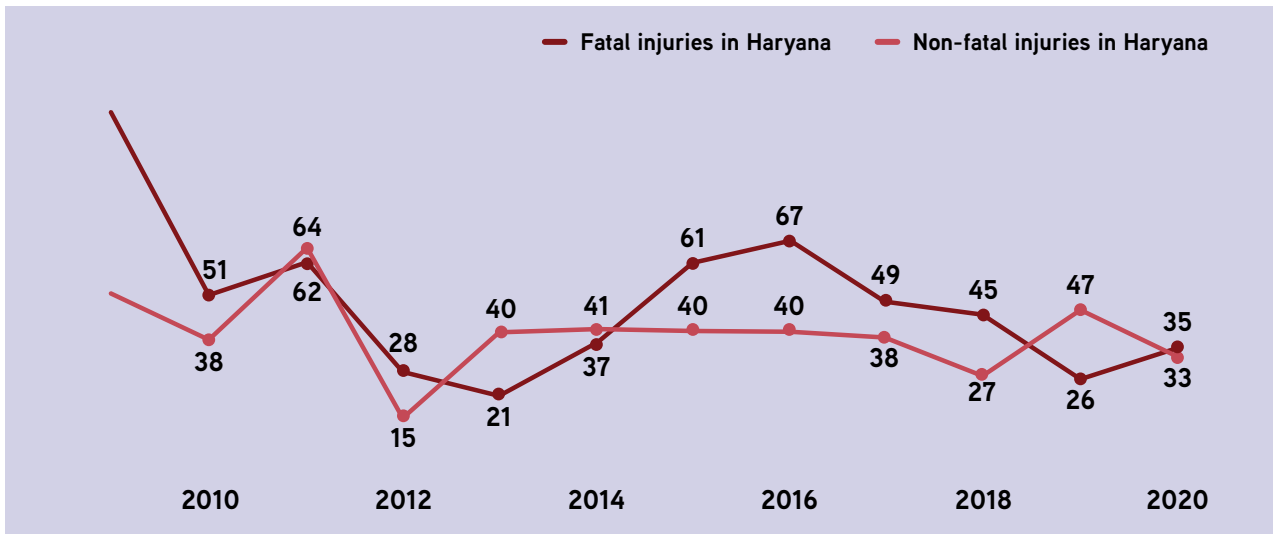
5

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: Haryana state-reported accident numbers are not even 5% of reality

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.

In the same period, Haryana reported 68 (73 in 2019) accidents, less than 2% (1.75% in 2019) of the national accident data. Maharashtra reported 932 fatal and non-fatal accidents in 2020, 24% of the national accident data, which SII believes is on account of better reporting in Maharashtra than Haryana.



Source: DG FASLI (Standard Reference Note, 2021)

Figure 5.1: Number of injuries reported on the government information portals

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 sector in Pune, Maharashtra and expects to find c.500 injured workers pa only in Pune.

Are factories reporting their worker accidents to the government? The law requires this and is almost certainly not being adhered to and/or not being implemented well enough.

The Factories Act 1948 requires all factories that use electricity and employs more than 10 workers to be registered under the Act (this criterion will increase to 20 workers, once the new OSH&WC code is implemented, thereby diluting the effectiveness of the Factories Act further on smaller factories). Such registered factories are required to send a notice of any accident, if the resulting injury prevents the injured person from working for more than 48 hours, to the State ISH (Industrial Safety and Health department).

85 (of the Factories Act): "Power to apply the act to certain premises.—

(1) The State Government may, by notification in the Official Gazette, declare that all or any of the provisions of this Act shall apply to any place wherein a manufacturing process is carried on with or without the aid of power or is so ordinarily carried on, notwithstanding that—

- (i) the number of persons employed therein is less than ten, if working with the aid of power and less than twenty if working without the aid of power, or
- (ii) the persons working therein are not employed by the owner thereof but are working with the permission of, or under agreement with, such owner: Provided that the manufacturing process is not being carried on by the owner only with the aid of his family.

(2) After a place is so declared, it shall be deemed to be a factory for the purposes of this Act, and the owner shall be deemed to be the occupier, and any person working therein, a worker.

Explanation.—For the purposes of this section, "owner" shall include a lessee or mortgagee with possession of the premises."

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 these factories 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.

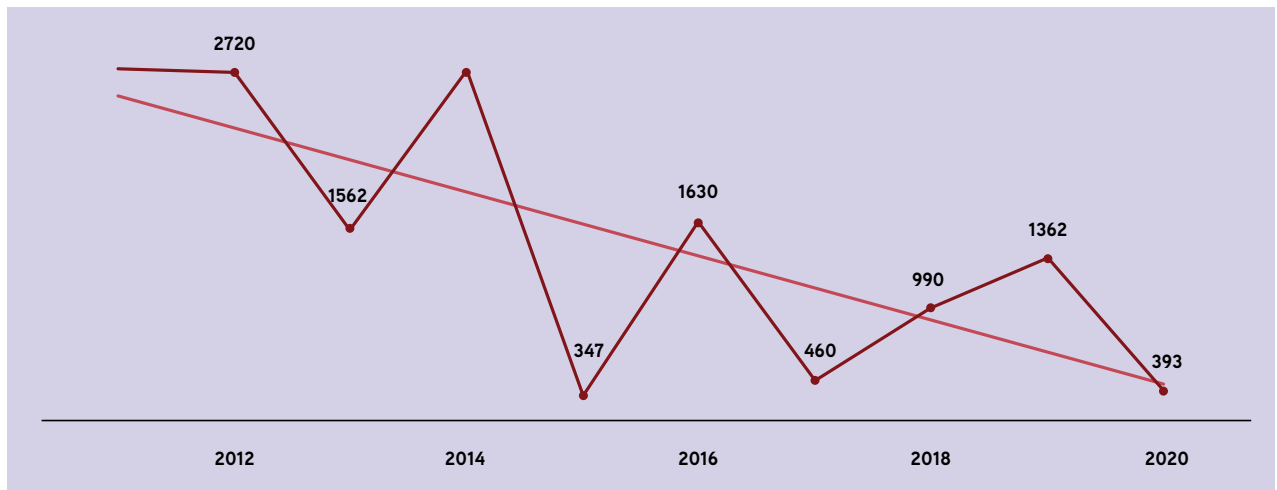


The above data, therefore, indicates that all these factories should have been registered under the Factories Act and all these accidents/injuries should have been reported to, and these factories be inspected by the ISH. Clearly, that is not the case.

Unless the Government of India improves the reporting of true information on these accidents and injuries, transparency and accountability of its 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.

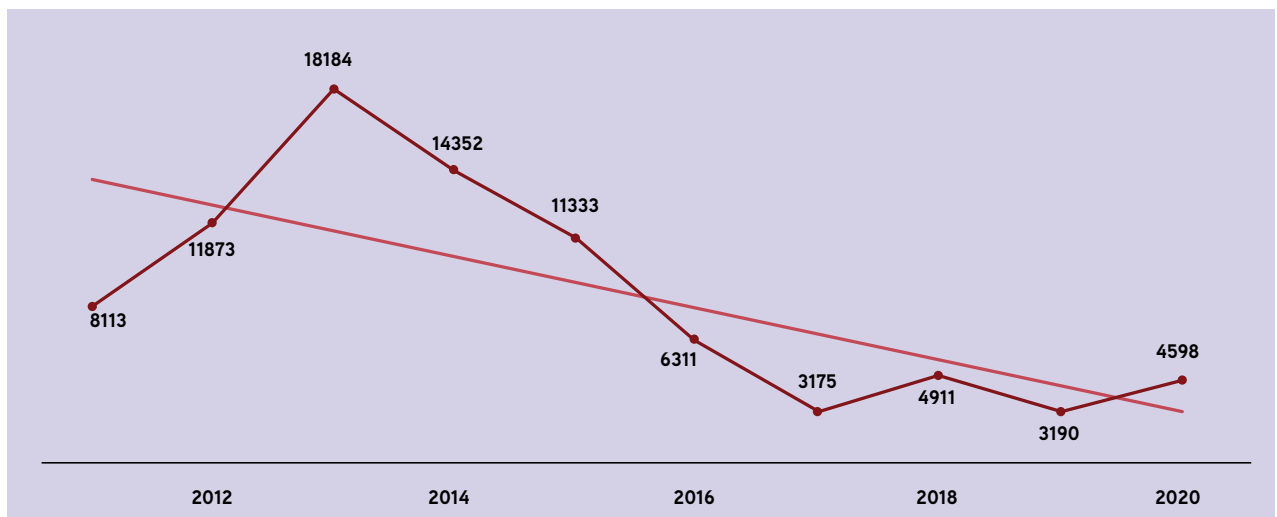
5.2 Haryana and Maharashtra state's factory inspections have been reducing for years (though marginal improvement was seen briefly in 2018/19)

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



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

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



Source: DG 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

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 and their much-used power presses, 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.

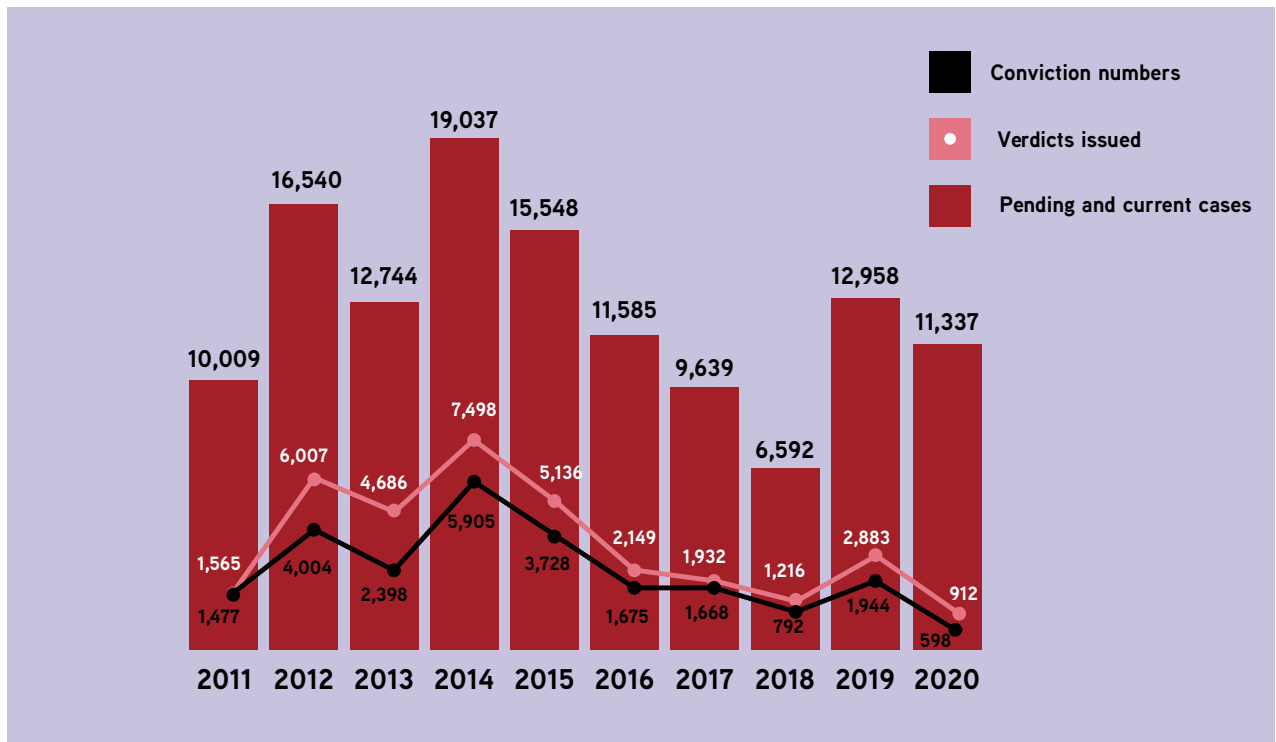
States do not report full accident data, but ESIC has much more truthful injury data as injured workers are treated there and submit their “Accident Forms”; this can be used for proactive OSH improvements in ‘habitual offenders’.

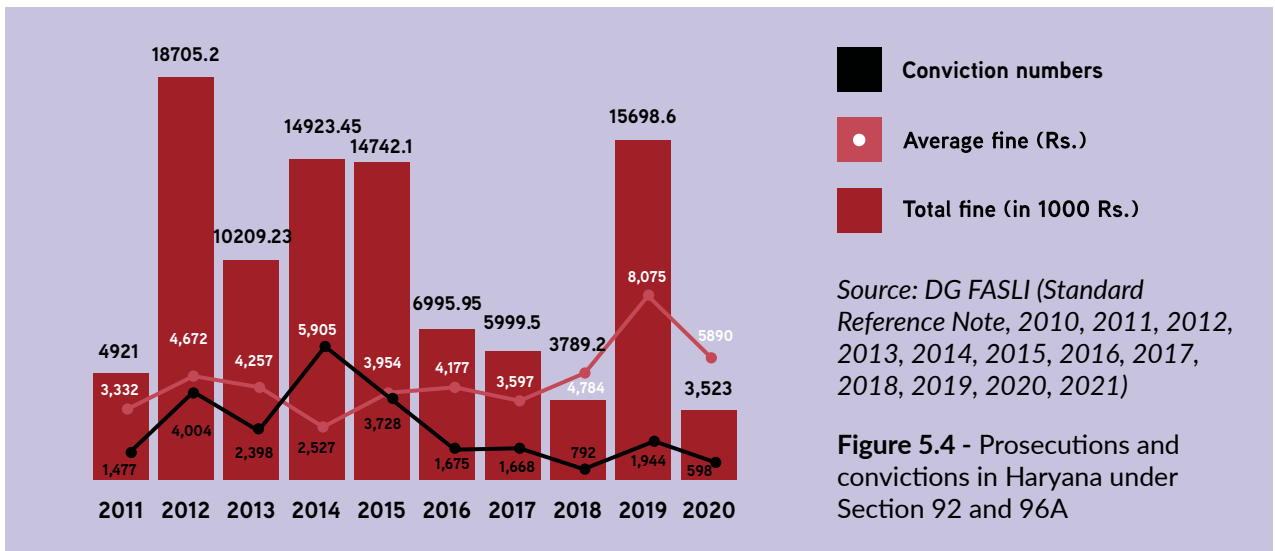
SII has been recommending, since 2019, prioritising inspections for factories which can be identified easily as “habitual offenders”, from ESIC’s robust and rich data on sickness and injuries/deaths. This data can be used in the government’s ‘black-box’ that generates random factory inspection lists 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

The penalties 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.





- 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.
- Of the verdicts, a very large proportion (around 66%) were convictions, potentially indicating high incidence of violations.
- 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.

5.4 The new OSH & WC labour code-potential OSH dilutions and delays

As reported in the previous [CRUSHED2021](#) report, there are at least five major dilutions in the new Code¹. **Although the Code has not** been implemented yet, it appears that factories may have started diluting their practices in the spirit of these new Codes.

The state rules are being drafted and in various stages across the country. However, it is unclear whether and when the Code will finally be implemented. There is a risk that in absence of a clear timeline and process, state rules will become applicable suddenly without adequate challenging process and risk a further worsening of safety conditions.

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¹These dilutions are elaborated in [CRUSHED2021](https://www.safeinindia.org/_files/ugd/5d022b_d29a9e851218435bb83687175c30193b.pdf) report: https://www.safeinindia.org/_files/ugd/5d022b_d29a9e851218435bb83687175c30193b.pdf, page no. 35-36.

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Working Hours to Salary: What Will Change Under New Labour Code From 1 July?

The Central Government has introduced four new labour codes to amalgamate and refine 29 existing laws.

HARDIK CHETAL INDIA

<https://www.thequint.com/news/india/faqgovt-to-implement-new-labour-codes-from-1-july-everything-you-need-to-know>

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Business News > News > Economy > Policy > Criminal provisions of Factories Act keep MSMEs wary

Criminal provisions of Factories Act keep MSMEs wary

By Pavan Burugula & Nehal Challawala, ET Bureau | Last Updated: Nov 15, 2022, 07:12 PM IST

Synopsis
Under the factories act, even some of the basic compliances carry criminal consequences. For instance, failure to maintain office records in prescribed format carries up to three year imprisonment punishment. Or failure to limewashing inside walls of a canteen kitchen every four months, or failure to varnish the canteen carry punishment of upto three-month imprisonment.

4.7 mil social enterprises in Asia.

<https://economictimes.indiatimes.com/news/economy/policy/criminal-provisions-of-factories-act-keeps-msmes-wary/articleshow/95534095.cms>

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HOME / NEWS / INDIA | IMPLEMENTATION OF LABOUR CODES |

Meetings on labour codes fail to evolve consensus

Majority of the trade unions urge Bhupender Yadav to withdraw the four codes; outfits including the BMS demand that the Centre immediately convene the Indian Labour Conference

October 11, 2022 09:06 pm | Updated October 12, 2022 07:28 am IST - New Delhi

<https://www.thehindu.com/news/national/labour-codes-bhupender-yadavs-meetings-with-trade-unions-fail-to-evolve-consensus/article65997676.ece>

In an apparent indication that the implementation of the **four labour codes** will be delayed further, majority of the Central Trade Unions, during their recent discussions with Union Labour Minister Bhupender Yadav, have urged the Centre to withdraw the four codes. Though Rashtriya Swayamsevak Sangh-affiliated trade union Bharatiya Mazdoor Sangh (BMS) supported the Code on Social Security and the Code on Wages, it opposed the Industrial Relations Code and the Occupational Safety, Health and Working Conditions Code in the meeting with Mr. Yadav. The BMS, along with the Opposition's trade unions, also sent a letter to Prime Minister Narendra Modi opposing the the Occupational Safety, Health and Working Conditions Code.

Figures 5.5: News clippings on OSH & WC labour codes





6

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

More than 1 cr workers are exposed to unsafe working conditions and thousands of them lose their fingers in the auto sector supply chain nationally, every year. Safe In India is a civic initiative, which has since 2015 worked to prevent these accidents and to improve the post-accident life of injured workers.

To achieve this, SII engages constructively with the industry and the government stakeholders to advance the OSH agenda and educates workers on safe working practices and their ESIC entitlements.

Its halo effect on the rest of Indian manufacturing is expected to improve overall Indian labour productivity, which is currently among the lowest in the world, and influence improvement in social security (ESIC) for 14 cr+ Indians.

The SII team, with guidance from our highly respected Advisory Council, works on this somewhat neglected area of industrial safety and ESIC service delivery through four core operational areas of impact. We operate across four pillars. They enable focused, coordinated, and complementary efforts toward improving worker safety and social security.



35,000+

35,000+ worker followers on social media with engagement of up to c.30,000 per month.

10 +

10+ ESIC national notifications with SII recommendations, which impacted around 140 million people.

10x

Total compensations exceed Rs. 35cr value v/s total expense of Rs. 3cr in 5 years. ROI: 10x

**Crushed
2019
impact**

Haryana State Human Rights Commission has issued a suo-moto action against the OEMs based on SII's report – [CRUSHED2019](#).

5,000+

Milestone of 5,000+ injured workers assisted with healthcare/compensations in the first 6 years of operation.

**17
national
brands**

SIAM called the first industry meeting, which was attended by 17 national brands. Their policy framework has started improving with more SCoCs, Human Rights Policies, SOPs, etc.

80 Cr

Improvement in ESIC's Covid unemployment scheme, which resulted in increasing worker payments from Rs 1 Cr in the first 6 months to Rs 80 cr in the next.



7

SII's recommendations to the auto sector and the government: Opportunity to help India improve its manufacturing better and faster

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

7.1 Recommendations to OEMs

Auto sector OEMs need to not only act more individually but also collaborate, as many suppliers are common to a number of them. This need for collaboration also enhances the role of SIAM and ACMA in coordinating among the OEMs and ensuring better common policies (e.g. best practice SCoC and SOP, compliance with NGRBC) and their implementation. This collaboration will provide economies of scale for the improvements needed, while also improving professionalism, quality, and productivity in the sector's supply chain.

SII's recommendations to OEMs have been consistent since [CRUSHED2021](#) and [SafetyNiti2022](#) and are listed below in table 1 and table 2.

Table 7.1: Top five *operational* recommendations to OEMs to prevent accidents in the auto sector's deeper supply chain. (ST: short-term; MT: medium-term)

Top five operational recommendations to OEMs	Suggested next steps/explanations with indicative time scale prioritisation/additional information and a few best practices
<p>1) OEM boards to take responsibility for worker safety in their deeper supply chain.</p>	<p>The board must:</p> <ul style="list-style-type: none"> • (ST) started including supply chain safety on its agenda (also as a requirement of NGRBC Principle 1,3,5, SDG 8 (Indicator 8.8) and GRI 403). • (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. • (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. • (MT) ask for linkages between worker safety and quality/productivity.
<p>2) Create a joint industry-level task force with SIAM (with some participation from SII)</p>	<p>The board must:</p> <ul style="list-style-type: none"> • (ST) approve working with SIAM to create a joint industry task force • (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.

Top five operational recommendations to OEMs	Suggested next steps/explanations with indicative time scale prioritisation/additional information and a few best practices
3) Map the deeper supply chain	<p>All recommendations that follow are for the relevant executives in OEMs to consider/implement and we suggest their progress included in the board MIS as recommended above:</p> <ul style="list-style-type: none"> • (ST) Map all Tier 1 (if not already done) and 2 suppliers immediately and • (MT) Follow the same for Tier 3, 4 in phases over the next 6-18 months.
4) Improve transparency and accountability of accident reporting in the supply chain, weed out habitual offenders and reward safest factories, commercially	<ul style="list-style-type: none"> • (ST) Increase transparency of the OSH problem in the supply chain to the board, which will help accelerate change. • (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, 4 to follow.
5) Initiate ground-level actions, e.g., honest worker safety audits and worker training	<p>We have made a number of recommendations in this area in our reports, which we suggest are highlighted to the board. Specifically:</p> <ul style="list-style-type: none"> • (ST) conduct/ask Tier 1s to conduct and report on safety audits in deeper supply chain • (ST) worker training in deeper supply chain • (MT) create an industry level training system especially for migrant/contract workers • (ST) set up a grievance redressal mechanism in deeper supply chain • (ST) web portal for simplified OSH materials for supply chain workers, supervisors, managers, owners • (ST) develop cost-benefit case of OSH for suppliers • (ST) set up OSH technical helpline/advisory for deeper supply chain questions on issues/best practices/etc • (ST) support ASDC on prior learning project with SII

Table 7.2: Top five *policy* recommendations to OEMs to prevent accidents in the auto sector's deeper supply chain. (ST: short-term; MT: medium-term)

Top five policy recommendations to OEMs	Suggested next steps/explanations with indicative time scale prioritisation/additional information and a few best practices
<p>1) Include all contract workers in their own factories in the OSH Policy statement at par with permanent workers.</p>	<ul style="list-style-type: none"> • (ST) Publish a comprehensive standalone OSH policy in the public domain (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.
<p>2) Create, publish, and implement a Supplier Code of Conduct (SCoC</p>	<p>The board must:</p> <ul style="list-style-type: none"> • (ST) Support SIAM in creating an industry-wide joint platform to address OSH in the auto sector supply chain especially since OEMs often share their suppliers. • (ST) Publish SCoC/ Supplier Sustainability Guidelines in the public domain. It should have <ol style="list-style-type: none"> a) (ST) A clear statement for OSH for all workers at supplier factories. b) (ST) Ask Tier 1 suppliers to cascade of OSH, Human Rights, SDG8.8 and NGRBC Principles down the supply chain, even if in phases. c) (ST) Ensure Tier 1 suppliers make OSH principles contractually binding for their own suppliers (i.e., OEM's Tier 2 suppliers). d) Define 'Suppliers' in it with specific mention for Tier 2/3/4..n e) (ST) Make provisions of SCoC contractually binding and include accident reporting in Tier 1 contracts. • (ST) Include compliance with OSH legislations such as the Factories Act 7A (3) which requires each company to have a written OSH statement/policy. • (MT) State in annual reports consistency of all policies including OSH in own and supply chain factories of the Indian and international operations.
<p>3) Create, publish, and implement a standard operating procedure (SOP) for supply chain factories</p>	<ul style="list-style-type: none"> • (MT) Develop simple SOPs for the deeper supply chain and communicate to direct and indirect (Tier 2/3/n) suppliers. • (ST) Include status of deeper supply chain mapping in next year's reports. <p style="text-align: right;"><i>Continued</i></p>

Top five policy recommendations to OEMs	Suggested next steps/explanations with indicative time scale prioritisation/additional information and a few best practices
	<ul style="list-style-type: none"> • (ST) Ensure effective implementation of OSH policies with real impact (specifically of ISO 18000/45000 companies) on OSH conditions on the factory floor. • (ST) Include evidence of Tier 1 suppliers cascading OSH practices to the deeper supply chain in next year's reports.
<p>4) Report annually on Indicator 8.8 of SDG8 (the only SDG indicator about worker safety)</p>	<ul style="list-style-type: none"> • (ST) Start reporting under SDG8.8 (link below) which is concerned with labour safety for India operations; • (MT) Report on GRI403 framework for India operations (link below), as it includes supply chain worker safety. For these, you will need to adopt ILO Decent Work Principles (link below) to define the same for your own factories and for your supply chain. • (ST) In view of BRSR leadership indicators (which will be applicable from FY 22-23) requiring reporting on health and safety practices and working conditions for value chain / deeper supply chain partners, <ul style="list-style-type: none"> a) (MT) Ask publicly listed suppliers to report on SEBI BRSR for the top 1000 listed companies. b) Encourage and support suppliers to follow NGRBC guidelines, even if done in phases. c) Include OSH in supply chain sustainability risk assessment, if not already included. • (ST) Encourage Tier 1/2/3/4 suppliers to have similar policies for their permanent and contract workers and include OSH in the scope of these policies.
<p>5) Demand minimum compliance from the supply chains (e.g., all workers should be covered by ESIC from their first workday)</p>	<ul style="list-style-type: none"> • (MT) We had recommended a number of measures for compliance in the deeper supply chain for all in Tier 1 (ST) and Tier 2/3: <ul style="list-style-type: none"> a) letter of employment b) health examination c) double payment for overtime d) ESIC registration and making an ESIC Card available to all workers on the date of joining.

7.2 Recommendation to 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.

SII's recommendations to SIAM and ACMA have been consistent since 2018 and are listed below in table 3.

Table 7.3: Recommendations to **SIAM and ACMA** to prevent accidents in the auto sector's deeper supply chain. **(ST: short term; MT: medium-term)**

Top five recommendations to ACMA and SIAM	Suggested next steps/explanations with indicative time scale prioritisation/additional information and a few best practices
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.	<ul style="list-style-type: none"> • (ST) Organise a meeting/workshop of members, OSH/technical experts, and SII to discuss SII reports, findings, and recommendations, and agree possible practical next steps.
2) Set up a permanent joint safety team/working group of SIAM and ACMA, with SII's participation as required, to showcase good practices and train members on strategic and tactical costs of accidents and how to reduce them.	<ul style="list-style-type: none"> • (ST) Form a task force with SIAM-ACMA and SII, 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) Establish industry standards for safety in auto sector manufacturing.	<ul style="list-style-type: none"> • (ST) Create a model SCoC with any assistance from SII and/or industry experts. • (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. • (ST) Complete the business case study. <p>For ACMA</p> <ul style="list-style-type: none"> • (ST) Initiate joint working between ACMA, SII,

Continued



Top five recommendations to ACMA and SIAM	Suggested next steps/explanations with indicative time scale prioritisation/additional information and a few best practices
	<p>ASDC Minimum Training certification for machine operators which are nationally recognised:</p> <ul style="list-style-type: none"> • Initiate ACMA-proposed programme of developing digital/animated safety modules and telecasting it.
<p>4) Integrate worker safety and health as core organisational values of its members.</p>	<ul style="list-style-type: none"> • (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: • (ST) Having an OSH policy in the public domain. Specifically mention inclusion of contract/temporary/ casual workers in all factory premises. • (ST/MT) Worker training in own factories including contract workers and deeper supply chain. • (MT) Creating an industry-level training system especially for migrant/contract workers. • (ST/MT) Start designing of a web portal for simplified OSH material for supply chain workers, supervisors, managers, owners. • (MT) Developing the cost-benefit case of OSH for suppliers. • (MT) Setting up OSH technical helpline/advisory for deeper supply chain questions on issues/best practices/etc. • (ST) Supporting ASDC on prior learning projects with SII.
<p>5) Support SIAM and ACMA members in complying with NGRBC for long-term business success and compliance.</p>	<ul style="list-style-type: none"> • (ST) Organise a webinar/seminar to inform members of NGRBC principles which include: • (MT) Setting up a grievance redressal mechanism in the deeper supply chain. • (ST/MT) OSH for workers in their own factories and cascading the same in the deeper supply chain. • (ST/MT) Protection of Human Rights in own factories and cascading the same in the deeper supply chain.

7.3

Recommendations to the government to prevent accidents in the auto sector supply chain.

With OSH, and now ILO's FPRW (Fundamental Principles Right at Work) from June 22, it 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.

SII's recommendations to the Government are in the Table 7.4 below:

Table 7.4: Recommendations to Ministry of Labour and Employment and Department of Labour in states.

Recommendations to Central and State Labour Ministry	Suggested next steps/explanations for recommendations
<p>1) Central and State Labour Ministries should drive calibrated actions to achieve the objectives of the Occupational Safety and Health Policy, 2009.</p>	<ol style="list-style-type: none"> 1) The thresholds for applicability of The Factories Act 1948 and the Labour code for OSH & WC have to go away, even though in phases 2) 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 3) Make industrial safety and health (ISH) divisions accountable for prevention of accidents in factories. 4) Put in place mechanisms to ensure machine manufacturers produce and sell machines with safety features needed under extant Indian laws. 5) Put in public domain, the factories which are exempt from inspections. 6) MOLE to Direct DGFASLI to <ol style="list-style-type: none"> a) Develop a simple OSH policy format that can be used by MSMEs in accordance with Sec 7A(3) which includes provisions for epidemics/pandemics. b) 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 c) Simplify inspections and/or safety audit protocols based on size/sector of establishments. d) i) Suggest equipment required for safety and working condition audit, which should be such that they can be read by workers. ii) Suggest location of measurement equipment within the factory to measure the correct status. e) Put in public domain technical solutions to make machines safe based on risks of accidents. 7) Publish OSH studies commissioned by Government conducted in public domain 8) 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

Continued



Recommendations to Central and State Labour Ministry	Suggested next steps/explanations for recommendations
	and Gujarat. Publish the results and recommendations of such studies in the public domain to improve sharing of best practices and lessons learned.
2) 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.	1) Direct ESIC to publish accident and occupational disease hot spots in the public domain. 2) Put in place a mechanism for monthly 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.
3) 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.	1) Create standard templates for accident reporting 2) 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 3) 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)
4) Set up a confidential helpline for workers to report unsafe conditions and accidents in factories.	1) Any worker should be able to report unsafe working conditions and/or accidents, especially now as OSH is FPRW
5) Introduce a practical policy and mechanism for safety training of contract and migrant workers.	1) Make a policy for safety training of contract and migrant workers 2) Set up worker assistance centres in industrial zones to <ol style="list-style-type: none"> Conduct safety training of workers specifically contractual and migrants Educate workers on government norms/schemes for working conditions, social security schemes,

Continued



Recommendations to Central and State Labour Ministry	Suggested next steps/explanations for recommendations
	<p>and legal rights and duties regarding OSH.</p> <p>c) Provide legal aid if needed</p> <p>d) Support identification of workers to help them in distress situations like covid</p> <p>3) Design and cascade safety messages to small factories in regional languages digitally.</p>

7.4 Recommendations to other ministries

7.4.1 Ministry of Corporate Affairs:

Currently only the top 1,000 listed on BSE Indian businesses are required to submit Business Responsibility Reporting (BRR). SII proposes that this should be equally applicable to large (to be defined) unlisted MNCs as they should be as responsible to Indian workers and the environment ; they can use the same SEBI BRR/BRSR formats used by Indian businesses. It is a good practice that not only promotes transparency, accountability, and sustainability, but importantly also creates a level playing field for MNCs and Indian businesses.

For example, automotive brands such as Honda Motorcycle & Scooter India Ltd. and Hyundai Motor Company, India currently do not need to do BRR 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 BRRs as they make a material difference – both positive and negative – to Indians.

Clearly, the definition of “large” in the above recommendation will need to be determined and there are many possibilities. SII recommends companies above a certain turnover are included and can do some work on this detail should that be required.

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.

7.4.2 Niti Ayog:

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) **Design and launch a national scheme for improving worker-safety, especially in MSMEs,** and linking it to productivity and professionalism considering the Indian government's ambition of 'Make in India' (may we add 'Make in India Safely') and global competitiveness on not only low-labour cost production. Managements that can think only low labour costs for competitiveness are unlikely to be businesses of the future.
- 3) **Define 'Decent Work' for manufacturing especially MSMEs** including those specifically for the auto sector supply chain given the large number of accidents in it.
- 4) **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** by 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**.

7.4.3 Ministry of MSME:

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.
- 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.
- f) Adoption of simplified NGRBC1, which emphasises on employee wellbeing and upholding of human rights.

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.



7.4.4 Ministry of Industry:

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. Ensure that every industrial zone/cluster has designated spaces for worker assistance centres to
 - a) Inform workers of safety best practices, social security schemes, and legal rights, including in regional languages.
 - b) Support identification of workers to help them in distress situations like COVID-19.
 - c) Offer legal aid, if needed.
- 4) 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.

7.4.5 Securities and Exchange Board of India:

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
- 3) Analyse and Report in public domain the findings of BRR/BRSR Reports submitted by companies.
- 4) Define Employees and Workmen for Principle 3 questions in BRSR.

7.4.6 National Skill Development Council:

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

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



8

SII's engagement with the auto sector and the government: Progress continues but needs serious acceleration by the auto sector

SAIJI INI 2020
(संरक्षित) विद्युत कर्मी

In the past five years, including slow down during Covid lock downs, SII has gradually increased its stakeholder engagement with the auto sector players and the government. Thankfully, a number of them have started taking a few actions. However, these actions need to intensify and accelerate to have a significant impact.

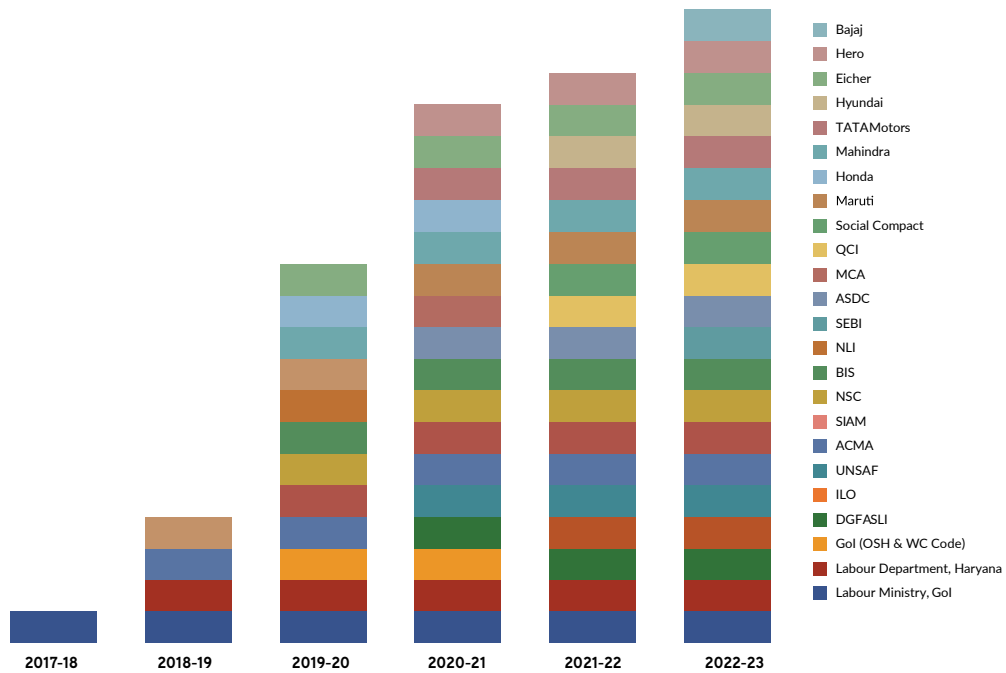


Figure 8.1: Growth in SII's engagements with the auto sector industry and the government to advocate improvements in OSH in auto sector supply chain since 2017

8.1 Engagement with Top 10 Indian auto sector OEMs

SII has been sharing its accident data and its other findings including the OSH policy analysis with the top 10 auto brands to seek confirmation of its findings, any missing information, best practices, actions taken, etc. that may not have been in public domain or SII may not have noticed. This is done at least 6 weeks, and often longer, in advance of the publishing of the report.

SII appreciates engagement in response to these reports and above exchanges, which not only help make these reports more accurate and representative of the real situation, but also results in more/better actions on their OSH policy and/or implementation.

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



- RED** Insignificant response to SII requests.
- AMBER** Ad hoc meetings; limited discussions on data, findings, actions against recommendations.
- GREEN** Regular meetings to discuss latest data, findings, actions against recommendations



8.2 Progress by the Top 10 OEMs against SII recommendations











The above engagements have resulted in a start of progress in a number of top 10 OEMs, which need to be accelerated for a quicker impact on the lives of the workers and improvement in manufacturing processes.

8.2.1 Progress by Top 10 OEMs against 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 the previous chapter. 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 marked reduction in accidents in their supply chain for three years.

Table 8.1: The progress on SII's five *operational* recommendations (Mar21-Sept22).

SN	Five operational recommendations to OEMs										
1	OEM boards to take responsibility for worker safety in their deeper supply chain.	RED	GREEN	GREEN	RED	GREEN	RED	RED	GREEN	AMBER	RED
2	Create a joint industry-level task force with SIAM (with some participation from SII)	RED	AMBER	AMBER	RED	AMBER	RED	RED	AMBER	AMBER	RED
3	Map the deeper supply chain	RED	AMBER	RED	RED	AMBER	RED	RED	AMBER	AMBER	RED
4	Improve transparency and accountability of accident reporting in the supply chain, weed out habitual offenders and reward safest factories, commercially	RED	AMBER	RED	RED	AMBER	RED	RED	AMBER	RED	RED
5	Initiate ground-level actions, e.g., honest worker safety audits and worker training	RED	AMBER	RED	AMBER	AMBER	RED	RED	AMBER	RED	RED

RED No progress observed/advised since CRUSHED2022.

AMBER Start of actions with some mentions/examples/information/promises/advice.

GREEN Good progress on all recommendations though it can change to amber/red if change is not evidenced after promised actions

SII is encouraged by and appreciates the constructive actions started especially by Maruti-Suzuki, Honda and Bajaj¹.

8.2.2 Progress on SII's Top 5 Policy Recommendations

As reported in SafetyNiti 2021, 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

¹Bajaj has provided further information on their policies/actions on 1Dec22, which SII will discuss with them and make any changes in this report by 30Dec22, should that be needed.

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 Mar21 to Mar22.

Table 8.2: A summary view of the existence, adequacy, and clarity of OEMs' OSH policies and procedures. (Mar21-Mar22) as reported in SN 2022.

In order of decreasing existence, adequacy, and clarity (weighted: green 0, amber -1, red -2)

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

RED

Not available in the public domain. The OEM has not confirmed its presence, nor has it shared a document with SII to address the issue even partially.

AMBER











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

GREEN

Available in the public domain or OEM has informed of its presence to SII in writing, or OEM has shared with SII.

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 8.2 below.

Table 8.3: The progress on SII's top 5 *policy* recommendations (Mar21- Sep22).

SN	Five operational recommendations to OEMs										
1	Include all contract workers in own factories in the OSH policy framework	Amber	Green	Amber	Amber	Green	Amber	Amber	Green	Green	Amber
2	Create, publish, and implement a Supplier Code of Conduct (SCoC)	Red	Amber	Green	Red	Green	Red	Green	Red	Green	Red
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	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	Amber	Red	Red	Red	Red	Red	Amber	Red	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.

AMBER 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.

GREEN 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 2022*, 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.

8.3 Engagement with SIAM and ACMA

Both SIAM and ACMA 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. They also graciously co-hosted the release of SII's report- SafetyNiti 2021, and participated as panellists in the release of SII's report CRUSHED 2020.

Status of SIAM and ACMA's current engagement with SII in the past one year (Nov21-Oct22)

SIAM	ACMA
------	------

RED No/poor engagement

AMBER Some progress on actions agreed but needs acceleration/closure

GREEN Good engagement resulting in progress on actions agreed

8.3.1 Progress with SIAM

The progress made by SIAM on SII's top 5 recommendations is listed in table 8.4 below:

Table 8.4: The progress on SII's top 5 recommendations made to SIAM (Mar21-Mar22).

SN	SII's top 5 recommendations to SIAM	Update CR 2022
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.	AMBER
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. Establish industry standards for safety in auto sector manufacturing.	AMBER
3	Establish industry standards for safety in auto sector manufacturing.	RED
4	Integrate worker safety and health as core organisational values of its members.	RED
5	Support SIAM and ACMA members in complying with NGRBC for long-term business success and compliance.	RED

RED No/poor engagement

AMBER Some progress on actions agreed but needs acceleration/closure

GREEN Good progress on actions agreed

In Aug22, on SII's recommendation, SIAM hosted a meeting of its members (where 17 auto brands participated) for SII to present its findings of SafetyNiti 2022. A number of OEM



attendees were not aware of and expressed shock at the high prevalence of such accidents in their supply chain and agreed that these should stop asap.

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 resource

8.3.2 Progress with ACMA

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 8.5: The progress on SII's top 5 recommendations made to ACMA (Mar21-Mar22).

SN	SII's top 5 recommendations to ACMA	Update CR 2022
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.	AMBER
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.	AMBER
3	Establish industry standards for safety in auto sector manufacturing.	AMBER
4	Integrate worker safety and health as core organisational values of its members.	RED
5	Support ACMA members in complying with NGRBC for long-term business success and compliance.	AMBER

RED No/poor engagement

AMBER Some progress on actions agreed but needs acceleration/closure

GREEN Good progress on actions agreed

8.4 Engagement with Government and progress

SII has been sharing its Reports and recommendations with the government with an objective to advocate “Make In India Safely” and become “Atma-nirbhar”. The progress has been slow, although some of the initiatives, stated further in this section, are encouraging.

Table 8.6: The progress on SII’s top 5 recommendations made to the government.

SN	Government	Progress with SII
1	Ministry of Labour and Employment	Pilot worker Safety Training by DGFASLI in ...2021 and 2022. But its needs to scaled up with lessons shared by SII Constructive participation by DGFASLI and National safety Council in review of ISO 16092 Power Press Safety Standard with BIS Joint meetings to discuss SII’s comments/recommendations on Labour codes for OSH&WC and Social Security.
2	Ministry of MSME	SII co-hosted a webinar under MSME ministry directive on Workplace Safety in MSME enhances productivity with Quality Council of India (QCI). Mixed feedback received and it needs to be scaled up based on lessons shared by SII. The above was under an MOU signed by SII with the ministry in early 2020 for actions to improve OSH (and connecting it with productivity) in MSMEs.
3	Ministry of Corporate Affairs	Met to discuss the issue of worker safety and the important role of NGRBC in preventing accidents in the automotive supply chain. SII maintains regular communication with the Ministry to pursue this.
4	Niti Ayog	Met to discuss the issue of worker safety and the important role of NGRBC in preventing accidents in the automotive supply chain. SII maintains regular communication with the Ministry to pursue this.
5	Bureau of Indian Standards	BIS has accepted SII’s recommendation and formulated a panel to investigate standards for safety of metal-forming machines under its Metal Forming Machines Sectional Committee. The existing ISO standards for safety have been reviewed and it has completed its period of wide circulation. The process of adoption is in its final stages.
6	State Government Haryana	The ISH wing of the Haryana Labour Department agreed to SII’s recommendation to create a “platform” of ISH, the three main local auto brands, Maruti-Suzuki, Hero, Honda, and SII. As part of the forum activities, the three OEMs conducted audits of 10 factories each, identified the gaps and are now working to improve safety at these factories and share lessons for wider auto sector supply chain improvements. Honda report received. Maruti-Suzuki’s and Hero’s awaited.

8.5 Next Steps for SII

Since 2018, SII has been engaging with all relevant stakeholders to drive an effective and practical solution to this multi-pronged problem. Progress has been slow and painful. Yet there are signs of constructive engagements and actions on a number of fronts. It is going to be a long journey and the challenges in making the auto sector supply chain better for the workers are not insignificant.

SII will continue pursuing all these stakeholders until appropriate actions are taken for systemic interventions and the accidents in the Indian auto sector reduce consistently, year after year.

SII also expects its focus on auto sector safety to have an indirect impact on working conditions in factories and other businesses other than the auto sector, as the government takes steps in line with recommendations here and the impact of the powerful and large auto sector OEMs' actions are felt across Indian manufacturing.

SII's ESIC advocacy is sector-agnostic. Any improvements made in ESIC services and processes for the workers will be felt across the country irrespective of the sector for the 140m Indians who depend (or should depend) on ESIC for their primary, secondary and tertiary healthcare, and compensations in case of maternity, sickness, injury, unemployment or death.



CRUSHED 2021 contained data on 2,584 injured workers met and assisted by SII. Latest data from auto sector workers in Haryana (1,025) and Maharashtra (93), assisted by SII is presented here.



CRUSHED 2021 contained data on 2,584 injured workers met and assisted by SII. Latest data from auto sector workers in Haryana (1,025) and Maharashtra (93), assisted by SII is presented here.

Data in red indicates that the worker lost a body part.

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/damaged	Type of Injury	Machine	OEM (as identified by the worker)
2585	Gurugram	21-30	Finger	1	Injured	Other	Hero
2586	Gurugram	21-30	Finger	2	Lost	Power Press	Honda, Maruti
2587	Gurugram	31-40	Other	1	Injured	Road Accident	Unknown to worker
2588	Gurugram	Below 20	Finger	1	Lost	Power Press	Maruti
2589	Gurugram	21-30	Forearm	1	Fractured		Honda, Maruti
2590	Gurugram	21-30	Finger	3	Lost	Power Press	Honda, Maruti
2591	Gurugram	21-30	Finger	1	Injured	Power Press	Hero
2592	Gurugram	21-30	Finger	1	Injured		Hero, Honda
2593	Gurugram	21-30	Other	5	Lost	Power Press	Maruti, Other Auto
2594	Gurugram	21-30	Finger	2	Lost	Power Press	Unknown to worker
2595	Gurugram	21-30	Finger	2	Lost	Power Press	JCB
2596	Gurugram	41-50	Forearm	1	Lost	Other	Hero, Honda, Maruti
2597	Gurugram	21-30	Forearm	1	Lost	Power Press	Hero, Honda, Maruti
2598	Gurugram	41-50	Lower Leg	1	Fractured	Other	Honda
2599	Gurugram	Below 20	Finger	4	Lost	Other	Unknown to worker
2600	Gurugram	21-30	Lower Leg	1	Fractured	Road Accident	Hero, Honda, Maruti, Other Auto
2601	Gurugram	41-50	Finger	1	Lost	Power Press	Hero, Honda, Maruti
2602	Gurugram	Below 20	Finger	1	Injured	Other	Honda, Other Auto
2603	Gurugram	31-40	Forearm	1	Fractured	Road Accident	Hero
2604	Gurugram	41-50	Forearm	1	Fractured	Road Accident	Hero
2605	Gurugram	41-50	Lower Leg	1	Fractured	Other	Hero
2606	Gurugram	31-40	Finger	1	Lost	Power Press	Maruti
2607	Gurugram	41-50	Forearm	1	Fractured	Road Accident	Hero, Honda, Maruti, Other Auto
2608	Gurugram	21-30	Forearm	1	Fractured	Road Accident	Maruti
2609	Gurugram	21-30	Finger	1	Lost	Other	Honda, Maruti, Other Auto
2610	Gurugram	21-30	Finger	1	Lost	Power Press	Honda, Maruti, Other Auto
2611	Gurugram	31-40	Finger	1	Lost	Power Press	Hero, Honda, Maruti
2612	Gurugram	41-50	Finger	1	Lost	Power Press	Honda, Maruti
2613	Gurugram	21-30	Finger	1	Lost	Power Press	Hero, Honda
2614	Gurugram	31-40	Finger	1	Lost	Power Press	Honda, Maruti
2615	Gurugram	21-30	Finger	1	Lost	Power Press	Hero
2616	Gurugram	21-30	Forearm	1	Lost	Other	Hero
2617	Gurugram	21-30	Finger	4	Lost	Power Press	Hero, Honda
2618	Gurugram	31-40	Finger	3	Lost	Other	Hero, Honda, Maruti, Other Auto
2619	Gurugram	Below 20	Finger	2	Lost	Other	Unknown to worker
2620	Gurugram	21-30	Finger	1	Lost	Power Press	Maruti
2621	Gurugram	41-50	Finger	2	Lost	Power Press	Maruti
2622	Gurugram	41-50	Forearm	1	Fractured	Road Accident	Hero, Honda, Maruti
2623	Gurugram	21-30	Finger	1	Lost	Power Press	Maruti
2624	Gurugram	21-30	Finger	2	Lost	Other	Other Auto
2625	Gurugram	Below 20	Lower Leg	1	Injured	Power Press	Maruti
2626	Gurugram	31-40	Lower Leg	1	Lost	Moulding Machine	Maruti
2627	Gurugram	31-40	Forearm	1	Injured	Moulding Machine	Honda, Other Auto
2628	Gurugram	21-30	Forearm	1	Lost	Power Press	Honda
2629	Gurugram	21-30	Finger	1	Injured	Other	Hero, Honda, Maruti, Other Auto
2630	Gurugram	21-30	Finger	1	Lost	Other	Hero
2631	Gurugram	Below 20	Finger	4	Lost	Power Press	Maruti, Other Auto
2632	Gurugram	41-50	Lower Leg	1	Fractured		Maruti, Other Auto
2633	Gurugram	41-50	Finger	2	Lost	Power Press	Hero
2634	Gurugram	31-40	Finger	1	Lost	Power Press	Other Auto
2635	Gurugram	41-50	Finger	1	Lost	Other	Hero, Honda, Maruti, Other Auto
2636	Gurugram	31-40	Finger	1	Lost	Power Press	Maruti

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/damaged	Type of Injury	Machine	OEM (as identified by the worker)
2637	Gurugram	21-30	Finger	1	Injured	Other	Maruti
2638	Gurugram	41-50	Lower Leg	1	Injured	Road Accident	Honda
2639	Gurugram	21-30	Finger	3	Lost	Power Press	Maruti
2640	Gurugram	21-30	Finger	3	Lost	Power Press	Honda, Maruti
2641	Gurugram	21-30	Finger	1	Injured	Other	Maruti, Other Auto
2642	Gurugram	21-30	Forearm	1	Injured	Moulding Machine	Hero, Honda, Maruti, Other Auto
2643	Gurugram	21-30	Finger	1	Injured	Power Press	Honda
2644	Gurugram	31-40	Forearm	1	Fractured	Road Accident	Other Auto
2645	Gurugram	21-30	Other	1	Fractured	Road Accident	Hero, Honda, Maruti
2646	Gurugram	21-30	Finger	2	Lost	Other	Honda, Maruti
2647	Gurugram	31-40	Forearm	1	Other		Honda, Maruti
2648	Gurugram	21-30	Finger	1	Lost		Maruti
2649	Gurugram	41-50	Forearm	1	Other		Maruti
2650	Gurugram	21-30	Finger	2	Injured	Power Press	Other Auto
2651	Gurugram	Below 20	Finger	2	Lost	Power Press	Hero, Honda, Maruti
2652	Gurugram	21-30	Finger	1	Lost	Power Press	Hero, Honda
2653	Gurugram	41-50	Finger	2	Lost	Power Press	Honda, Maruti
2654	Gurugram	31-40	Forearm	1	Fractured	Other	Maruti
2655	Gurugram	21-30	Finger	2	Lost	Other	Hero, Honda, Maruti
2656	Gurugram	41-50	Lower Leg	1	Fractured		Maruti
2657	Gurugram	21-30	Finger	2	Lost		Hero
2658	Gurugram	41-50	Other	5	Lost	Power Press	Maruti
2659	Gurugram	41-50	Forearm	1	Fractured		Honda, Maruti
2660	Gurugram	31-40	Forearm	1	Fractured	Road Accident	Truck (pipe)
2661	Gurugram	41-50	Finger	1	Lost	Power Press	Hero, Honda, Maruti
2662	Gurugram	31-40	Finger	1	Lost	Power Press	Honda, Maruti
2663	Gurugram	31-40	Forearm	1	Lost	Power Press	Maruti
2664	Gurugram	21-30	Finger	2	Lost	Power Press	Maruti
2665	Gurugram	21-30	Forearm	1	Lost	Other	Unknown to worker
2666	Gurugram	41-50	Finger	3	Lost	Power Press	Maruti
2667	Gurugram	31-40	Finger	1	Lost	Power Press	Maruti
2668	Gurugram	31-40	Finger	2	Lost	Power Press	Honda
2669	Gurugram	21-30	Finger	1	Lost	Power Press	Maruti
2670	Gurugram	41-50	Forearm	1	Fractured		maruti,hnda part's
2671	Gurugram	21-30	Finger	4	Lost	Power Press	Maruti
2672	Gurugram	31-40	Finger	1	Lost	Power Press	Hero, Honda, Maruti
2673	Gurugram	21-30	Finger	2	Lost	Power Press	Honda, Other Auto
2674	Gurugram	21-30	Finger	1	Injured	Other	Maruti
2675	Gurugram	41-50	Finger	1	Lost	Power Press	Maruti
2676	Gurugram	21-30	Finger	2	Injured	Power Press	Maruti
2677	Gurugram	41-50	Finger	2	Lost	Power Press	Maruti
2678	Gurugram	21-30	Finger	2	Lost	Power Press	Honda, Maruti, Other Auto
2679	Gurugram	21-30	Finger	1	Lost	Other	Hero, Honda, Maruti
2680	Gurugram	21-30	Finger	2	Lost	Power Press	Maruti
2681	Gurugram	31-40	Finger	1	Injured	Other	Unknown to worker
2682	Gurugram	21-30	Finger	2	Injured	Other	Other Auto
2683	Gurugram	21-30	Forearm	1	Injured	Other	Honda, Maruti
2684	Gurugram	51-60	Other	5	Lost	Power Press	Maruti
2685	Gurugram	21-30	Finger	3	Lost	Power Press	Hero, Honda, Maruti
2686	Gurugram	41-50	Forearm	1	Fractured		Hero, Honda, Maruti, Other Auto
2687	Gurugram	31-40	Finger	1	Lost	Moulding Machine	Hero, Maruti
2688	Gurugram	31-40	Finger	2	Lost	Power Press	Hero, Honda, Maruti
2689	Gurugram	41-50	Lower Leg	1	Fractured	Road Accident	Maruti
2690	Gurugram	31-40	Finger	1	Lost	Other	Honda, Other Auto
2691	Gurugram	41-50	Finger	4	Lost	Power Press	Hero
2692	Gurugram	21-30	Lower Leg	1	Fractured		Maruti
2693	Gurugram	21-30	Finger	1	Lost	Power Press	Maruti
2694	Gurugram	21-30	Forearm	1	Fractured		Maruti
2695	Gurugram	21-30	Finger	3	Lost	Other	Hero, Other Auto

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/ damaged	Type of Injury	Machine	OEM (as identified by the worker)
2696	Gurugram	31-40	Finger	2	Fractured	Other	Hero, Honda, Maruti
2697	Gurugram	31-40	Finger	3	Lost	Power Press	Maruti
2698	Gurugram	41-50	Finger	4	Lost	Power Press	Hero, Honda, Maruti
2699	Gurugram	31-40	Finger	4	Lost	Power Press	Maruti
2700	Gurugram	41-50	Forearm	1	Fractured		Maruti
2701	Gurugram	21-30	Finger	2	Lost		Railway part's
2702	Gurugram	21-30	Forearm	1	Injured		Maruti
2703	Gurugram	21-30	Finger	1	Lost	Other	Hero, Honda, Other Auto
2704	Gurugram	21-30	Forearm	1	Injured	Other	Maruti, Other Auto
2705	Gurugram	31-40	Forearm	1	Fractured	Road Accident	Hero, Honda, Maruti
2706	Gurugram	21-30	Finger	1	Injured	Other	Maruti
2707	Gurugram	41-50	Finger	1	Lost	Other	Hero
2708	Gurugram	21-30	Finger	1	Lost	Moulding Machine	Hero, Honda, Maruti
2709	Gurugram	21-30	Finger	1	Lost	Power Press	Maruti
2710	Gurugram	21-30	Finger	1	Injured	Other	Hero, Maruti
2711	Gurugram	41-50	Finger	1	Injured	Power Press	Hero, Honda, Maruti
2712	Gurugram	21-30	Finger	1	Lost	Power Press	Hero, Honda
2713	Gurugram	21-30	Finger	1	Lost	Other	Maruti
2714	Gurugram	41-50	Finger	2	Injured	Power Press	Hero
2715	Gurugram	21-30	Finger	1	Lost	Moulding Machine	Other Auto
2716	Gurugram	21-30	Finger	1	Lost	Other	Maruti
2717	Gurugram	41-50	Other	5	Injured	Road Accident	Hero, Honda, Maruti
2718	Gurugram	21-30	Other		Other	Road Accident	Hero, Honda, Maruti, Other Auto
2719	Gurugram	21-30	Finger	1	Injured	Other	Maruti
2720	Gurugram	21-30	Finger	1	Lost	Power Press	Maruti
2721	Gurugram	31-40	Finger	1	Lost	Other	Maruti
2722	Gurugram	21-30	Finger	1	Lost	Other	Other Auto
2723	Gurugram	31-40	Lower Leg	1	Fractured	Road Accident	Maruti
2724	Gurugram	21-30	Other	5	Lost	Power Press	Maruti
2725	Gurugram	21-30	Finger	1	Lost	Power Press	Hero, Maruti
2726	Gurugram	31-40	Finger	2	Lost	Power Press	Other Auto
2727	Gurugram	21-30	Finger	1	Injured	Other	Maruti, Other Auto
2728	Gurugram	51-60	Other	5	Lost	Power Press	Maruti, Other Auto
2729	Gurugram	31-40	Finger	1	Lost	Power Press	Hero, Honda, Maruti
2730	Gurugram	31-40	Lower Leg	1	Fractured		Hero, Honda, Maruti
2731	Gurugram	21-30	Finger	1	Lost	Power Press	Maruti
2732	Gurugram	31-40	Finger	1	Lost	Power Press	Maruti
2733	Gurugram	31-40	Other		Lost	Other	Maruti, Other Auto
2734	Gurugram	Below 20	Finger	2	Injured	Power Press	Hero, Other Auto
2735	Gurugram	Below 20	Finger	1	Lost	Power Press	Other Auto
2736	Gurugram	Below 20	Finger	2	Lost	Power Press	Bus, Mahindra, jcb part's
2737	Gurugram	21-30	Finger	1	Injured	Other	Hero, Honda, Maruti
2738	Gurugram	21-30	Finger	3	Injured	Other	Hero, Honda, Maruti
2739	Gurugram	21-30	Finger	1	Fractured	Other	Hero, Honda, Maruti, Other Auto
2740	Gurugram	31-40	Finger	1	Lost	Power Press	Hero, Honda, Maruti
2741	Gurugram	21-30	Other	5	Lost	Power Press	Honda, Maruti
2742	Gurugram	21-30	Finger	1	Lost	Other	Hero, Honda, Maruti
2743	Gurugram	21-30	Finger	1	Lost	Power Press	Hero, Maruti
2744	Gurugram	51-60	Finger	2	Lost	Other	Hero, Honda, Maruti
2745	Gurugram	21-30	Finger	1	Injured	Power Press	Hero, Other Auto
2746	Gurugram	21-30	Finger	1	Lost	Other	Hero, Honda, Maruti
2747	Gurugram	31-40	Finger	4	Lost	Moulding Machine	Hero, Honda, Maruti
2748	Gurugram	21-30	Finger	1	Lost	Other	Other Auto
2749	Gurugram	21-30	Finger	2	Lost	Other	Hero, Honda, Maruti
2750	Gurugram	31-40	Finger	2	Injured	Other	Hero
2751	Gurugram	31-40	Lower Leg	1	Lost		Other Auto
2752	Gurugram	31-40	Forearm	1	Fractured	Road Accident	Hero
2753	Gurugram	41-50	Finger	3	Lost	Power Press	Honda, Maruti
2754	Gurugram	31-40	Finger	2	Lost	Power Press	Honda, Maruti

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/damaged	Type of Injury	Machine	OEM (as identified by the worker)
2755	Gurugram	31-40	Forearm		Lost	Other	Maruti, Other Auto
2756	Gurugram	31-40	Finger	3	Lost	Power Press	Honda, Maruti, Other Auto
2757	Gurugram	21-30	Forearm	1	Fractured	Other	Maruti
2758	Gurugram	31-40	Finger	1	Lost	Power Press	Other Auto
2759	Gurugram	41-50	Finger	1	Lost	Other	Hero, Other Auto
2760	Gurugram	31-40	Finger	1	Lost	Power Press	Hero, Honda, Maruti
2761	Gurugram	31-40	Finger	1	Lost	Other	Other Auto
2762	Gurugram	21-30	Finger	1	Lost	Other	Other Auto
2763	Gurugram	41-50	Finger	3	Lost	Power Press	Maruti
2764	Gurugram	31-40	Finger	3	Lost	Power Press	Maruti
2765	Gurugram	21-30	Lower Leg	1	Lost	Road Accident	Honda
2766	Gurugram	51-60	Finger	4	Lost	Power Press	Hero, Maruti, Other Auto
2767	Gurugram	31-40	Finger	1	Lost	Power Press	Hero, Honda
2768	Gurugram	31-40	Finger	1	Lost	Other	Hero, Honda, Maruti
2769	Gurugram	Below 20	Finger	1	Lost	Moulding Machine	Hero
2770	Gurugram	41-50	Finger	1	Lost	Moulding Machine	Maruti
2771	Gurugram	21-30	Finger	2	Lost	Power Press	Maruti
2772	Gurugram	41-50	Forearm	1	Lost	Power Press	Hero, Honda, Maruti
2773	Gurugram	21-30	Finger	3	Lost	Power Press	Other Auto
2774	Gurugram	21-30	Finger	1	Lost	Power Press	Maruti
2775	Gurugram	21-30	Lower Leg	1	Fractured	Road Accident	Hero, Honda, Maruti
2776	Gurugram	21-30	Forearm	1	Fractured		Maruti
2777	Gurugram	21-30	Finger	2	Lost	Power Press	Maruti
2778	Gurugram	Above 60	Finger	2	Lost	Power Press	Maruti
2779	Gurugram	31-40	Finger	1	Lost	Power Press	Hero, Honda
2780	Gurugram	41-50	Finger	1	Lost	Power Press	Maruti
2781	Gurugram	21-30	Finger	3	Lost	Power Press	Honda
2782	Gurugram	21-30	Finger	1	Lost	Power Press	Honda
2783	Gurugram	21-30	Finger	1	Lost	Other	Hero, Honda, Maruti
2784	Gurugram	31-40	Finger	1	Lost	Other	Maruti
2785	Gurugram	31-40	Finger	1	Lost	Other	Maruti, Other Auto
2786	Gurugram	51-60	Finger	1	Lost	Power Press	Hero, Honda, Maruti
2787	Gurugram	21-30	Finger	1	Lost	Power Press	Maruti
2788	Gurugram	41-50	Finger	1	Lost	Power Press	Maruti
2789	Gurugram	21-30	Forearm	1	Fractured	Other	Maruti
2790	Gurugram	31-40	Other	5	Lost	Power Press	Honda, Maruti
2791	Gurugram	21-30	Finger	2	Lost	Power Press	Hero, Honda, Maruti
2792	Gurugram	31-40	Finger	1	Lost	Power Press	Honda, Maruti
2793	Gurugram	31-40	Finger	1	Lost	Power Press	Honda, Maruti, Other Auto
2794	Gurugram	21-30	Finger	1	Lost	Other	Maruti, Other Auto
2795	Gurugram	31-40	Finger	1	Lost	Moulding Machine	Other Auto
2796	Gurugram	21-30	Finger	1	Injured	Moulding Machine	Hero, Honda, Maruti
2797	Gurugram	21-30	Finger	1	Lost	Other	Maruti
2798	Gurugram	21-30	Lower Leg	1	Fractured	Road Accident	Hero
2799	Gurugram	21-30	Forearm	1	Fractured	Road Accident	Maruti, Other Auto
2800	Gurugram	21-30	Finger	1	Lost	Other	Hero, Honda
2801	Gurugram	21-30	Finger	1	Lost	Other	Maruti
2802	Gurugram	31-40	Finger	4	Lost	Power Press	Maruti, Other Auto
2803	Gurugram	21-30	Other		Fractured	Road Accident	Maruti, Other Auto
2804	Gurugram	Below 20	Finger	1	Injured	Other	Maruti
2805	Gurugram	21-30	Finger	1	Injured	Moulding Machine	Hero
2806	Gurugram	31-40	Finger	3	Lost	Power Press	Hero
2807	Gurugram	31-40	Finger	1	Lost	Power Press	Maruti
2808	Gurugram	41-50	Finger	1	Lost	Power Press	Maruti
2809	Gurugram	21-30	Finger	3	Injured	Power Press	Hero, Honda
2810	Gurugram	41-50	Finger	2	Lost	Power Press	Maruti
2811	Gurugram	31-40	Finger	4	Lost	Power Press	Other Auto
2812	Gurugram	21-30	Other	5	Lost	Other	Honda, Maruti
2813	Gurugram	31-40	Finger	2	Lost	Power Press	Honda, Maruti

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/ damaged	Type of Injury	Machine	OEM (as identified by the worker)
2814	Gurugram	31-40	Finger	2	Lost	Power Press	Honda, Maruti
2815	Gurugram	31-40	Finger	2	Lost	Power Press	Hero
2816	Gurugram	21-30	Finger	1	Injured	Other	Hero
2817	Gurugram	41-50	Finger	1	Lost	Power Press	Maruti
2818	Gurugram	31-40	Finger	2	Lost	Power Press	Maruti
2819	Gurugram	21-30	Finger	5	Lost	Power Press	Maruti
2820	Gurugram	31-40	Finger	3	Lost	Power Press	Maruti
2821	Gurugram	21-30	Finger	1	Injured	Other	Unknown to worker
2822	Gurugram	21-30	Finger	1	Lost	Other	Maruti
2823	Gurugram	41-50	Finger	1	Lost	Power Press	Maruti, Other Auto
2824	Gurugram	41-50	Finger	1	Lost	Power Press	Honda
2825	Gurugram	21-30	Lower Leg	1	Fractured	Other	Honda, Maruti
2826	Gurugram	31-40	Finger	1	Lost	Power Press	Hero, Honda, Maruti
2827	Gurugram	41-50	Finger	2	Lost	Power Press	Hero, Honda, Maruti
2828	Gurugram	31-40	Forearm	1	Other	Other	Hero, Honda, Maruti
2829	Gurugram	41-50	Finger	2	Injured		Maruti
2830	Gurugram	21-30	Other		Lost		Maruti
2831	Gurugram	51-60	Lower Leg	1	Fractured	Other	Maruti
2832	Gurugram	41-50	Finger	2	Lost	Other	Hero, Honda, Maruti
2833	Gurugram	Below 20	Forearm	1	Fractured		Honda
2834	Gurugram	21-30	Finger	1	Lost	Power Press	Maruti
2835	Gurugram	31-40	Finger	2	Lost	Power Press	Unknown to worker
2836	Gurugram	21-30	Finger	3	Fractured	Other	Other Auto
2837	Gurugram	21-30	Finger	1	Injured	Moulding Machine	Hero, Maruti
2838	Gurugram	21-30	Forearm	1	Fractured	Road Accident	Honda, Maruti
2839	Gurugram	41-50	Finger	1	Lost	Power Press	Maruti
2840	Gurugram	21-30	Finger	3	Injured	Power Press	Hero, Honda, Maruti
2841	Gurugram	Below 20	Forearm	1	Injured	Other	Other Auto
2842	Gurugram	21-30	Finger	1	Lost		Hero
2843	Gurugram	31-40	Finger	2	Lost	Power Press	Maruti
2844	Gurugram	41-50	Finger	4	Lost	Power Press	Maruti
2845	Gurugram	21-30	Finger	1	Lost	Moulding Machine	Maruti
2846	Gurugram	51-60	Finger	3	Injured	Power Press	Hero, Honda, Maruti
2847	Gurugram	31-40	Finger	1	Injured	Other	Honda, Maruti
2848	Gurugram	41-50	Forearm	1	Other	Power Press	Maruti
2849	Gurugram	21-30	Finger	1	Lost	Power Press	Maruti
2850	Gurugram	41-50	Finger	2	Injured	Other	Honda, Maruti
2851	Gurugram	31-40	Lower Leg	1	Fractured	Road Accident	Maruti
2852	Gurugram	31-40	Forearm	1	Lost	Other	Other Auto
2853	Gurugram	41-50	Finger	1	Lost	Power Press	Maruti
2854	Gurugram	21-30	Finger	1	Lost	Other	Maruti
2855	Gurugram	21-30	Finger	3	Lost	Power Press	Hero
2856	Gurugram	41-50	Finger	1	Lost	Power Press	Hero, Honda, Maruti, Other Auto
2857	Gurugram	Below 20	Forearm	1	Fractured	Other	Other Auto
2858	Gurugram	41-50	Finger	1	Lost	Power Press	Hero, Honda
2859	Gurugram	21-30	Finger	4	Lost	Power Press	Hero, Honda
2860	Gurugram	31-40	Forearm	1	Fractured	Road Accident	Hero, Honda
2861	Gurugram	41-50	Finger	1	Lost	Power Press	Hero, Honda, Maruti
2862	Gurugram	21-30	Finger	4	Other		Hero, Other Auto
2863	Gurugram	31-40	Finger	1	Lost	Power Press	Hero, Honda, Maruti
2864	Gurugram	31-40	Finger	1	Lost	Power Press	Hero, Maruti
2865	Gurugram	21-30	Finger	1	Lost	Power Press	Honda, Maruti
2866	Gurugram	21-30	Finger	1	Injured	Other	Hero, Honda, Maruti
2867	Gurugram	41-50	Lower Leg	1	Injured	Road Accident	Maruti
2868	Gurugram	Below 20	Lower Leg	2	Fractured	Other	Hero, Honda, Maruti
2869	Gurugram	21-30	Lower Leg	1	Fractured	Other	Honda, Maruti
2870	Gurugram	21-30	Other	5	Lost	Power Press	Honda, Maruti
2871	Gurugram	31-40	Finger	1	Lost	Power Press	Maruti
2872	Gurugram	41-50	Finger	1	Lost	Power Press	Hero, Maruti

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/damaged	Type of Injury	Machine	OEM (as identified by the worker)
2873	Gurugram	31-40	Finger	1	Lost	Power Press	Maruti
2874	Gurugram	21-30	Lower Leg	1	Lost	Other	Honda, Maruti
2875	Gurugram	21-30	Lower Leg	1	Lost	Other	Maruti
2876	Gurugram	41-50	Lower Leg	1	Fractured	Road Accident	Unknown to worker
2877	Gurugram	21-30	Finger	1	Injured	Other	Maruti, Other Auto
2878	Gurugram	41-50	Forearm	1	Fractured		Maruti
2879	Gurugram	41-50	Finger	3	Lost	Power Press	Hero, Maruti
2880	Gurugram	21-30	Finger	1	Lost	Other	Hero, Honda
2881	Gurugram	31-40	Lower Leg	1	Fractured	Road Accident	Honda, Maruti
2882	Gurugram	41-50	Finger	1	Injured	Other	Hero, Honda
2883	Gurugram	31-40	Lower Leg	1	Injured		Honda, Maruti
2884	Gurugram	21-30	Finger	1	Injured	Other	Hero, Honda
2885	Gurugram	31-40	Finger	1	Injured	Other	Maruti
2886	Gurugram	31-40	Forearm	1	Fractured		Hero, Honda, Maruti
2887	Gurugram	21-30	Finger	2	Injured	Other	Maruti
2888	Gurugram	21-30	Finger	1	Injured	Other	Hero, Honda, Maruti
2889	Gurugram	21-30	Forearm	1	Injured	Other	Other Auto
2890	Gurugram	Below 20	Finger	1	Lost	Other	Hero, Honda, Maruti
2891	Gurugram	41-50	Other		Fractured		Car part/don't know name
2892	Gurugram	41-50	Finger	3	Lost	Power Press	Maruti
2893	Gurugram	21-30	Finger	3	Injured	Other	Hero, Honda, Maruti
2894	Gurugram	31-40	Finger	1	Lost	Other	Hero, Honda, Maruti
2895	Gurugram	31-40	Finger	2	Lost	Power Press	Hero, Honda, Maruti
2896	Gurugram	21-30	Finger	1	Fractured		Maruti
2897	Gurugram	21-30	Finger	1	Lost	Power Press	Maruti
2898	Gurugram	21-30	Finger	1	Lost	Power Press	Maruti
2899	Gurugram	21-30	Finger	5	Lost	Power Press	Hero, Maruti
2900	Gurugram	31-40	Finger	1	Lost	Power Press	Maruti, Other Auto
2901	Gurugram	41-50	Finger	1	Lost	Other	Maruti
2902	Gurugram	21-30	Finger	1	Lost	Power Press	Hero, Honda, Maruti
2903	Gurugram	21-30	Other	5	Injured		Hero, Honda, Maruti
2904	Gurugram	21-30	Forearm	1	Injured		Honda
2905	Gurugram	41-50	Lower Leg	1	Fractured	Road Accident	Honda
2906	Gurugram	21-30	Other	5	Injured		Maruti
2907	Gurugram	21-30	Finger	3	Lost	Power Press	Maruti
2908	Gurugram	41-50	Forearm	1	Fractured	Road Accident	Honda, Maruti
2909	Gurugram	31-40	Forearm	1	Injured	Other	Other Auto
2910	Gurugram	21-30	Finger	3	Injured	Power Press	Maruti
2911	Gurugram	31-40	Finger	2	Lost	Power Press	Hero, Honda
2912	Gurugram	31-40	Lower Leg	1	Fractured	Road Accident	Hero, Maruti
2913	Gurugram	Below 20	Finger	1	Injured	Other	Maruti
2914	Gurugram	21-30	Finger	1	Injured	Power Press	Hero, Honda, Maruti
2915	Gurugram	21-30	Finger	1	Lost	Other	Maruti, Other Auto
2916	Gurugram	Below 20	Finger	1	Injured	Moulding Machine	Hero, Honda, Maruti
2917	Gurugram	41-50	Finger	1	Fractured	Other	Other Auto
2918	Gurugram	31-40	Forearm	1	Fractured	Road Accident	Maruti
2919	Gurugram	21-30	Lower Leg	1	Fractured	Road Accident	Maruti
2920	Gurugram	41-50	Finger	2	Lost	Other	Maruti
2921	Gurugram	41-50	Finger	1	Lost	Power Press	Hero, Honda, Maruti
2922	Gurugram	21-30	Finger	1	Lost	Other	Other Auto
2923	Gurugram	31-40	Finger	3	Lost	Power Press	Hero
2924	Gurugram	21-30	Other		Fractured		Hero, Honda, Maruti, Other Auto
2925	Gurugram	21-30	Forearm	1	Injured	Other	Hero, Honda, Maruti
2926	Gurugram	41-50	Finger	1	Lost	Other	Hero, Honda, Maruti
2927	Gurugram	21-30	Finger	3	Injured	Moulding Machine	Honda, Other Auto
2928	Gurugram	41-50	Lower Leg	1	Fractured		Maruti
2929	Gurugram	31-40	Other	5	Injured		Maruti
2930	Gurugram	21-30	Finger	1	Lost	Power Press	Hero, Honda, Maruti
2931	Gurugram	31-40	Finger	1	Lost	Power Press	Maruti

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/damaged	Type of Injury	Machine	OEM (as identified by the worker)
2932	Gurugram	21-30	Finger	1	Injured	Other	Hero, Honda, Other Auto
2933	Gurugram	21-30	Other	5	Injured	Other	Maruti
2934	Gurugram	31-40	Finger	2	Lost	Power Press	Maruti
2935	Gurugram	31-40	Finger	2	Lost	Other	Maruti, Other Auto
2936	Gurugram	31-40	Other	5	Lost	Power Press	Hero, Honda, Maruti
2937	Gurugram	31-40	Finger	3	Lost	Power Press	Maruti
2938	Gurugram	31-40	Forearm	1	Fractured	Other	Hero, Honda
2939	Gurugram	21-30	Other	5	Injured	Moulding Machine	Mahindra
2940	Gurugram	21-30	Other	1	Other	Other	Maruti
2941	Gurugram	21-30	Forearm	1	Fractured	Road Accident	Maruti, Other Auto
2942	Gurugram	21-30	Lower Leg	1	Fractured	Road Accident	Hero, Maruti
2943	Gurugram	21-30	Finger	1	Injured	Moulding Machine	Maruti
2944	Gurugram	21-30	Finger	1	Injured	Other	Maruti
2945	Gurugram	31-40	Finger	1	Lost	Power Press	Maruti
2946	Gurugram	Below 20	Finger	1	Injured	Other	Honda
2947	Gurugram	21-30	Finger	1	Injured	Other	Suzuki
2948	Gurugram	Below 20	Finger	1	Lost	Power Press	Hero, Honda, Maruti
2949	Gurugram	41-50	Finger	2	Lost	Power Press	Hero
2950	Gurugram	31-40	Other	5	Other	Power Press	Maruti
2951	Gurugram	Below 20	Finger	1	Injured	Other	Maruti
2952	Gurugram	21-30	Finger	1	Lost	Power Press	Honda, Maruti
2953	Gurugram	31-40	Finger	4	Lost	Power Press	Maruti
2954	Gurugram	21-30	Finger	2	Injured	Power Press	Maruti
2955	Gurugram	31-40	Finger	4	Lost	Power Press	Hero
2956	Gurugram	Below 20	Finger	1	Injured	Other	Maruti
2957	Gurugram	31-40	Finger	4	Lost	Power Press	Hero, Honda, Maruti
2958	Gurugram	41-50	Forearm	1	Injured	Other	Maruti
2959	Gurugram	21-30	Finger	1	Lost	Power Press	Unknown to worker
2960	Gurugram	41-50	Forearm	1	Lost	Power Press	Hero, Honda
2961	Gurugram	31-40	Finger	1	Injured	Power Press	Hero, Honda, Maruti, Other Auto
2962	Gurugram	31-40	Finger	1	Lost	Power Press	Hero, Honda, Maruti
2963	Gurugram	21-30	Finger	1	Lost	Moulding Machine	Hero, Honda, Maruti
2964	Gurugram	21-30	Forearm	1	Other	Other	Honda, Maruti
2965	Gurugram	31-40	Finger	1	Lost	Power Press	Maruti
2966	Gurugram	31-40	Forearm	1	Fractured	Road Accident	Hero, Honda, Other Auto
2967	Gurugram	21-30	Finger	1	Injured	Other	Maruti
2968	Gurugram	21-30	Other	1	Fractured	Road Accident	Maruti
2969	Gurugram	31-40	Finger	2	Lost	Power Press	Hero, Honda, Maruti
2970	Gurugram	21-30		1	Lost	Moulding Machine	Hero, Honda, Maruti, Other Auto
2971	Gurugram	31-40	Finger	2	Lost	Other	Honda, Maruti
2972	Gurugram	41-50	Finger	2	Lost	Power Press	Honda, Maruti
2973	Gurugram	Below 20	Other	5	Injured	Moulding Machine	Maruti, Other Auto
2974	Gurugram	31-40	Finger	4	Injured	Power Press	Hero, Honda
2975	Gurugram	21-30	Finger	1	Lost	Other	Maruti
2976	Gurugram	21-30	Finger	1	Lost	Moulding Machine	Hero
2977	Gurugram	31-40	Finger	1	Lost	Power Press	Hero, Maruti
2978	Gurugram	21-30	Forearm	1	Fractured	Power Press	Maruti
2979	Gurugram	Over 61	Other	5	Lost	Power Press	Honda
2980	Gurugram	21-30	Finger	3	Lost	Moulding Machine	Honda, Maruti
2981	Gurugram	31-40	Other	5	Lost	Power Press	Sonalika Tractor
2982	Gurugram	41-50	Finger	1	Lost	Other	Hero, Maruti
2983	Gurugram	31-40	Finger	1	Lost	Other	Maruti
2984	Gurugram	51-60	Finger	1	Lost	Power Press	Maruti
2985	Gurugram	21-30	Other	5	Other	Other	Hero, Honda, Maruti, Other Auto
2986	Gurugram	21-30	Finger	2	Injured	Other	Honda, Maruti
2987	Gurugram	31-40	Finger	2	Lost	Power Press	Maruti, Other Auto
2988	Gurugram	21-30	Finger	1	Lost	Power Press	TATA Motor
2989	Gurugram	41-50	Finger	1	Lost	Other	Honda
2990	Gurugram	31-40	Forearm	1	Fractured	Other	jcb

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/ damaged	Type of Injury	Machine	OEM (as identified by the worker)
2991	Gurugram	31-40	Finger	2	Injured	Other	Service center bmw car
2992	Gurugram	31-40	Other	1	Injured	Other	Export other countries
2993	Gurugram	21-30	Finger	3	Lost	Power Press	Maruti
2994	Gurugram	31-40	Finger	2	Injured	Power Press	Maruti
2995	Gurugram	21-30	Forearm	1	Fractured	Other	Honda, Maruti
2996	Gurugram	31-40	Finger	2	Lost	Other	Hero, Honda
2997	Gurugram	Below 20	Finger	1	Lost	Power Press	JCB, New Holland tractor
2998	Gurugram	21-30	Forearm	1	Fractured	Road Accident	Hero, Maruti
2999	Gurugram	Below 20	Finger	1	Injured	Power Press	Hero, Honda
3000	Gurugram	41-50	Finger	2	Lost	Power Press	Maruti
3001	Gurugram	41-50	Finger	2	Lost	Other	Maruti
3002	Gurugram	31-40	Finger	1	Lost	Power Press	Hero, Honda
3003	Gurugram	21-30	Finger	2	Lost	Power Press	Maruti
3004	Gurugram	41-50	Forearm	1	Injured	Power Press	Hero, Honda, Other Auto
3005	Gurugram	31-40	Finger	3	Lost	Power Press	Maruti
3006	Gurugram	21-30	Lower Leg	1	Other	Other	Hero, Other Auto
3007	Gurugram	21-30	Finger	1	Lost	Power Press	Maruti
3008	Gurugram	21-30	Finger	1	Lost	Other	Maruti
3009	Gurugram	21-30	Finger	1	Fractured	Road Accident	Honda
3010	Gurugram	21-30	Finger	2	Lost	Other	Hero
3011	Gurugram	31-40	Finger	1	Injured	Road Accident	Hero, Honda, Maruti
3012	Gurugram	21-30	Finger	1	Lost	Other	Hero, Honda, Maruti
3013	Gurugram	Below 20	Finger	1	Injured	Other	Honda
3014	Gurugram	21-30	Finger	3	Lost	Power Press	Maruti
3015	Gurugram	21-30	Finger	1	Injured	Other	Maruti
3016	Gurugram	21-30	Finger	1	Injured	Other	Hero, Honda, Maruti
3017	Gurugram	21-30	Finger	2	Injured	Power Press	Maruti
3018	Gurugram	51-60	Finger	2	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3019	Gurugram	Below 20	Finger	3	Lost	Power Press	Maruti
3020	Gurugram	21-30	Forearm	1	Fractured	Road Accident	Hero, Honda
3021	Gurugram	21-30	Finger	1	Lost	Other	Hero, Honda, Maruti
3022	Gurugram	31-40	Finger	1	Lost	Power Press	Hero, Honda, Maruti
3023	Gurugram	31-40	Finger	1	Lost	Power Press	Unknown to worker
3024	Gurugram	31-40	Finger	2	Lost	Power Press	Hero
3025	Gurugram	21-30	Finger	1	Lost	Power Press	Honda, Maruti
3026	Gurugram	31-40	Other	5	Fractured	Other	Hero, Honda, Maruti, Other Auto
3027	Gurugram	21-30	Finger	1		Power Press	Hero, Honda, Maruti
3028	Gurugram	41-50	Finger	1	Lost	Power Press	Maruti
3029	Gurugram	Below 20	Finger	1	Lost	Other	Railways
3030	Gurugram	21-30	Finger	1	Lost	Moulding Machine	Unknown to worker
3031	Gurugram	Below 20	Finger	3	Lost	Power Press	Maruti
3032	Gurugram	21-30	Finger	3	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3033	Gurugram	Below 20	Other	5	Lost	Power Press	Hero, Honda, Maruti
3034	Gurugram	31-40	Finger	1	Lost	Power Press	Hero, Honda, Maruti
3035	Gurugram	31-40	Finger	1	Lost	Power Press	Unknown to worker
3036	Gurugram	31-40	Finger	2	Lost	Power Press	Hero, Other Auto
3037	Gurugram	Below 20	Finger	2	Lost	Other	Hero, Honda
3038	Gurugram	31-40	Finger	2	Injured	Other	Unknown to worker
3039	Gurugram	21-30	Other		Lost	Road Accident	Maruti, Other Auto
3040	Gurugram	31-40	Finger	2	Lost	Power Press	Mahindra
3041	Gurugram	21-30	Lower Leg	1	Injured	Road Accident	Hero, Honda, Maruti, Other Auto
3042	Gurugram	21-30	Finger	1	Lost	Other	Unknown to worker
3043	Gurugram	Below 20	Finger	3	Fractured	Other	Maruti
3044	Gurugram	51-60	Lower Leg	1	Fractured	Road Accident	Hero, Honda
3045	Gurugram	21-30	Finger	3	Lost	Power Press	Maruti
3046	Gurugram	Below 20	Finger	2	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3047	Gurugram	31-40	Forearm	1	Lost	Power Press	Hero
3048	Gurugram	21-30	Other	1	Fractured	Other	Maruti
3049	Gurugram	31-40	Finger	3	Lost	Power Press	Hero

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/ damaged	Type of Injury	Machine	OEM (as identified by the worker)
3050	Gurugram	31-40	Finger	2	Lost	Power Press	Hero, Honda
3051	Gurugram	31-40	Finger	1	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3052	Gurugram	31-40	Finger	2	Lost	Power Press	Maruti
3053	Gurugram	Below 20	Finger	1	Lost	Power Press	Hero, Honda, Maruti
3054	Gurugram	31-40	Finger	1	Injured	Power Press	Hero, Honda, Maruti
3055	Gurugram	21-30	Finger	1	Lost	Power Press	Maruti
3056	Gurugram	51-60	Lower Leg	1	Fractured	Other	Car part from other countries
3057	Gurugram	31-40	Finger	2	Lost	Power Press	Hero, Honda
3058	Gurugram	Below 20	Finger	3	Lost	Power Press	Maruti
3059	Gurugram	51-60	Forearm	1	Fractured	Road Accident	Hero, Honda, Maruti
3060	Gurugram	51-60	Finger	1	Lost	Power Press	Ashok Leyland, mahindra
3061	Gurugram	51-60	Finger	3	Lost	Other	Unknown to worker
3062	Gurugram	31-40	Finger	3	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3063	Gurugram	21-30	Finger	1	Fractured	Other	Hero, Honda, Maruti
3064	Gurugram	Below 20	Finger	1	Lost	Other	Hero, Honda, Maruti
3065	Gurugram	21-30	Finger	1	Injured	Power Press	Maruti
3066	Gurugram	21-30	Finger	2	Lost	Power Press	Maruti
3067	Gurugram	Below 20	Finger	1	Injured	Power Press	Hero, Honda, Maruti
3068	Gurugram	31-40	Finger	1	Lost	Power Press	Unknown to worker
3069	Gurugram	21-30	Finger	3	Lost	Power Press	Maruti
3070	Gurugram	21-30	Finger	2	Lost	Power Press	Unknown to worker
3071	Gurugram	51-60	Finger	1	Lost	Power Press	Honda
3072	Gurugram	Below 20	Forearm	1	Lost	Power Press	Honda, Maruti
3073	Gurugram	21-30	Finger	1	Lost	Power Press	Maruti
3074	Gurugram	41-50	Finger	1	Injured	Power Press	Railways parts
3075	Gurugram	51-60	Finger	1	Lost	Power Press	Maruti
3076	Gurugram	21-30	Finger	1	Lost	Power Press	Maruti
3077	Gurugram	41-50	Lower Leg	1	Fractured	Power Press	Honda, Maruti
3078	Gurugram	21-30	Finger	2	Lost	Power Press	Maruti
3079	Gurugram	31-40	Finger	1	Lost	Other	Honda, Other Auto
3080	Gurugram	21-30	Finger	1	Lost	Power Press	Honda
3081	Gurugram	21-30	Finger	1	Injured	Other	Hero, Honda
3082	Gurugram	21-30	Finger	1	Lost	Power Press	Honda, Maruti, Other Auto
3083	Gurugram	21-30	Finger	1	Lost	Moulding Machine	Honda, Maruti
3084	Gurugram	31-40	Forearm	1	Fractured	Other	Hero, Maruti
3085	Gurugram	31-40	Finger	1	Lost	Power Press	Unknown to worker
3086	Gurugram	21-30	Finger	4	Lost	Power Press	Railways parts
3087	Gurugram	21-30	Finger	3	Lost	Power Press	Bajaj
3088	Gurugram	41-50	Other		Other	Road Accident	Maruti
3089	Gurugram	31-40	Finger		Lost	Power Press	Hero, Honda
3090	Gurugram	21-30	Other	5	Other	Moulding Machine	Maruti
3091	Gurugram	21-30	Finger	1	Lost	Power Press	Maruti
3092	Gurugram	Below 20	Finger	1	Lost	Power Press	Maruti
3093	Gurugram	31-40	Finger	2	Injured	Power Press	Maruti
3094	Gurugram	21-30	Finger	1	Injured	Other	Hero, Honda, Maruti
3095	Gurugram	Below 20	Finger	4	Lost	Power Press	Hero, Honda, Maruti
3096	Gurugram	21-30	Finger	1	Lost	Power Press	Unknown to worker
3097	Gurugram	31-40	Other	1	Fractured	Other	Maruti
3098	Gurugram	31-40	Finger	4	Lost	Power Press	Maruti
3099	Gurugram	21-30	Finger	2	Lost	Power Press	Maruti
3100	Gurugram	31-40	Finger	1	Injured	Power Press	Hero
3101	Gurugram	21-30	Finger	1	Lost	Other	Hero, Maruti
3102	Gurugram	21-30	Other	5	Lost	Power Press	Hero, Honda
3103	Gurugram	21-30	Finger	1	Injured	Other	Honda
3104	Gurugram	21-30	Finger	1	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3105	Gurugram	Below 20	Finger	1	Injured	Power Press	Hero, Honda, Maruti, Other Auto
3106	Gurugram	21-30	Finger	2	Injured	Power Press	Maruti
3107	Gurugram	21-30	Finger	2	Injured	Other	Hero, Other Auto
3108	Gurugram	21-30	Finger	1	Lost	Other	Maruti

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/ damaged	Type of Injury	Machine	OEM (as identified by the worker)
3109	Gurugram	31-40	Finger	4	Lost	Power Press	Hero, Honda
3110	Gurugram	21-30	Finger	1	Injured	Other	Hero, Honda
3111	Gurugram	21-30	Lower Leg	1	Fractured	Road Accident	Maruti
3112	Gurugram	21-30	Finger	1	Injured	Other	Maruti
3113	Gurugram	21-30	Finger	1	Injured	Other	Maruti
3114	Gurugram	21-30	Lower Leg	1	Lost	Road Accident	Car filter export other country
3115	Gurugram	Below 20	Finger	1	Lost	Other	Maruti
3116	Gurugram	31-40	Finger	1	Lost	Power Press	Maruti
3117	Gurugram	21-30	Finger	1	Injured	Power Press	Maruti
3118	Gurugram	21-30	Finger	2	Lost	Power Press	Maruti
3119	Gurugram	21-30	Finger	3	Lost	Power Press	Hero
3120	Gurugram	51-60	Finger	2	Lost	Other	Maruti, Other Auto
3121	Gurugram	41-50	Finger	1	Lost	Power Press	Hero, Honda, Maruti
3122	Gurugram	41-50	Finger	2	Lost	Power Press	Hero, Honda
3123	Gurugram	21-30	Forearm	1	Fractured	Other	Maruti
3124	Gurugram	21-30	Finger	2	Injured	Moulding Machine	Maruti
3125	Gurugram	41-50	Finger	1	Lost	Power Press	Maruti
3126	Gurugram	21-30	Other	1	Lost	Road Accident	Maruti, Other Auto
3127	Faridabad	31-40	Finger	1	Lost	Power Press	Maruti
3128	Faridabad	21-30	Finger	1	Injured	Other	Hero, Honda
3129	Faridabad	31-40	Finger	1	Lost	Power Press	Other Auto
3130	Faridabad	41-50	Other	5	Lost	Other	Maruti
3131	Faridabad	21-30	Finger	1	Lost	Power Press	Hero, Honda
3132	Faridabad	21-30	Finger	1	Other	Other	Other Auto
3133	Faridabad	31-40	Finger	3	Lost	Power Press	Maruti
3134	Faridabad	41-50	Finger	1	Lost	Other	Maruti
3135	Faridabad	41-50	Finger	3	Lost	Power Press	Maruti
3136	Faridabad	31-40	Finger	1	Lost	Other	Other Auto
3137	Faridabad	21-30	Finger	4	Fractured	Power Press	Other Auto
3138	Faridabad	41-50	Other	5	Injured	Power Press	Hero, Honda
3139	Faridabad	41-50	Other	5	Fractured	Power Press	Hero, Honda, Maruti, Other Auto
3140	Faridabad	41-50	Finger	2	Lost	Power Press	Unknown to worker
3141	Faridabad	41-50	Finger	1	Lost	Power Press	Maruti
3142	Faridabad	51-60	Other	1	Lost	Other	Hero, Honda
3143	Faridabad	41-50	Other	5	Fractured	Other	Hero, Honda, Maruti, Other Auto
3144	Faridabad	21-30	Finger	4	Lost	Power Press	Hero, Honda
3145	Faridabad	31-40	Finger	3	Lost	Power Press	Maruti
3146	Faridabad	41-50	Finger	4	Lost	Power Press	Maruti
3147	Faridabad	21-30	Finger	2	Lost	Power Press	Maruti
3148	Faridabad	41-50	Other	1	Fractured		Tractor
3149	Faridabad	21-30	Finger	1	Lost	Power Press	Hero, Honda
3150	Faridabad	31-40	Finger	2	Lost	Power Press	Maruti
3151	Faridabad	21-30	Other	5	Fractured	Power Press	Maruti
3152	Faridabad	41-50	Finger	2	Injured	Power Press	Maruti
3153	Faridabad	41-50	Finger	1	Lost	Power Press	Maruti
3154	Faridabad	31-40	Finger	1	Lost	Power Press	Hero, Honda
3155	Faridabad	41-50	Finger	1	Lost	Power Press	Other Auto
3156	Faridabad	Below 20	Finger	1	Lost	Other	Other Auto
3157	Faridabad	31-40	Forearm	1	Injured	Other	Hero, Honda, Other Auto
3158	Faridabad	Below 20	Finger	4	Lost	Power Press	Hero, Honda
3159	Faridabad	31-40	Finger	1	Lost	Power Press	Hero, Honda, Maruti
3160	Faridabad	Below 20	Finger	2	Lost	Power Press	Hero, Honda
3161	Faridabad	41-50	Finger	3	Lost	Power Press	Maruti
3162	Faridabad	21-30	Finger	4	Lost	Power Press	Hero, Honda
3163	Faridabad	21-30	Finger	2	Lost	Power Press	Hero
3164	Faridabad	31-40	Finger	1	Lost	Power Press	Maruti
3165	Faridabad	41-50	Finger	4	Lost	Power Press	Maruti
3166	Faridabad	21-30	Finger	4	Lost	Power Press	Hero, Honda
3167	Faridabad	31-40	Finger	3	Lost	Power Press	Maruti

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/ damaged	Type of Injury	Machine	OEM (as identified by the worker)
3168	Faridabad	21-30	Finger	4	Lost	Power Press	Other Auto
3169	Faridabad	21-30	Finger	3	Lost	Power Press	Other Auto
3170	Faridabad	Below 20	Finger	4	Lost	Power Press	Hero, Honda, Maruti
3171	Faridabad	Below 20	Other	5	Other	Power Press	Maruti
3172	Faridabad	31-40	Other	5	Fractured	Power Press	Maruti
3173	Faridabad	21-30	Finger	2	Lost	Power Press	Hero, Honda
3174	Faridabad	21-30	Finger	1	Lost	Power Press	Other Auto
3175	Faridabad	31-40	Finger	2	Lost	Power Press	Other Auto
3176	Faridabad	41-50	Finger	1	Lost	Power Press	Hero, Honda
3177	Faridabad	31-40	Finger	2	Lost	Power Press	Hero, Honda
3178	Faridabad	21-30	Other	1	Fractured	Power Press	Hero, Honda
3179	Faridabad	21-30	Finger	1	Lost	Power Press	Hero, Honda
3180	Faridabad	51-60	Forearm	1	Fractured	Road Accident	Other Auto
3181	Faridabad	21-30	Finger	5	Lost	Moulding Machine	Other Auto
3182	Faridabad	41-50	Finger	3	Lost	Power Press	Hero, Honda
3183	Faridabad	51-60	Finger	4	Lost	Power Press	Maruti
3184	Faridabad	21-30	Finger	2	Injured	Other	Hero, Honda
3185	Faridabad	31-40	Finger	2	Injured	Other	Maruti
3186	Faridabad	51-60	Finger	2	Lost	Power Press	Other Auto
3187	Faridabad	41-50	Finger	2	Lost	Power Press	Other Auto
3188	Faridabad	41-50	Finger	2	Lost	Power Press	Maruti
3189	Faridabad	21-30	Finger	1	Lost	Power Press	Other Auto
3190	Faridabad	41-50	Forearm	1	Other	Power Press	Hero, Honda
3191	Faridabad	41-50	Forearm	1	Fractured		Other Auto
3192	Faridabad	41-50	Finger	1	Lost	Other	Other Auto
3193	Faridabad	21-30	Finger	2	Lost	Power Press	Maruti
3194	Faridabad	31-40	Forearm	1	Fractured	Other	Other Auto
3195	Faridabad	41-50	Forearm	1	Injured	Power Press	Maruti
3196	Faridabad	31-40	Finger	1	Lost	Power Press	Hero
3197	Faridabad	Below 20	Finger	3	Lost	Power Press	Other Auto
3198	Faridabad	21-30	Finger	1	Lost	Power Press	Other Auto
3199	Faridabad	41-50	Finger	3	Injured	Other	Maruti, Other Auto
3200	Faridabad	21-30	Finger	2	Lost		Other Auto
3201	Faridabad	31-40	Finger	3	Lost	Power Press	Other Auto
3202	Faridabad	31-40	Finger	4	Lost	Power Press	Other Auto
3203	Faridabad	21-30	Finger	2	Lost	Power Press	Other Auto
3204	Faridabad	21-30	Finger	2	Lost	Power Press	Other Auto
3205	Faridabad	Below 20	Finger	3	Lost	Power Press	Other Auto
3206	Faridabad	31-40	Finger	2	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3207	Faridabad	21-30	Finger	1	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3208	Faridabad	21-30	Finger	3	Lost	Power Press	Honda, Maruti, Other Auto
3209	Faridabad		Forearm		Fractured		Other Auto
3210	Faridabad	21-30	Finger	2	Injured	Other	Other Auto
3211	Faridabad	41-50	Other		Fractured		Hero, Honda, Maruti, Other Auto
3212	Faridabad	21-30	Finger	2	Injured	Power Press	Other Auto
3213	Faridabad	21-30	Finger	2	Lost	Power Press	Other Auto
3214	Faridabad	21-30	Finger	1	Lost	Power Press	Hero, Honda, Maruti
3215	Faridabad	41-50	Finger	1	Injured	Power Press	Other Auto
3216	Faridabad	41-50	Finger	2	Lost	Power Press	Other Auto
3217	Faridabad	31-40	Finger	1	Fractured	Moulding Machine	Maruti, Other Auto
3218	Faridabad	21-30	Forearm		Injured	Other	Unknown to worker
3219	Faridabad	41-50	Lower Leg		Fractured	Other	Other Auto
3220	Faridabad	21-30	Other	5	Injured	Power Press	Maruti
3221	Faridabad	31-40	Finger	3	Lost	Power Press	Honda, Maruti
3222	Faridabad	21-30	Finger	3	Lost	Power Press	Maruti
3223	Faridabad	31-40	Finger		Lost	Power Press	Other Auto
3224	Faridabad	21-30	Finger	4	Lost	Power Press	Unknown to worker
3225	Faridabad	21-30	Finger	4	Lost	Power Press	Unknown to worker
3226	Faridabad	21-30	Finger	3	Lost	Power Press	Unknown to worker

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/ damaged	Type of Injury	Machine	OEM (as identified by the worker)
3227	Faridabad	Below 20	Finger	2	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3228	Faridabad	41-50	Other	5	Lost	Power Press	Other Auto
3229	Faridabad	21-30	Finger	2	Injured	Power Press	Other Auto
3230	Faridabad	Below 20	Finger	3	Injured	Other	Honda, Other Auto
3231	Faridabad	41-50	Finger	1	Lost	Power Press	Unknown to worker
3232	Faridabad	41-50	Other	5	Other	Moulding Machine	Hero, Honda, Maruti, Other Auto
3233	Faridabad	41-50	Finger	1	Injured	Power Press	Maruti
3234	Faridabad	51-60			Other		Other Auto
3235	Faridabad	31-40	Finger	3	Injured	Power Press	Other Auto
3236	Faridabad	21-30	Finger	1	Lost		Honda, Maruti
3237	Faridabad	41-50	Finger	2	Lost	Power Press	Hero, Honda, Maruti
3238	Faridabad	21-30	Finger	4	Lost	Power Press	Other Auto
3239	Faridabad	21-30	Finger	4	Lost	Power Press	Honda, Maruti, Other Auto
3240	Faridabad	31-40	Finger	1	Lost	Power Press	Other Auto
3241	Faridabad	31-40	Finger	3	Other	Power Press	Hero, Honda, Maruti, Other Auto
3242	Faridabad	31-40	Finger	1	Injured	Power Press	Hero, Honda, Maruti, Other Auto
3243	Faridabad	21-30	Lower Leg		Injured		Honda, Other Auto
3244	Faridabad	21-30	Finger	4	Injured	Other	Honda, Maruti, Other Auto
3245	Faridabad	31-40	Finger	2	Lost	Power Press	Maruti, Other Auto
3246	Faridabad	21-30	Finger	1	Lost	Power Press	Maruti, Other Auto
3247	Faridabad	Below 20	Finger	1	Lost	Power Press	Honda
3248	Faridabad	31-40	Finger	2	Lost	Power Press	Maruti
3249	Faridabad	21-30	Finger	2	Other	Power Press	Honda, Other Auto
3250	Faridabad	41-50	Finger	1	Injured	Power Press	Other Auto
3251	Faridabad	31-40	Finger	2	Injured	Power Press	Hero, Honda, Maruti, Other Auto
3252	Faridabad	31-40	Finger	1	Injured	Power Press	Hero, Honda, Maruti, Other Auto
3253	Faridabad	Below 20	Other	2	Lost	Power Press	Other Auto
3254	Faridabad	Below 20	Other	1	Lost		Hero, Honda, Maruti, Other Auto
3255	Faridabad	31-40	Forearm		Injured		Honda, Maruti, Other Auto
3256	Faridabad	21-30	Finger	2	Lost	Power Press	Hero, Honda
3257	Faridabad	21-30	Finger	1	Fractured	Other	Other Auto
3258	Faridabad	21-30	Finger	1	Injured	Power Press	Maruti, Other Auto
3259	Faridabad	41-50	Finger	1	Lost	Power Press	Hero
3260	Faridabad	21-30	Other		Other		Hero, Honda, Maruti, Other Auto
3261	Faridabad	31-40	Other		Injured	Power Press	Other Auto
3262	Faridabad	31-40	Finger	2	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3263	Faridabad	21-30	Finger	1	Injured	Other	Maruti
3264	Faridabad	31-40	Other	5	Fractured		Unknown to worker
3265	Faridabad	31-40	Finger	3	Lost	Power Press	Maruti
3266	Faridabad	41-50	Finger	4	Lost	Power Press	Maruti
3267	Faridabad	31-40	Finger	2	Injured	Other	Maruti
3268	Faridabad	21-30	Other	5	Injured	Other	Maruti
3269	Faridabad	21-30	Finger	2	Injured	Other	Hero, Honda, Maruti, Other Auto
3270	Faridabad	31-40	Finger	2	Lost	Power Press	Hero, Honda, Maruti
3271	Faridabad	21-30	Finger	2	Lost	Power Press	Hero, Honda, Maruti
3272	Faridabad	31-40	Finger	1	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3273	Faridabad	21-30	Finger	2	Lost	Power Press	Hero, Honda
3274	Faridabad	51-60	Finger	2	Lost	Power Press	Maruti
3275	Faridabad	51-60	Finger	1	Lost	Other	Hero, Honda, Maruti, Other Auto
3276	Faridabad	31-40	Finger	1	Lost	Other	Hero, Honda, Maruti, Other Auto
3277	Faridabad	31-40	Finger	3	Lost	Power Press	Hero, Honda, Maruti
3278	Faridabad	41-50	Other	5	Fractured	Other	Other Auto
3279	Faridabad	41-50	Finger	1	Lost	Power Press	Hero, Honda, Other Auto
3280	Faridabad	21-30	Finger	2	Injured	Other	Hero, Honda, Maruti, Other Auto
3281	Faridabad	41-50	Finger	1	Lost	Power Press	Hero, Honda, Maruti
3282	Faridabad	21-30	Finger	5	Lost	Other	Hero, Honda, Maruti, Other Auto
3283	Faridabad	51-60	Finger	1	Lost	Other	Hero, Honda, Maruti, Other Auto
3284	Faridabad	31-40	Finger	4	Lost	Power Press	Hero, Honda, Maruti
3285	Faridabad	31-40	Finger	1	Lost	Power Press	Honda, Maruti

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/damaged	Type of Injury	Machine	OEM (as identified by the worker)
3286	Faridabad	51-60	Finger	2	Lost	Power Press	Maruti, Other Auto
3287	Faridabad	21-30	Finger	4	Lost	Power Press	Other Auto
3288	Faridabad	31-40	Finger	2	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3289	Faridabad	21-30	Other	5	Injured	Other	Other Auto
3290	Faridabad	21-30	Finger	4	Lost	Power Press	Other Auto
3291	Faridabad	41-50	Other	5	Fractured	Other	Hero, Honda, Maruti, Other Auto
3292	Faridabad	31-40	Finger	2	Lost	Power Press	Unknown to worker
3293	Faridabad	Below 20	Finger	1	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3294	Faridabad	41-50	Finger	2	Lost	Power Press	Maruti
3295	Faridabad	21-30	Finger	1	Lost	Power Press	Hero, Honda, Maruti
3296	Faridabad	21-30	Other	5	Injured	Other	Honda, Maruti, Other Auto
3297	Faridabad	31-40	Other	5	Fractured	Other	Maruti, Other Auto
3298	Faridabad	Below 20	Finger	2	Injured	Power Press	Hero, Honda, Maruti, Other Auto
3299	Faridabad	31-40	Finger	3	Lost	Power Press	Hero, Honda
3300	Faridabad	21-30	Finger	1	Lost	Other	Hero, Honda, Maruti, Other Auto
3301	Faridabad	31-40	Finger	1	Injured		Maruti
3302	Faridabad	51-60	Other	1	Fractured	Other	Hero, Honda, Maruti, Other Auto
3303	Faridabad	51-60	Other	10	Lost	Power Press	Maruti
3304	Faridabad	41-50	Finger	4	Lost	Power Press	Maruti
3305	Faridabad	51-60	Finger	1	Lost	Other	Other Auto
3306	Faridabad	21-30	Finger	1	Lost	Power Press	Hero, Honda
3307	Faridabad	31-40	Finger	3	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3308	Faridabad	31-40	Finger	1	Lost	Power Press	Maruti
3309	Faridabad	31-40	Finger	3	Lost	Power Press	Hero, Honda, Maruti
3310	Faridabad	21-30	Finger	2	Injured	Power Press	Other Auto
3311	Faridabad	Below 20	Finger	2	Lost	Other	Hero, Honda
3312	Faridabad	21-30	Finger	2	Lost	Other	Maruti
3313	Faridabad	21-30	Other		Injured	Other	Hero
3314	Faridabad	21-30	Finger	4	Lost	Power Press	Maruti, Other Auto
3315	Faridabad	21-30	Finger	1	Lost	Power Press	Hero
3316	Faridabad	21-30	Forearm		Fractured	Road Accident	Other Auto
3317	Faridabad	31-40	Finger	1	Lost	Power Press	Other Auto
3318	Faridabad	31-40	Finger	1	Lost	Power Press	Hero, Honda, Maruti
3319	Faridabad	21-30	Finger		Injured	Other	Maruti
3320	Faridabad	41-50	Finger	4	Lost	Power Press	Hero, Honda, Maruti
3321	Faridabad	21-30	Finger	2	Lost	Other	Other Auto
3322	Faridabad	21-30	Finger	2	Lost	Power Press	Maruti
3323	Faridabad	31-40	Other	1	Lost	Other	Hero, Honda, Maruti, Other Auto
3324	Faridabad	31-40	Finger	2	Lost	Power Press	Maruti
3325	Faridabad	21-30	Finger	1	Lost	Power Press	Hero, Honda
3326	Faridabad	41-50	Finger	1	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3327	Faridabad	21-30	Finger	2	Lost	Power Press	Hero, Honda
3328	Faridabad	31-40	Lower Leg	1	Fractured	Power Press	Hero, Honda, Maruti
3329	Faridabad	41-50	Other	5	Fractured	Other	Hero, Honda, Maruti
3330	Faridabad	31-40	Finger	1	Lost	Other	Hero, Honda, Maruti, Other Auto
3331	Faridabad	21-30	Finger	1	Lost	Other	Hero, Honda, Maruti, Other Auto
3332	Faridabad	21-30	Finger	3	Lost	Power Press	Maruti
3333	Faridabad	41-50	Other	2	Fractured	Other	Maruti
3334	Faridabad	31-40	Finger	5	Injured	Power Press	Hero, Honda, Maruti, Other Auto
3335	Faridabad	31-40	Other	2	Other	Other	Hero, Honda, Maruti, Other Auto
3336	Faridabad	21-30	Other	5	Injured	Other	Hero, Honda, Maruti
3337	Faridabad	31-40	Finger	2	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3338	Faridabad	21-30	Lower Leg	1	Fractured	Other	Hero, Honda, Maruti
3339	Faridabad	51-60	Finger	2	Lost	Power Press	Other Auto
3340	Faridabad	31-40	Finger	2	Injured	Other	Hero, Honda, Maruti, Other Auto
3341	Faridabad	41-50	Finger	3	Lost	Power Press	Hero, Honda, Maruti
3342	Faridabad	41-50	Finger	2	Lost	Power Press	Maruti
3343	Faridabad	21-30	Lower Leg	1	Lost	Other	Other Auto
3344	Faridabad	21-30	Finger	2	Lost	Power Press	Other Auto

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/damaged	Type of Injury	Machine	OEM (as identified by the worker)
3345	Faridabad	41-50	Finger	2	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3346	Faridabad	41-50	Finger	1	Other	Other	Hero, Honda, Maruti
3347	Faridabad	31-40	Finger	1	Lost	Other	Hero, Honda, Maruti, Other Auto
3348	Faridabad	Below 20	Finger	4	Injured	Other	Maruti, Other Auto
3349	Faridabad	31-40	Finger	1	Lost	Power Press	Unknown to worker
3350	Faridabad	Below 20	Lower Leg		Fractured	Other	Other Auto
3351	Faridabad	21-30	Finger	1	Lost	Other	Other Auto
3352	Faridabad	21-30	Other	5	Lost	Power Press	Maruti
3353	Faridabad	21-30	Other	5	Lost	Other	Hero, Honda, Maruti, Other Auto
3354	Faridabad	41-50	Finger	2	Lost	Power Press	Hero, Honda, Other Auto
3355	Faridabad	21-30	Finger	2	Lost	Other	Hero, Honda
3356	Faridabad	31-40	Finger	1	Lost	Power Press	Hero, Honda
3357	Faridabad	Below 20	Other	5	Injured	Power Press	Hero, Honda, Maruti
3358	Faridabad	31-40	Finger	1	Lost	Power Press	Maruti
3359	Faridabad	21-30	Finger	2	Lost	Power Press	Other Auto
3360	Faridabad	31-40	Finger	1	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3361	Faridabad	21-30	Finger	3	Lost	Power Press	Other Auto
3362	Faridabad	31-40	Finger	1	Lost	Power Press	Hero, Honda, Maruti
3363	Faridabad	41-50	Other	5	Fractured	Road Accident	Maruti
3364	Faridabad	21-30	Finger	4	Lost	Power Press	Hero, Honda
3365	Faridabad	31-40	Finger	2	Lost	Power Press	Honda, Other Auto
3366	Faridabad	51-60	Finger	1	Lost	Power Press	Hero, Honda
3367	Faridabad	41-50	Finger	1	Injured	Other	Other Auto
3368	Faridabad	Below 20	Other	5	Injured	Power Press	Maruti
3369	Faridabad	Below 20	Finger	3	Lost	Power Press	Other Auto
3370	Faridabad	21-30	Other	10	Other	Power Press	Other Auto
3371	Faridabad	31-40	Finger	4	Lost	Power Press	Maruti
3372	Faridabad	51-60	Other	5	Injured	Power Press	Hero, Honda, Maruti, Other Auto
3373	Faridabad	21-30	Other	5	Lost	Other	Hero, Honda
3374	Faridabad	21-30	Finger	2	Lost	Other	Hero, Honda, Maruti, Other Auto
3375	Faridabad	21-30	Other	5	Injured	Power Press	Hero, Honda, Maruti
3376	Faridabad	51-60	Finger	2	Lost	Other	Other Auto
3377	Faridabad	21-30	Forearm	1	Lost	Power Press	Maruti
3378	Faridabad	21-30	Finger	4	Lost	Power Press	Other Auto
3379	Faridabad	21-30	Finger	4	Lost	Power Press	Unknown to worker
3380	Faridabad	21-30	Finger	1	Lost	Other	Other Auto
3381	Faridabad	21-30	Finger	2	Lost	Power Press	Hero, Honda
3382	Faridabad	41-50	Other	5	Injured	Other	Other Auto
3383	Faridabad	Below 20	Finger	2	Lost	Power Press	Hero, Honda
3384	Faridabad	31-40	Other	5	Injured	Power Press	Hero, Honda, Maruti
3385	Faridabad	21-30	Finger	1	Injured	Power Press	Other Auto
3386	Faridabad	21-30	Finger	1	Lost	Power Press	Other Auto
3387	Faridabad	21-30	Finger	1	Lost	Power Press	Maruti, Other Auto
3388	Faridabad	31-40	Other	5	Injured	Other	Hero, Honda
3389	Faridabad	31-40	Finger	1	Lost	Power Press	Maruti
3390	Faridabad	41-50	Finger	1	Lost	Power Press	Hero, Honda, Maruti
3391	Faridabad	21-30	Finger	2	Lost	Power Press	Hero, Honda
3392	Faridabad	31-40	Finger	3	Lost	Power Press	Hero, Other Auto
3393	Faridabad	51-60	Finger	3	Lost	Power Press	Maruti
3394	Faridabad	21-30	Finger	2	Lost	Power Press	Maruti
3395	Faridabad	Below 20	Finger	1	Lost	Other	Maruti
3396	Faridabad	31-40	Other		Fractured	Other	Hero, Maruti, Other Auto
3397	Faridabad	41-50	Finger	2	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3398	Faridabad	21-30	Finger	4	Lost	Power Press	Other Auto
3399	Faridabad	31-40	Finger	2	Injured		Hero, Honda, Maruti, Other Auto
3400	Faridabad	31-40	Finger	2	Lost	Power Press	Maruti
3401	Faridabad	51-60	Finger	1	Lost	Other	Other Auto
3402	Faridabad	21-30	Other		Fractured	Other	Maruti, Other Auto
3403	Faridabad	Below 20	Other		Lost	Power Press	Hero, Honda

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/damaged	Type of Injury	Machine	OEM (as identified by the worker)
3404	Faridabad	41-50	Finger	1	Lost	Other	Hero, Honda, Maruti, Other Auto
3405	Faridabad	41-50	Finger	1	Lost	Power Press	Honda
3406	Faridabad	31-40	Finger	4	Lost	Power Press	Hero, Maruti, Other Auto
3407	Faridabad	31-40	Finger	1	Injured	Power Press	Hero, Honda, Maruti
3408	Faridabad	31-40	Finger	2	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3409	Faridabad	31-40	Finger	3	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3410	Faridabad	21-30	Finger	3	Lost	Power Press	Maruti
3411	Faridabad	31-40	Finger	1	Lost	Power Press	Hero, Maruti
3412	Faridabad	41-50	Other	5	Lost	Power Press	Other Auto
3413	Faridabad	51-60	Other	5	Lost	Power Press	Other Auto
3414	Faridabad	31-40	Finger	1	Lost	Power Press	Maruti
3415	Faridabad	21-30	Lower Leg	1	Fractured	Other	Other Auto
3416	Faridabad	41-50	Other	5	Injured	Moulding Machine	Hero, Honda, Maruti, Other Auto
3417	Faridabad	31-40	Other	1	Fractured		Other Auto
3418	Faridabad	31-40	Finger	3	Lost	Power Press	Unknown to worker
3419	Faridabad	21-30	Finger	2	Lost	Power Press	Other Auto
3420	Faridabad	31-40	Finger	3	Lost	Power Press	Maruti
3421	Faridabad	41-50	Finger	3	Lost	Power Press	Hero, Honda, Maruti
3422	Faridabad	21-30	Other	5	Lost	Power Press	Maruti
3423	Faridabad	31-40	Finger	1	Lost	Other	Unknown to worker
3424	Faridabad	31-40	Other	1	Fractured		Hero, Honda, Maruti
3425	Faridabad	31-40	Other	5	Lost	Other	Maruti
3426	Faridabad	21-30	Other	5	Lost	Other	Other Auto
3427	Faridabad	41-50	Finger	2	Lost	Power Press	Maruti
3428	Faridabad	51-60	Finger	1	Lost	Other	Other Auto
3429	Faridabad	41-50	Finger	1	Lost	Other	Maruti, Other Auto
3430	Faridabad	21-30	Finger	1	Fractured	Other	Maruti
3431	Faridabad	21-30	Finger	3	Lost	Power Press	Maruti, Other Auto
3432	Faridabad	31-40	Finger	1	Lost	Other	Other Auto
3433	Faridabad	21-30	Finger	1	Lost	Power Press	Maruti
3434	Faridabad	51-60	Finger	1	Lost	Power Press	Other Auto
3435	Faridabad	21-30	Finger	2	Lost	Power Press	Other Auto
3436	Faridabad	31-40	Other	1	Fractured	Other	Other Auto
3437	Faridabad	Below 20	Finger	3	Lost	Power Press	Maruti
3438	Faridabad	21-30	Other	5	Fractured	Road Accident	Maruti, Other Auto
3439	Faridabad	21-30	Other	5	Injured		Other Auto
3440	Faridabad	31-40	Finger	2	Lost	Power Press	Other Auto
3441	Faridabad	41-50	Finger	1	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3442	Faridabad	41-50	Finger	2	Lost	Power Press	Other Auto
3443	Faridabad	21-30	Other	5	Injured		Other Auto
3444	Faridabad	41-50	Finger	4	Lost	Power Press	Hero, Honda, Maruti
3445	Faridabad	41-50	Other	5	Fractured	Power Press	Maruti
3446	Faridabad	Below 20	Finger	2	Lost	Power Press	Maruti
3447	Faridabad	41-50	Other	5	Injured	Other	Hero, Honda
3448	Faridabad	41-50	Finger	1	Lost	Power Press	Other Auto
3449	Faridabad	Below 20	Finger	2	Lost	Power Press	Honda
3450	Faridabad	31-40	Other	5	Lost	Power Press	Hero, Honda
3451	Faridabad	31-40	Finger	1	Injured	Other	Maruti
3452	Faridabad	31-40	Finger	3	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3453	Faridabad	41-50	Finger	4	Lost	Power Press	Hero, Honda, Maruti
3454	Faridabad	21-30	Finger	3	Lost	Power Press	Honda, Maruti
3455	Faridabad	31-40	Finger	3	Lost	Power Press	Other Auto
3456	Faridabad	21-30	Finger	3	Lost	Power Press	Hero, Honda, Maruti
3457	Faridabad	31-40	Finger	2	Lost	Other	Unknown to worker
3458	Faridabad	31-40	Finger	1	Lost	Power Press	Hero, Honda, Maruti
3459	Faridabad	51-60	Finger	2	Lost	Power Press	Hero, Honda, Maruti
3460	Faridabad	31-40	Finger	1	Lost	Power Press	Other Auto
3461	Faridabad	31-40	Finger	3	Lost	Power Press	Maruti
3462	Faridabad	21-30	Finger	2	Lost	Power Press	Honda

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/ damaged	Type of Injury	Machine	OEM (as identified by the worker)
3463	Faridabad	41-50	Finger	1	Lost	Power Press	Auto parts
3464	Faridabad	41-50	Finger	2	Lost	Power Press	Hero, Maruti
3465	Faridabad	41-50	Finger	4	Lost	Other	Hero, Honda
3466	Faridabad	21-30	Other	5	Lost	Power Press	Maruti
3467	Faridabad	41-50	Finger	1	Lost	Power Press	Hero, Honda
3468	Faridabad	31-40	Finger	5	Lost	Power Press	Maruti
3469	Faridabad	21-30	Other	5	Lost	Power Press	Maruti
3470	Faridabad	51-60	Finger	4	Lost	Power Press	Maruti, Other Auto
3471	Faridabad	41-50	Finger	3	Lost	Power Press	Maruti
3472	Faridabad	41-50	Finger	4	Lost	Power Press	Hero, Honda, Maruti
3473	Faridabad	51-60	Lower Leg	1	Other	Other	Hero, Honda, Maruti, Other Auto
3474	Faridabad	31-40	Finger	4	Fractured	Power Press	Hero
3475	Faridabad	21-30	Finger	4	Lost	Power Press	Maruti
3476	Faridabad	41-50	Finger	2	Lost	Power Press	Maruti, Other Auto
3477	Faridabad	31-40	Finger	1	Lost	Power Press	Maruti
3478	Faridabad	Below 20	Other	5	Injured	Power Press	Maruti
3479	Faridabad	41-50	Finger	1	Lost	Power Press	Maruti
3480	Faridabad	21-30	Finger	2	Lost	Power Press	Maruti
3481	Faridabad	31-40	Finger	4	Lost	Power Press	Other Auto
3482	Faridabad	31-40	Finger		Lost	Power Press	Maruti
3483	Faridabad	21-30	Finger	4	Lost	Power Press	Maruti
3484	Faridabad	31-40	Finger	1	Lost	Power Press	Other Auto
3485	Faridabad	21-30	Finger	2	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3486	Faridabad	21-30	Finger	2	Lost	Power Press	Other Auto
3487	Faridabad	21-30	Finger	1	Lost	Other	Hero, Honda, Maruti, Other Auto
3488	Faridabad	21-30	Finger	1	Lost	Other	Hero, Honda, Maruti, Other Auto
3489	Faridabad	41-50	Finger	2	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3490	Faridabad	Above 60	Finger	2	Lost		Other Auto
3491	Faridabad	31-40	Other	2	Lost	Road Accident	Maruti
3492	Faridabad	41-50	Finger	2	Lost	Power Press	Hero, Honda
3493	Faridabad	Below 20	Other	3	Lost	Other	Unknown to worker
3494	Faridabad	41-50	Other	5	Fractured		Powder coating
3495	Faridabad	31-40	Finger	3	Injured	Power Press	Hero, Honda, Maruti
3496	Faridabad	41-50	Finger	4	Lost	Power Press	Other Auto
3497	Faridabad	21-30	Finger	1	Lost	Other	Auto part's
3498	Faridabad	31-40	Finger	1	Lost	Power Press	Maruti
3499	Faridabad	31-40	Finger	2	Lost	Power Press	Auto part's
3500	Faridabad	21-30	Finger	1	Lost	Power Press	Tractor (Exal)
3501	Faridabad	21-30	Finger	3	Lost	Power Press	Fan
3502	Faridabad	31-40	Finger	1	Lost	Other	Maruti
3503	Faridabad	Below 20	Finger	1	Injured	Other	Unknown to worker
3504	Faridabad	41-50	Other	5	Injured	Power Press	Other Auto
3505	Faridabad	41-50	Finger	2	Lost	Power Press	Unknown to worker
3506	Faridabad	51-60	Other	5	Fractured		Auto part's
3507	Faridabad	21-30	Finger	1	Lost	Other	Hero, Honda
3508	Faridabad	31-40	Finger	1	Injured	Other	Other Auto
3509	Faridabad	21-30	Finger	4	Lost	Power Press	Maruti
3510	Faridabad	31-40	Finger	4	Lost	Power Press	Hero, Honda
3511	Faridabad	21-30	Finger	1	Lost	Power Press	Other Auto
3512	Faridabad	41-50	Finger	2	Lost	Power Press	Maruti
3513	Faridabad	31-40	Finger	2	Lost	Power Press	Maruti
3514	Faridabad	31-40	Finger	3	Lost	Power Press	Hero, Honda, Maruti
3515	Faridabad	41-50	Finger	1	Lost	Power Press	Hero, Honda, Maruti
3516	Faridabad	31-40	Other	5	Fractured		Hero, Honda, Maruti
3517	Faridabad	41-50	Finger	2	Lost	Power Press	Hero, Honda, Maruti
3518	Faridabad	31-40	Other	5	Fractured		Hero, Honda, Other Auto
3519	Faridabad	31-40	Finger	1	Lost		Maruti, Other Auto
3520	Faridabad	41-50	Finger	2	Lost	Power Press	Honda, Maruti, Other Auto
3521	Faridabad	21-30	Finger	1	Lost	Other	Maruti, Other Auto

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/ damaged	Type of Injury	Machine	OEM (as identified by the worker)
3522	Faridabad	21-30	Other	5	Lost	Other	Hero, Honda, Other Auto
3523	Faridabad	31-40	Finger	2	Lost	Power Press	Hero, Honda
3524	Faridabad	31-40	Finger	2	Lost	Power Press	Hero, Honda
3525	Faridabad	31-40	Finger	1	Lost	Power Press	Hero, Honda, Maruti
3526	Faridabad	21-30	Finger	1	Lost	Power Press	Other Auto
3527	Faridabad	41-50	Finger	3	Lost	Power Press	Maruti
3528	Faridabad	41-50	Other	5	Injured	Power Press	Maruti
3529	Faridabad	31-40	Finger	1	Injured	Power Press	Other Auto
3530	Faridabad	41-50	Finger	2	Lost	Power Press	Hero, Honda, Maruti
3531	Faridabad	31-40	Finger	5	Lost	Power Press	Hero, Honda, Maruti
3532	Faridabad	31-40	Finger	2	Injured	Other	Other Auto
3533	Faridabad	41-50	Lower Leg	1	Lost		Hero, Honda, Maruti, Other Auto
3534	Faridabad	21-30	Finger	1	Injured		Other Auto
3535	Faridabad	21-30	Other	5	Fractured		Other Auto
3536	Faridabad	41-50	Finger	4	Lost	Power Press	Maruti
3537	Faridabad	41-50	Lower Leg	2	Injured	Other	Hero
3538	Faridabad	51-60	Other	1	Injured	Moulding Machine	Maruti
3539	Faridabad	51-60	Finger	2	Lost	Power Press	Maruti
3540	Faridabad	21-30	Finger	1	Lost	Power Press	Hero, Honda, Maruti
3541	Faridabad	31-40	Other	2	Lost	Power Press	Other Auto
3542	Faridabad	21-30	Finger	1	Lost	Power Press	Maruti
3543	Faridabad	51-60	Finger	1	Injured	Power Press	Maruti
3544	Faridabad	51-60	Finger	1	Injured	Power Press	Maruti
3545	Faridabad	31-40	Finger	1	Lost	Power Press	Maruti
3546	Faridabad	21-30	Finger	1	Lost	Power Press	Maruti
3547	Faridabad	41-50	Finger	2	Lost	Power Press	Honda
3548	Faridabad	41-50	Other	5	Other	Other	Honda
3549	Faridabad	21-30	Finger	1	Injured	Other	Other Auto
3550	Faridabad	31-40	Finger	1	Lost	Other	Maruti, Other Auto
3522	Faridabad	21-30	Other	5	Lost	Other	Hero, Honda, Other Auto
3523	Faridabad	31-40	Finger	2	Lost	Power Press	Hero, Honda
3524	Faridabad	31-40	Finger	2	Lost	Power Press	Hero, Honda
3525	Faridabad	31-40	Finger	1	Lost	Power Press	Hero, Honda, Maruti
3526	Faridabad	21-30	Finger	1	Lost	Power Press	Other Auto
3527	Faridabad	41-50	Finger	3	Lost	Power Press	Maruti
3528	Faridabad	41-50	Other	5	Injured	Power Press	Maruti
3529	Faridabad	31-40	Finger	1	Injured	Power Press	Other Auto
3530	Faridabad	41-50	Finger	2	Lost	Power Press	Hero, Honda, Maruti
3531	Faridabad	31-40	Finger	5	Lost	Power Press	Hero, Honda, Maruti
3532	Faridabad	31-40	Finger	2	Injured	Other	Other Auto
3533	Faridabad	41-50	Lower Leg	1	Lost		Hero, Honda, Maruti, Other Auto
3534	Faridabad	21-30	Finger	1	Injured		Other Auto
3535	Faridabad	21-30	Other	5	Fractured		Other Auto
3536	Faridabad	41-50	Finger	4	Lost	Power Press	Maruti
3537	Faridabad	41-50	Lower Leg	2	Injured	Other	Hero
3538	Faridabad	51-60	Other	1	Injured	Moulding Machine	Maruti
3539	Faridabad	51-60	Finger	2	Lost	Power Press	Maruti
3540	Faridabad	21-30	Finger	1	Lost	Power Press	Hero, Honda, Maruti
3541	Faridabad	31-40	Other	2	Lost	Power Press	Other Auto
3542	Faridabad	21-30	Finger	1	Lost	Power Press	Maruti
3543	Faridabad	51-60	Finger	1	Injured	Power Press	Maruti
3544	Faridabad	51-60	Finger	1	Injured	Power Press	Maruti
3545	Faridabad	31-40	Finger	1	Lost	Power Press	Maruti
3546	Faridabad	21-30	Finger	1	Lost	Power Press	Maruti
3547	Faridabad	41-50	Finger	2	Lost	Power Press	Honda
3548	Faridabad	41-50	Other	5	Other	Other	Honda
3549	Faridabad	21-30	Finger	1	Injured	Other	Other Auto
3550	Faridabad	31-40	Finger	1	Lost	Other	Maruti, Other Auto

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/ damaged	Type of Injury	Machine	OEM (as identified by the worker)
3551	Faridabad	31-40	Finger	1	Lost	Other	Hero, Honda
3552	Faridabad	21-30	Finger	1	Injured	Other	Other Auto
3553	Faridabad	31-40	Finger	2	Lost	Power Press	Maruti
3554	Faridabad	41-50	Finger	2	Lost	Power Press	Maruti
3555	Faridabad	31-40	Finger	2	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3556	Faridabad	31-40	Finger	3	Lost	Power Press	Maruti
3557	Faridabad	31-40	Finger	1	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3558	Faridabad	21-30	Other		Injured	Other	Other Auto
3559	Faridabad	21-30	Finger	1	Injured	Other	Hero, Honda, Maruti, Other Auto
3560	Faridabad	31-40	Finger	1	Lost	Power Press	Other Auto
3561	Faridabad	41-50	Finger	1	Lost	Other	Hero, Honda
3562	Faridabad	21-30	Finger	1	Lost	Power Press	Other Auto
3563	Faridabad	51-60	Finger	1	Lost	Power Press	Hero, Honda
3564	Faridabad	21-30	Finger	1	Lost	Other	Hero, Honda, Maruti, Other Auto
3565	Faridabad	21-30	Other	3	Lost	Other	Maruti, Other Auto
3566	Faridabad	21-30	Other	10	Lost	Power Press	Other Auto
3567	Faridabad	41-50	Finger	1	Lost	Power Press	Hero, Honda
3568	Faridabad	31-40	Finger	1	Lost	Other	Other Auto
3569	Faridabad	31-40	Finger	1	Lost	Power Press	Maruti
3570	Faridabad	21-30	Other		Lost	Power Press	Hero, Honda, Maruti
3571	Faridabad	31-40	Finger	1	Lost	Power Press	Other Auto
3572	Faridabad	31-40	Finger	1	Lost	Power Press	Maruti, Other Auto
3573	Faridabad	51-60	Finger	4	Lost	Power Press	Hero, Honda, Maruti
3574	Faridabad	Above 60	Finger	2	Lost	Power Press	Other Auto
3575	Faridabad	21-30	Finger	2	Lost	Power Press	Hero, Honda
3576	Faridabad	51-60	Finger	1	Lost	Other	Other Auto
3577	Faridabad	31-40	Finger	2	Lost	Power Press	Hero, Honda, Maruti
3578	Faridabad	51-60	Finger	3	Lost	Power Press	Hero, Honda, Maruti
3579	Faridabad	31-40	Finger	3	Lost	Power Press	Maruti
3580	Faridabad	21-30	Finger	3	Lost	Power Press	Maruti
3581	Faridabad	31-40	Finger	3	Lost	Power Press	Hero, Honda, Maruti
3582	Faridabad	21-30	Finger	2	Fractured	Power Press	Unknown to worker
3583	Faridabad	51-60	Other	1	Lost	Power Press	Escort, Eicher
3584	Faridabad	41-50	Finger	2	Injured	Moulding Machine	Hero, Honda
3585	Faridabad	31-40	Finger	2	Lost	Power Press	Maruti
3586	Faridabad	31-40	Finger	2	Lost	Power Press	Maruti
3587	Faridabad	21-30	Finger	2	Lost	Power Press	Hero, Honda, Maruti
3588	Faridabad	41-50	Finger	1	Lost	Power Press	Hero, Honda, Maruti
3589	Faridabad	31-40	Finger	1	Lost	Power Press	Escort Tractor
3590	Faridabad	41-50	Finger	1	Injured	Power Press	Unknown to worker
3591	Faridabad	31-40	Finger	2	Lost	Power Press	Maruti, Other Auto
3592	Faridabad	31-40	Finger	1	Lost	Other	Hero, Honda, Maruti, Other Auto
3593	Faridabad	21-30	Finger	1	Lost	Power Press	Maruti
3594	Faridabad	21-30	Finger	2	Lost	Power Press	Unknown to worker
3595	Faridabad	31-40	Finger	4	Lost	Power Press	Hero, Honda, Maruti
3596	Faridabad	31-40	Finger	1	Lost	Power Press	Unknown to worker
3597	Faridabad	21-30	Finger	2	Lost	Power Press	Maruti
3598	Faridabad	21-30	Finger	2	Lost	Other	Honda, Other Auto
3599	Faridabad	21-30	Finger	1	Lost	Power Press	Hero, Honda, Other Auto
3600	Faridabad	21-30	Other	5	Lost	Power Press	Maruti, Other Auto
3601	Faridabad	21-30	Finger	4	Lost	Power Press	Maruti, Other Auto
3602	Faridabad	31-40	Finger	3	Lost	Other	Gadiyon ke valve
3603	Faridabad	21-30	Finger	2	Lost	Power Press	Maruti
3604	Faridabad	21-30	Finger	3	Lost	Power Press	Maruti
3605	Faridabad	31-40	Finger	1	Lost	Power Press	Maruti, Other Auto
3606	Faridabad	21-30	Finger	2	Lost	Power Press	Hero, Honda
3607	Faridabad	51-60	Finger	2	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3608	Faridabad	21-30	Finger	1	Lost	Other	Maruti
3609	Faridabad	51-60	Other	1	Lost	Power Press	Jcb ke parts, Gathe bante hai

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/ damaged	Type of Injury	Machine	OEM (as identified by the worker)
3610	Faridabad	41-50	Finger	5	Lost	Power Press	Maruti
3611	Faridabad	Below 20	Finger	3	Lost	Power Press	Maruti
3612	Faridabad	Over 61	Finger	2	Injured	Power Press	Escort ke parts
3613	Faridabad	31-40	Finger	1	Fractured	Other	Maruti
3614	Faridabad	Below 20	Finger	1	Lost	Other	Scorpio ke parts
3615	Faridabad	21-30	Finger	2	Fractured	Other	Maruti
3616	Faridabad	31-40	Other	1	Lost	Other	Bus, Truck
3617	Faridabad	41-50	Finger	1	Lost	Power Press	Eicher, jcb parts
3618	Faridabad	31-40	Finger	1	Lost	Other	Escort ke parts
3619	Faridabad	31-40	Finger	1	Lost	Other	Ship ke parts
3620	Faridabad	21-30	Finger	1	Injured	Other	Maruti
3621	Faridabad	31-40	Finger	1	Lost	Power Press	Jcb ke parts
3622	Faridabad	21-30	Finger	2	Lost	Power Press	Maruti
3623	Faridabad	21-30	Finger	1	Lost	Power Press	bike ke parts bante hai
3624	Faridabad	31-40	Finger	1	Lost	Other	Maruti, Other Auto
3625	Faridabad	31-40	Finger	2	Lost	Power Press	Maruti
3626	Faridabad	31-40	Other	1	Injured	Other	Gadiyon ke engine,handle,spoter bante hai
3627	Faridabad	41-50	Finger	4	Lost	Power Press	Scooter ki seat banti hai
3628	Faridabad	31-40	Finger	1	Fractured	Power Press	Tractor
3629	Faridabad	31-40	Finger	4	Lost	Power Press	BIKE
3630	Faridabad	21-30	Finger	1	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3631	Faridabad	21-30	Finger	3	Lost	Power Press	tractor
3632	Faridabad	31-40	Finger	1	Lost	Power Press	Maruti, Other Auto
3633	Faridabad	31-40	Finger	3	Lost	Power Press	Hero, Honda, Other Auto
3634	Faridabad	21-30	Finger	4	Lost	Power Press	Honda, Maruti
3635	Faridabad	31-40	Finger	4	Lost	Power Press	Honda, Maruti
3636	Faridabad	51-60	Finger	3	Lost	Power Press	Maruti
3637	Faridabad	41-50	Finger	1	Lost	Other	Maruti
3638	Faridabad	21-30	Finger	4	Lost	Power Press	Hero, Honda, Maruti
3639	Faridabad	31-40	Lower Leg	2	Fractured	Other	Railway
3640	Faridabad	21-30	Finger	2	Lost	Power Press	Gadiyon ke lock bante hai
3641	Faridabad	31-40	Finger	1	Lost	Other	Two wheelar parts
3642	Faridabad	31-40	Finger	1	Lost	Power Press	Maruti
3643	Faridabad	51-60	Finger	4	Lost	Power Press	Hero, Honda
3644	Faridabad	41-50	Finger	1	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3645	Faridabad	31-40	Finger	1	Lost	Power Press	JCB
3646	Faridabad	21-30	Finger	1	Lost	Other	Hero, Honda, Other Auto
3647	Faridabad	21-30	Finger	2	Injured	Other	Unknown to worker
3648	Faridabad	31-40	Forearm	1	Fractured	Other	Gadi ka saman,freeze ka compresure
3649	Faridabad	31-40	Other	5	Injured	Other	Hero, Honda
3650	Faridabad	21-30	Finger	1	Lost	Other	Honda, Other Auto
3651	Faridabad	21-30	Finger	1	Injured	Moulding Machine	TRUCK
3652	Faridabad	41-50	Lower Leg	1	Injured	Other	JCB Parts
3653	Faridabad	31-40	Finger	2	Lost	Power Press	Hero, Honda, Maruti
3654	Faridabad	51-60	Lower Leg	1	Fractured	Other	Train ke pahiyे ka katora
3655	Faridabad	31-40	Finger	4	Lost	Power Press	Maruti
3656	Faridabad	31-40	Finger	1	Injured	Power Press	Gadiyon ke part bante hai
3657	Faridabad	21-30	Finger	1	Lost	Power Press	BIKE
3658	Faridabad	41-50	Other	1	Injured	Other	Maruti, Other Auto
3659	Faridabad	21-30	Finger	2	Injured	Other	Scooty ke tanki ke pipe
3660	Faridabad	31-40	Lower Leg	1	Fractured	Other	Hero, Honda
3661	Faridabad	Below 20	Finger	3	Lost	Power Press	Tractor,jcb ke bamfer ,battery kawar
3662	Faridabad	31-40	Other	1	Injured	Other	Hero, Honda
3663	Faridabad	31-40	Finger	1	Injured	Other	EICHER, ESCORT
3664	Faridabad	Over 61	Other		Fractured	Other	Over Head Crane
3665	Faridabad	31-40	Finger	1	Injured	Other	JCB
3666	Faridabad	51-60	Finger	1	Injured	Power Press	JCB
3667	Faridabad	21-30	Finger	1	Lost	Power Press	Hero, Honda, Other Auto
3668	Faridabad	21-30	Other		Injured	Other	Maruti

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/damaged	Type of Injury	Machine	OEM (as identified by the worker)
3669	Faridabad	21-30	Finger	4	Lost	Power Press	Maruti
3670	Faridabad	21-30	Finger	1	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3671	Faridabad	51-60	Finger	2	Injured	Power Press	Maruti
3672	Faridabad	51-60	Lower Leg		Injured	Other	Hero, Honda, Maruti, Other Auto
3673	Faridabad	41-50	Forearm		Fractured	Other	Honda, Maruti
3674	Faridabad	21-30	Finger	2	Lost	Power Press	Maruti
3675	Faridabad	21-30	Finger	1	Injured	Power Press	Bike
3676	Faridabad	21-30	Finger	2	Lost	Power Press	Hero, Honda, Maruti
3677	Faridabad	41-50	Finger	2	Lost	Power Press	Hero, Honda
3678	Faridabad	21-30	Lower Leg		Injured	Other	Unknown to worker
3679	Faridabad	31-40	Finger	1	Injured	Power Press	Maruti
3680	Faridabad	31-40	Finger	3	Lost	Power Press	Maruti, Other Auto
3681	Faridabad	31-40	Finger	4	Lost	Power Press	Maruti
3682	Faridabad	41-50	Finger	1	Injured	Other	Tractor parts
3683	Faridabad	21-30	Finger	4	Injured	Power Press	Maruti
3684	Faridabad	21-30	Finger	3	Injured	Other	Unknown to worker
3685	Faridabad	21-30	Finger	3	Injured	Power Press	Auto parts
3686	Faridabad	31-40	Finger	2	Injured	Power Press	Unknown to worker
3687	Faridabad	21-30	Other	5	Lost	Power Press	Honda, Other Auto
3688	Faridabad	41-50	Finger	1	Injured	Power Press	TEMPO
3689	Faridabad	21-30	Finger	1	Lost	Power Press	Honda, Maruti
3690	Faridabad	21-30	Finger	1	Lost	Power Press	Unknown to worker
3691	Faridabad	21-30	Finger	1	Lost	Power Press	Maruti, Other Auto
3692	Faridabad	21-30	Finger	1	Injured	Other	Honda, Other Auto
3693	Faridabad	21-30	Finger	4	Lost	Power Press	Honda
3694	Faridabad	21-30	Finger	1	Injured	Power Press	Maruti
3695	Faridabad	31-40	Finger	2	Lost	Power Press	Maruti
3696	Faridabad	Below 20	Finger	2	Lost	Power Press	Hero, Honda
3697	Faridabad	21-30	Finger	2	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3698	Faridabad	21-30	Finger	3	Lost	Power Press	Hero
3699	Faridabad	41-50	Finger	1	Injured	Other	Maruti, Other Auto
3700	Faridabad	21-30	Finger	3	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3701	Faridabad	31-40	Finger	1	Lost	Power Press	Maruti
3702	Faridabad	21-30	Finger	1	Injured	Other	Maruti
3703	Faridabad	21-30	Finger	1	Lost	Other	Hero, Honda, Maruti, Other Auto
3704	Faridabad	21-30	Finger	1	Lost	Other	Maruti
3705	Faridabad	41-50	Finger	5	Injured	Power Press	Maruti, Other Auto
3706	Faridabad	31-40	Finger	1	Lost	Other	Maruti
3707	Faridabad	21-30	Finger	4	Lost	Power Press	Maruti
3708	Faridabad	21-30	Finger	2	Fractured	Power Press	Maruti
3709	Faridabad	Over 61	Finger	2	Lost	Power Press	Hero, Honda, Maruti
3710	Faridabad	31-40	Finger	2	Lost	Power Press	Maruti
3711	Faridabad	21-30	Finger	3	Injured	Power Press	Hero, Honda
3712	Faridabad	31-40	Finger	2	Lost	Power Press	Unknown to worker
3713	Faridabad	51-60	Finger	1	Lost	Power Press	Unknown to worker
3714	Faridabad	41-50	Finger	1	Lost	Power Press	Maruti
3715	Faridabad	21-30	Finger	4	Lost	Power Press	Maruti
3716	Faridabad	21-30	Finger	1	Lost	Power Press	Hero, Honda, Maruti
3717	Faridabad	41-50	Finger	2	Lost	Power Press	Hero, Honda, Maruti
3718	Faridabad	51-60	Other	1	Injured	Other	Hero, Honda, Maruti
3719	Faridabad	51-60	Finger	1	Injured	Other	JCB parts
3720	Faridabad	31-40	Finger	1	Lost	Other	Swaraj tractor parts
3721	Faridabad	31-40	Finger	2	Lost	Power Press	Hero, Honda, Maruti
3722	Faridabad	31-40	Finger	2	Lost	Power Press	Maruti
3723	Faridabad	41-50	Finger	2	Injured	Power Press	Maruti
3724	Faridabad	31-40	Finger	2	Lost	Power Press	Hero, Honda, Maruti
3725	Faridabad	41-50	Finger	3	Lost	Power Press	Jcb parts
3726	Faridabad	41-50	Finger	3	Lost	Power Press	Maruti
3727	Faridabad	41-50	Finger	3	Lost	Power Press	Hero, Honda, Maruti

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/ damaged	Type of Injury	Machine	OEM (as identified by the worker)
3728	Faridabad	21-30	Finger	2	Lost	Power Press	Maruti, Other Auto
3729	Faridabad	51-60	Finger	5	Lost	Power Press	Hero, Honda
3730	Faridabad	21-30	Finger	1	Lost	Power Press	Maruti
3731	Faridabad	31-40	Finger	2	Lost	Power Press	Hero, Honda
3732	Faridabad	21-30	Finger	2	Lost	Power Press	Hero, Honda, Maruti
3733	Faridabad	21-30	Finger	3	Lost	Power Press	Maruti
3734	Faridabad	31-40	Finger	2	Lost	Power Press	Hero, Maruti
3735	Faridabad	21-30	Finger	2	Lost	Power Press	Hero, Honda
3736	Faridabad	51-60	Finger	1	Lost	Power Press	Hero, Honda
3737	Faridabad	21-30	Finger	3	Injured	Power Press	Hero, Honda, Maruti, Other Auto
3738	Faridabad	31-40	Finger	3	Lost	Power Press	Maruti
3739	Faridabad	21-30	Other	1	Injured	Other	Maruti
3740	Faridabad	41-50	Finger	2	Fractured	Power Press	Mahindra tractors parts
3741	Faridabad	Over 61	Finger	1	Lost	Other	Escort tractor parts
3742	Faridabad	31-40	Finger	2	Lost	Power Press	Unknown to worker
3743	Faridabad	31-40	Finger	1	Lost	Power Press	Hero, Honda
3744	Faridabad	31-40	Finger	1	Lost	Power Press	Maruti
3745	Faridabad	21-30	Finger	2	Injured	Power Press	Hero, Honda
3746	Faridabad	31-40	Other	5	Lost	Power Press	Maruti
3747	Faridabad	31-40	Finger	2	Lost	Power Press	Honda, Maruti
3748	Faridabad	31-40	Finger	4	Lost	Power Press	Maruti
3749	Faridabad	31-40	Finger	3	Injured	Power Press	Auto parts
3750	Faridabad	21-30	Finger	3	Lost	Power Press	Maruti
3751	Faridabad	21-30	Finger	5	Lost	Power Press	Maruti
3752	Faridabad	31-40	Finger	2	Lost	Power Press	Metro chairs
3753	Faridabad	31-40	Other	1	Lost	Power Press	Auto parts
3754	Faridabad	21-30	Other	1	Lost	Power Press	Hero, Honda
3755	Faridabad	21-30	Finger	2	Lost	Power Press	Maruti
3756	Faridabad	31-40	Finger	2	Lost	Power Press	Hero, Honda
3757	Faridabad	Below 20	Finger	4	Lost	Power Press	Tractor parts
3758	Faridabad	41-50	Finger	4	Lost	Power Press	Hero
3759	Faridabad	41-50	Other	5	Lost	Power Press	Maruti
3760	Faridabad	31-40	Finger	3	Lost	Power Press	Hero, Honda, Maruti
3761	Faridabad	41-50	Finger	1	Injured	Power Press	Maruti
3762	Faridabad	41-50	Finger	4	Lost	Power Press	Honda
3763	Faridabad	31-40	Finger	3	Lost	Power Press	Maruti
3764	Faridabad	21-30	Other	1	Lost	Power Press	Maruti
3765	Faridabad	31-40	Finger	4	Lost	Power Press	Maruti
3766	Faridabad	21-30	Finger	2	Injured	Other	Escort tractor parts
3767	Faridabad	21-30	Finger	1	Lost	Other	Hero, Honda, Other Auto
3768	Faridabad	31-40	Finger	2	Lost	Power Press	Maruti
3769	Faridabad	51-60	Lower Leg	1	Fractured	Other	Maruti, Other Auto
3770	Faridabad	31-40	Finger	4	Injured	Power Press	Tractor, Truck parts
3771	Faridabad	31-40	Finger	1	Injured	Other	Hero, Honda, Maruti, Other Auto
3772	Faridabad	31-40	Finger	4	Lost	Power Press	Auto parts
3773	Faridabad	21-30	Finger	1	Injured	Other	Maruti, Other Auto
3774	Faridabad	31-40	Finger	1	Injured	Power Press	Maruti
3775	Faridabad	31-40	Finger	2	Lost	Power Press	Maruti
3776	Faridabad	51-60	Finger	2	Injured	Power Press	Maruti
3777	Faridabad	31-40	Finger	1	Lost	Power Press	Maruti
3778	Faridabad	41-50	Finger	2	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3779	Faridabad	31-40	Finger	1	Injured	Power Press	Hero, Honda, Maruti
3780	Faridabad	21-30	Finger	1	Lost	Other	Maruti
3781	Faridabad	31-40	Finger	3	Lost	Power Press	Maruti, Other Auto
3782	Faridabad	21-30	Lower Leg		Fractured	Power Press	Hero, Honda, Maruti
3783	Faridabad	51-60	Forearm		Lost	Power Press	Maruti
3784	Faridabad	21-30	Finger	1	Injured	Power Press	Hero, Honda, Maruti
3785	Faridabad	21-30	Other	1	Other	Other	Hero, Honda, Maruti
3786	Faridabad	31-40	Lower Leg	1	Injured	Other	Maruti

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/ damaged	Type of Injury	Machine	OEM (as identified by the worker)
3787	Faridabad	21-30	Other	1	Lost	Power Press	Maruti
3788	Faridabad	31-40	Finger	1	Lost	Power Press	Maruti
3789	Faridabad	21-30	Finger	3	Lost	Power Press	Honda, Other Auto
3790	Faridabad	21-30	Finger	1	Injured	Power Press	JCB
3791	Faridabad	41-50	Finger	4	Lost	Power Press	Hero, Honda
3792	Faridabad	51-60	Lower Leg		Fractured	Other	MAHINDRA, EICHER
3793	Faridabad	21-30	Finger	1	Lost	Power Press	Hero, Honda
3794	Faridabad	31-40	Finger	1	Lost	Power Press	Maruti
3795	Faridabad	21-30	Finger	3	Lost	Power Press	Maruti
3796	Faridabad	41-50	Finger	1	Injured	Power Press	Maruti
3797	Faridabad	21-30	Finger	1	Lost	Power Press	Hero, Honda, Maruti
3798	Faridabad	31-40	Finger	1	Injured	Power Press	Maruti
3799	Faridabad	21-30	Finger	2	Lost	Power Press	Hero, Honda, Other Auto
3800	Faridabad	31-40	Finger	2	Lost	Power Press	YAMAHA
3801	Faridabad	41-50	Finger	1	Lost	Power Press	Auto parts
3802	Faridabad	Over 61	Finger	3	Other	Power Press	Eicher parts
3803	Faridabad	21-30	Finger	3	Injured	Other	Railway,Hitachi parts
3804	Faridabad	31-40	Other	1	Injured	Power Press	Hero, Honda
3805	Faridabad	41-50	Finger	1	Injured	Other	Railway parts
3806	Faridabad	21-30	Other	5	Lost	Power Press	Hero, Maruti
3807	Faridabad	51-60	Finger	1	Fractured	Other	Maruti, Other Auto
3808	Faridabad	21-30	Finger	4	Lost	Other	Hero, Honda
3809	Faridabad	31-40	Finger	2	Lost	Power Press	Unknown to worker
3810	Faridabad	41-50	Finger	3	Lost	Power Press	Maruti
3811	Faridabad	31-40	Finger	5	Other	Other	Unknown to worker
3812	Faridabad	41-50	Finger	1	Lost	Power Press	Maruti
3813	Faridabad	41-50	Other	1	Injured	Other	Maruti
3814	Faridabad	31-40	Other	4	Lost	Power Press	Hero, Honda, Maruti
3815	Faridabad	31-40	Finger	3	Lost	Power Press	Maruti, Other Auto
3816	Faridabad	31-40	Finger	4	Lost	Power Press	Maruti
3817	Faridabad	41-50	Other	4	Lost	Power Press	Maruti, Other Auto
3818	Faridabad	21-30	Finger	1	Lost	Power Press	Hero, Honda, Maruti
3819	Faridabad	31-40	Other	1	Lost	Power Press	Maruti
3820	Faridabad	31-40	Other	1	Lost	Power Press	Honda, Maruti
3821	Faridabad	31-40	Finger	2	Lost	Power Press	Maruti
3822	Faridabad	21-30	Finger	2	Lost	Power Press	Hero, Honda, Maruti
3823	Faridabad	21-30	Finger	1	Injured	Other	Hero, Honda, Maruti, Other Auto
3824	Faridabad	21-30	Finger	2	Injured	Other	Hero, Honda
3825	Faridabad	41-50	Other	1	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3826	Faridabad	31-40	Finger	3	Injured	Other	Electric Auto
3827	Faridabad	21-30	Finger	2	Injured	Other	Hero, Honda, Maruti
3828	Faridabad	31-40	Finger	3	Lost	Power Press	Hero, Honda, Maruti
3829	Faridabad	51-60	Finger	1	Lost	Power Press	Maruti
3830	Faridabad	21-30	Finger	2	Lost	Power Press	Maruti
3831	Faridabad	41-50	Finger	2	Lost	Power Press	Hero, Honda, Other Auto
3832	Faridabad	31-40	Other	1	Lost	Power Press	Maruti
3833	Faridabad	41-50	Other	1	Injured	Other	fourwhelear(kamani)
3834	Faridabad	51-60	Other	1	Lost	Other	Jcb part's
3835	Faridabad	21-30	Finger	2	Lost	Power Press	Auto part's
3836	Faridabad	21-30	Finger	1	Lost	Other	Unknown to worker
3837	Faridabad	41-50	Finger	2	Lost	Other	Gadiyon ki rubber parts
3838	Faridabad	21-30	Finger	2	Lost	Power Press	Maruti
3839	Faridabad	31-40	Finger	3	Lost	Power Press	Hero, Honda, Maruti
3840	Faridabad	41-50	Finger	1	Other	Other	Maruti
3841	Faridabad	51-60	Other	1	Lost	Power Press	Unknown to worker
3842	Faridabad	31-40	Finger	3	Lost	Power Press	INDIAN RAILWAYS
3843	Faridabad	21-30	Finger	1	Lost	Power Press	Maruti
3844	Faridabad	41-50	Finger	4	Lost	Power Press	Maruti
3845	Faridabad	31-40	Other	4	Fractured	Other	Hero, Honda, Maruti, Other Auto

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/ damaged	Type of Injury	Machine	OEM (as identified by the worker)
3846	Faridabad	Below 20	Finger	1	Injured	Power Press	Jahaj ke parts
3847	Faridabad	51-60	Finger	1	Fractured	Other	Hero, Maruti
3848	Faridabad	21-30	Finger	1	Lost	Power Press	Hero, Maruti, Other Auto
3849	Faridabad	31-40	Finger	3	Lost	Power Press	Tractor, truck
3850	Faridabad	51-60	Finger	1	Lost	Power Press	Hero, Honda, Maruti, Other Auto
3851	Faridabad	31-40	Finger	1	Lost	Power Press	Hero, Honda, Maruti
3852	Faridabad	31-40	Finger	1	Lost	Power Press	Hero, Honda, Maruti
3853	Faridabad	21-30	Finger	4	Lost	Power Press	Honda
3854	Faridabad	31-40	Finger	3	Lost	Power Press	Hero, Honda, Maruti
3855	Faridabad	21-30	Finger	2	Injured	Power Press	Tractor parts
3856	Faridabad	31-40	Finger	2	Lost	Power Press	Maruti
3857	Faridabad	21-30	Finger	1	Lost	Other	Maruti
3858	Faridabad	31-40	Finger	4	Injured	Power Press	Maruti
3859	Faridabad	Below 20	Finger	2	Lost	Power Press	Hero, Honda, Maruti
3860	Faridabad	41-50	Finger	4	Lost	Power Press	Hero, Honda, Maruti
3861	Faridabad	31-40	Lower Leg	2	Lost	Other	Maruti, Other Auto
3862	Faridabad	31-40	Finger	2	Lost	Power Press	Unknown to worker
3863	Faridabad	41-50	Finger	5	Injured	Power Press	Hero, Other Auto
3864	Faridabad	31-40	Finger	1	Lost	Power Press	Hero, Maruti
3865	Faridabad	51-60	Finger	2	Lost	Power Press	Maruti
3866	Faridabad	21-30	Finger	5	Lost	Other	Maruti
3867	Faridabad	21-30	Finger	3	Lost	Power Press	Honda, Maruti
3868	Faridabad	41-50	Other	1	Fractured	Other	Hero, Honda, Maruti, Other Auto
3869	Faridabad	51-60	Finger	2	Lost	Power Press	Hero, Honda, Maruti
3870	Faridabad	51-60	Finger	2	Lost	Power Press	Maruti
3871	Faridabad	31-40	Finger	4	Lost	Power Press	Maruti
3872	Faridabad	41-50	Finger	1	Lost	Power Press	Honda, Maruti
3873	Faridabad	51-60	Finger	1	Lost	Other	Jcb part's
3874	Faridabad	21-30	Finger	1	Lost	Other	Hero, Honda, Maruti
3875	Faridabad	21-30	Finger	1	Lost	Power Press	Maruti
3876	Faridabad	31-40	Finger	2	Lost	Power Press	Maruti
3877	Faridabad	31-40	Finger	3	Lost	Power Press	Maruti
3878	Faridabad	31-40	Finger	1	Injured	Power Press	Hero, Honda
3879	Faridabad	31-40	Other	5	Fractured	Power Press	Hero, Honda, Maruti
3880	Faridabad	31-40	Finger	1	Lost	Power Press	Hero, Honda, Maruti
3881	Faridabad	31-40	Finger	3	Lost	Power Press	Hero, Honda, Other Auto
3882	Faridabad	31-40	Finger	2	Lost	Power Press	Maruti
3883	Pune	31-40	Finger	4	Lost	Power Press	TATA
3884	Pune	31-40	Finger	1	Lost	Power Press	Other Auto
3885	Pune	21-30	Finger	2	Lost	Power Press	Mahindra
3886	Pune	Below 20	Finger	2	Lost	Power Press	TATA
3887	Pune	Below 20	Finger	3	Lost	Power Press	TATA, Mahindra
3888	Pune	31-40	Finger	2	Injured	Power Press	TATA
3889	Pune	31-40	Finger	1	Lost	Power Press	TATA, Mahindra
3890	Pune	Below 20	Finger	3	Lost	Power Press	TATA, Mahindra
3891	Pune	51-60	Forearm	5	Fractured	Power Press	TATA
3892	Pune	21-30	Finger	2	Lost	Power Press	Other Auto
3893	Pune	21-30	Finger	1	Lost	Power Press	Other Auto
3894	Pune	31-40	Finger	1	Lost	Power Press	Mahindra
3895	Pune	21-30	Finger	2	Injured	Power Press	Mahindra
3896	Pune	41-50	Finger	1	Lost	Power Press	Mahindra
3897	Pune	31-40	Finger	3	Lost	Power Press	TATA, Mahindra
3898	Pune	21-30	Finger	1	Lost	Power Press	Mahindra
3899	Pune	31-40	Finger	1	Lost	Power Press	TATA, Mahindra
3900	Pune	21-30	Finger	4	Lost	Power Press	Mahindra
3901	Pune	21-30	Finger	2	Lost	Power Press	Bajaj
3902	Pune	21-30	Lower Leg	1	Fractured	Other	Other Auto
3903	Pune	31-40	Finger	1	Lost	Power Press	TATA, Mahindra
3904	Pune	21-30	Finger	3	Injured	Power Press	Mahindra

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/ damaged	Type of Injury	Machine	OEM (as identified by the worker)
3905	Pune	21-30	Finger	2	Lost	Power Press	Mahindra
3906	Pune	21-30	Finger	4	Lost	Power Press	Unknown to worker
3907	Pune	41-50	Finger	2	Lost	Power Press	Bajaj
3908	Pune	21-30	Finger	1	Lost	Power Press	Bajaj
3909	Pune	31-40	Finger	2	Lost	Power Press	TATA, Bajaj
3910	Pune	41-50	Finger	1	Lost	Power Press	TATA
3911	Pune	21-30	Finger	2	Lost	Power Press	TATA
3912	Pune	Below 20	Other	5	Lost	Power Press	TATA, Mahindra
3913	Pune	21-30	Finger	1	Lost	Power Press	Bajaj
3914	Pune	21-30	Finger	1	Lost	Power Press	TATA, Mahindra
3915	Pune	41-50	Lower Leg	1	Fractured	Other	TATA, Mahindra
3916	Pune	21-30	Finger	1	Lost	Other	TATA, Mahindra
3917	Pune	21-30	Finger	1	Injured	Other	Auto part export
3918	Pune	21-30	Finger	3	Lost	Power Press	Other Auto
3919	Pune	Below 20	Finger	1	Lost	Power Press	TATA, Mahindra
3920	Pune	21-30	Finger	4	Lost	Power Press	TATA
3921	Pune	31-40	Finger	1	Injured	Other	Unknown to worker
3922	Pune	21-30	Finger	1	Lost	Power Press	TATA
3923	Pune	31-40	Finger	2	Lost	Power Press	TATA
3924	Pune	31-40	Lower Leg	1	Fractured	Road Accident	TATA, Mahindra
3925	Pune	31-40	Finger	2	Lost	Power Press	TATA
3926	Pune	21-30	Finger	1	Lost	Power Press	TATA, Mahindra
3927	Pune	31-40	Finger	2	Lost	Power Press	TATA
3928	Pune	21-30	Finger	1	Lost	Power Press	TATA, Mahindra
3929	Pune	Below 20	Other	5	Lost	Power Press	TATA, Mahindra
3930	Pune	21-30	Finger	5	Lost	Power Press	TATA
3931	Pune	21-30	Forearm	1	Injured	Other	TATA, Mahindra
3932	Pune	21-30	Finger	2	Lost	Power Press	TATA, Mahindra
3933	Pune	31-40	Finger	2	Lost	Power Press	TATA, Mahindra
3934	Pune	41-50	Finger	2	Lost	Power Press	TATA, Mahindra
3935	Pune	31-40	Finger	1	Lost	Moulding Machine	TATA, Mahindra
3936	Pune	31-40	Finger	1	Lost	Power Press	TATA
3937	Pune	21-30	Finger	1	Lost	Power Press	Unknown to worker
3938	Pune	21-30	Finger	2	Lost	Power Press	Unknown to worker
3939	Pune	21-30	Finger	4	Lost	Power Press	TATA, Mahindra
3940	Pune	21-30	Finger	1	Lost	Power Press	TATA, Mahindra
3941	Pune	21-30	Finger	1	Lost	Power Press	TATA, Mahindra
3942	Pune	21-30	Finger	2	Lost	Power Press	Mahindra
3943	Pune	Below 20	Finger	4	Lost	Power Press	Other Auto
3944	Pune	21-30	Finger	1	Other	Other	Ashok Leyland
3945	Pune	21-30	Finger	1	Lost	Power Press	Mahindra
3946	Pune	Below 20	Finger	1	Lost	Power Press	Mahindra
3947	Pune	21-30	Finger	1	Fractured	Power Press	TATA
3948	Pune	Over 61	Finger	1	Lost	Power Press	TATA
3949	Pune	21-30	Finger	4	Lost	Power Press	TATA, Mahindra
3950	Pune	21-30	Finger	2	Injured	Other	TATA
3951	Pune	21-30	Finger	5	Lost	Power Press	TATA
3952	Pune	51-60	Finger	1	Injured	Other	TATA, Mahindra
3953	Pune	31-40	Finger	4	Lost	Power Press	Unknown to worker
3954	Pune	51-60	Forearm	1	Injured	Power Press	TATA, Mahindra
3955	Pune	21-30	Finger	4	Lost	Power Press	TATA, Mahindra
3956	Pune	21-30	Finger	2	Lost	Power Press	TATA
3957	Pune	21-30	Finger	2	Lost	Power Press	TATA, Mahindra
3958	Pune	Below 20	Finger	1	Lost	Power Press	TATA
3959	Pune	31-40	Finger	3	Lost	Power Press	TATA, Mahindra
3960	Pune	Below 20	Finger	2	Lost	Power Press	Mahindra
3961	Pune	31-40	Finger	3	Lost	Power Press	Mahindra
3962	Pune	31-40	Finger	2	Lost	Power Press	TATA
3963	Pune	31-40	Finger	1	Lost	Power Press	TATA

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/damaged	Type of Injury	Machine	OEM (as identified by the worker)
3964	Pune	21-30	Finger	4	Lost	Power Press	TATA
3965	Pune	31-40	Finger	2	Lost	Power Press	TVS
3966	Pune	Below 20	Finger	1	Lost	Other	Other Auto
3967	Pune	41-50	Finger	2	Lost	Other	Bajaj
3968	Pune	Below 20	Finger	1	Injured	Power Press	TATA
3969	Pune	31-40	Finger	2	Lost	Power Press	TATA
3970	Pune	21-30	Finger	2	Lost	Power Press	Mahindra
3971	Pune	31-40	Finger	2	Lost	Power Press	Mahindra
3972	Pune	Below 20	Finger	2	Lost	Power Press	TATA
3973	Pune	41-50	Finger	2	Lost	Power Press	Other Auto
3974	Pune	21-30	Finger	1	Lost	Power Press	Bajaj
3975	Pune	41-50	Finger	1	Lost	Power Press	Mahindra
3976	Rajasthan	21-30	Finger	1	Lost	Power Press	Hero, Daikin
3977	Rajasthan	21-30	Finger	1	Injured	Moulding Machine	Hero, Daikin
3978	Rajasthan	41-50	Finger	5	Lost	Moulding Machine	
3979	Rajasthan	21-30	Other	1	Fractured	Other	
3980	Rajasthan		Other	5	Fractured	Other	Honda, Yamaha
3981	Rajasthan	21-30	Other	5	Fractured	Other	Honda, TVS
3982	Rajasthan	31-40	Finger	2	Lost	Other	Maruti
3983	Rajasthan	21-30	Finger	1	Lost		Honda, Maruti
3984	Rajasthan	31-40	Finger	4	Lost	Power Press	
3985	Rajasthan	31-40	Other	5	Lost	Moulding Machine	
3986	Rajasthan	31-40	Finger	5	Lost	Other	
3987	Rajasthan	41-50	Other		Fractured	Other	Honda, Maruti
3988	Rajasthan	21-30	Finger	1	Lost	Other	Honda, Hero
3989	Rajasthan	31-40				Other	
3990	Rajasthan	41-50	Other		Fractured	Other	
3991	Rajasthan	21-30	Other	5	Fractured	Other	
3992	Uttarakhand	21-30	Other	2	Lost	Power Press	Bajaj
3993	Uttarakhand	21-30	Finger	1	Lost	Power Press	Bajaj
3994	Uttarakhand	21-30	Finger	3	Lost	Power Press	Bajaj
3995	Uttarakhand	41-50	Finger	5	Injured	Other	Tata
3996	Uttarakhand	31-40	Finger	1	Lost	Power Press	Tata
3997	Uttarakhand	31-40	Finger	2	Injured	Other	Mahindra & Mahindra
3998	Uttarakhand	31-40	Finger	2	Injured	Other	Tata
3999	Uttarakhand	31-40	Finger	1	Injured	Other	Mahindra & Mahindra
4000	Uttarakhand	31-40	Finger	1	Lost	Power Press	Tata
4001	Uttarakhand	31-40	Finger	4	Lost	Power Press	एम.एम.टी
4002	Uttarakhand	31-40	Finger	1	Lost	Power Press	Tata
4003	Uttarakhand	21-30	Other	2	Lost	Power Press	Mahindra & Mahindra
4004	Uttarakhand	41-50	Finger	1	Lost	Power Press	Tata
4005	Uttarakhand	21-30	Finger	1	Lost	Power Press	Tata
4006	Uttarakhand	21-30	Finger	1	Lost	Power Press	Bajaj
4007	Uttarakhand	31-40	Finger	3	Lost	Power Press	Tata
4008	Uttarakhand	31-40	Finger	1	Lost	Other	Tata
4009	Uttarakhand	31-40	Finger	1	Lost	Power Press	Bajaj
4010	Uttarakhand	21-30			Lost	Power Press	Bajaj
4011	Uttarakhand	31-40	Other	1	Lost	Other	Bajaj
4012	Uttarakhand	21-30	Finger	2	Lost	Power Press	Tata
4013	Uttarakhand	31-40	Finger	1	Injured	Other	Don't know
4014	Uttarakhand	31-40	Finger	4	Injured	Other	Tata
4015	Uttarakhand	21-30	Finger	1	Injured	Other	Bajaj
4016	Uttarakhand	21-30	Finger	3	Lost	Other	Bajaj
4017	Uttarakhand		Finger	2	Lost	Power Press	Bajaj
4018	Uttarakhand	Below 20	Finger	3	Lost	Power Press	Bajaj
4019	Uttarakhand	21-30	Finger	1	Lost	Other	Tata
4020	Uttarakhand	21-30	Finger	1	Lost	Power Press	Bajaj
4021	Uttarakhand	21-30	Finger	3	Lost	Power Press	Tata
4022	Uttarakhand	31-40	Other	1	Lost	Power Press	Tata

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/damaged	Type of Injury	Machine	OEM (as identified by the worker)
4023	Uttarakhand	31-40	Finger	2	Lost	Power Press	Bajaj
4024	Uttarakhand	31-40	Other	2	Lost	Power Press	Ashoka Leyland
4025	Uttarakhand		Finger	4	Lost	Power Press	Bajaj
4026	Uttarakhand	41-50	Finger	1	Lost	Power Press	Tata
4027	Uttarakhand	31-40	Finger	3	Lost	Other	Bajaj
4028	Uttarakhand	41-50	Finger	2	Lost	Power Press	Tata
4029	Uttarakhand	31-40	Finger	3	Lost	Power Press	Tata
4030	Karnataka	21-30	Other			Other	Toyota
4031	Karnataka	21-30	Other			Other	Toyota
4032	Karnataka	51-60	Finger	1	Lost	Other	Toyota
4033	Karnataka	21-30	Finger	1	Lost	Other	Tata Motors
4034	Karnataka	31-40	Finger	1	Lost	Other	Toyota
4035	Karnataka	51-60	Finger	1	Lost	Other	Toyota
4036	Karnataka	21-30	Finger			Other	Tata Motors
4037	Karnataka	21-30	Finger			Other	Tata Motors
4038	Karnataka	41-50	Finger	2	Lost	Molding Machine	Tata Motors
4039	Karnataka	21-30	Finger	1	Lost	Molding Machine	Toyota
4040	Karnataka	41-50	Finger	1	Lost	Other	Toyota
4041	Karnataka	21-30	Finger	1	Lost	Other	Toyota
4042	Karnataka	21-30	Finger	1	Lost	Molding Machine	Tata Motors
4043	Karnataka	51-60	Finger			Molding Machine	Tata Motors
4044	Karnataka	21-30	Other			Other	Ashok Leyland
4045	Karnataka	31-40	Finger	1	Lost	Other	Toyota
4046	Karnataka	31-40	Finger	1	Lost	Other	Toyota
4047	Karnataka	31-40	Finger	1	Lost	Other	Toyota
4048	Karnataka	31-40	Finger	1	Lost	Other	Ashok Leyland
4049	Karnataka	31-40	Finger			Power Press	Ashok Leyland
4050	Karnataka	31-40	Finger	1	Lost	Power Press	Tata Motors
4051	Karnataka	21-30	Finger	1	Lost	Power Press	Tata Motors
4052	Karnataka	21-30	Finger	1	Lost	Other	Tata Motors
4053	Karnataka	21-30	Finger	1	Lost	Other	Ashok Leyland
4054	Karnataka	31-40	Finger	1	Lost	Power Press	Toyota
4055	Karnataka	21-30	Finger	1	Lost	Other	Toyota
4056	Karnataka	21-30	Finger	1	Lost	Other	Ashok Leyland
4057	Karnataka	21-30	Finger	1	Lost	Other	Tata Motors
4058	Karnataka	21-30	Finger	1	Lost	Other	Tata Motors
4059	Karnataka	41-50	Finger	1	Lost	Other	Ashok Leyland
4060	Karnataka	31-40	Finger	1	Lost	Other	Ashok Leyland
4061	Karnataka	41-50	Finger	3	Lost	Other	Mahindra
4062	Karnataka	41-50	Finger	1	Lost	Other	VOLKSWAGEN
4063	Karnataka	31-40	Finger	2	Lost	Other	Other (specify)
4064	Karnataka	31-40	Other			Molding Machine	Tata Motors
4065	Karnataka	31-40	Other			Power Press	Other (specify)
4066	Karnataka	21-30	Finger	2	Lost	Other	Toyota
4067	Karnataka	31-40	Finger	5	Lost	Other	Eicher
4068	Karnataka	41-50	Finger	4	Lost	Power Press	TVS
4069	Karnataka	41-50	Finger	1	Lost	Molding Machine	Tata Motors
4070	Karnataka	31-40	Finger	1	Lost	Other	Bajaj Auto
4071	Karnataka	31-40	Finger	1	Lost	Power Press	Ashok Leyland
4072	Karnataka	31-40	Finger	1	Lost	Molding Machine	Ashok Leyland
4073	Karnataka	31-40	Other	5		Other	Toyota
4074	Karnataka	31-40	Other	5		Other	Tata Motors
4075	Karnataka	31-40	Finger	1	Lost	Other	Toyota
4076	Karnataka	31-40	Finger			Other	Toyota
4077	Karnataka	31-40	Finger	1	Lost	Molding Machine	Toyota
4078	Karnataka	31-40	Finger	1	Lost	Other	Ashok Leyland
4079	Tamil Nadu	31-40	Finger	1	Lost	Other	Hyundai
4080	Tamil Nadu	41-50	Finger	2	Lost	Other	TVS
4081	Tamil Nadu	31-40	Finger			Other	Hyundai

Sl. No.	Region	Age (In Years)	Injured Body Parts	Number of fingers lost/damaged	Type of Injury	Machine	OEM (as identified by the worker)
4082	Tamil Nadu	31-40	Finger	1	Lost	Other	Ashok Leyland
4083	Tamil Nadu	21-30	Finger	2	Lost	Power Press	Renault
4084	Tamil Nadu	41-50	Finger	1	Lost	Other	TVS
4085	Tamil Nadu	41-50	Finger	1	Lost	Other	Ashok Leyland
4086	Tamil Nadu	31-40	Finger	1	Lost	Other	Hyundai
4087	Tamil Nadu	Below 20	Finger			Other	TVS
4088	Tamil Nadu	21-30	Finger	1	Lost	Other	Renault
4089	Tamil Nadu	21-30	Finger	2	Lost	Other	Ashok Leyland
4090	Tamil Nadu	21-30	Finger	1	Lost	Other	Ashok Leyland
4091	Tamil Nadu	21-30	Finger	1	Lost	Other	TVS
4092	Tamil Nadu	21-30	Finger	1	Lost	Power Press	Honda
4093	Tamil Nadu	21-30	Finger	1	Lost	Other	Ashok Leyland
4094	Tamil Nadu	21-30	Finger	1	Lost	Other	Renault
4095	Tamil Nadu	21-30	Finger	1	Lost	Other	Tata Motors
4096	Tamil Nadu	21-30	Finger	1	Lost	Other	Tata Motors
4097	Tamil Nadu	21-30	Finger	1	Lost	Power Press	Ashok Leyland
4098	Tamil Nadu	21-30	Finger	1	Lost	Other	TVS
4099	Tamil Nadu	21-30	Finger	1	Lost	Power Press	Tata Motors
4100	Tamil Nadu	21-30	Other	5		Other	TVS
4101	Tamil Nadu	21-30	Finger	1	Lost	Other	TVS
4102	Tamil Nadu	21-30	Finger	1	Lost	Other	Tata Motors
4103	Tamil Nadu	21-30	Finger	1	Lost	Power Press	Ashok Leyland
4104	Tamil Nadu	21-30	Finger	1	Lost	Other	TVS
4105	Tamil Nadu	21-30	Finger	1	Lost	Power Press	Tata Motors
4106	Tamil Nadu	21-30	Other	5		Other	TVS
4107	Tamil Nadu	21-30	Finger	1	Lost	Other	TVS
4108	Tamil Nadu	21-30	Finger	1	Lost	Other	Tata Motors

Mr Anil Swarup, IAS (retd.), Former Secretary of Education, Former Coal Secretary, Government of India said in the launch event of CRUSHED 2021

“All CRUSHED recommendations are doable and can be implemented. Emotionally relatable, financially viable, politically acceptable, technologically feasible and administratively doable. SII needs to continue intensive dialogue with stakeholders. I am suffice that the auto industry and government will respond positively to the recommendations”.

Mr Kamal Jaswal, IAS (retd.), Former Secretary, Department of Information Technology, Government of India

“Just as the diamond trade has resolved to reject blood diamonds, which are extracted in countries with a record of civil strife and human rights violation, the automotive industry helmed by OEMs should spurn the blood-stained auto parts produced by factories having a poor safety record”.

Mr Dunu Roy, Director, Hazards Centre (IITD)

“A new parampara akin to that of the learning through heritage needs to be adapted and evolved for the current age of technology and the ever-changing nature of machines. We could teach the use of a 5 kg hammer in a family.

The same cannot work for a 50-ton power press..In 1929, the National Commission on Labour published a similar report about the industry. The report reflects the systemic problems that have existed for decades. Recommendations from the report, then hopefully the past 100 years will not be replicated in If we heed the next 100”



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