



CRUSHED **2019**

THE UNFORTUNATE SAGA OF THOUSANDS OF HANDS AND FINGERS
LOST IN THE AUTOMOTIVE INDUSTRY IN GURGAON, INDIA

Report prepared by

Safe in India Foundation

www.safeinindia.org

A Hidden World of Hurt and Healing

Tales of injury, despair and hope - and how these automotive factory workers' lives touch us all



Reena enjoys teasing her husband. "I started giggling when I saw him for the very first time," she says. "This was when he was putting a garland around my neck. He was trembling."

"Yes, I was feeling very anxious on my wedding day," **Manmohan Bajpai** confesses bashfully. Reena attempts a playful rescue. "It was February, it was cold. That's why." She chuckles.

Light banter is not what you'd expect in this setting: In a dusty corner of Manesar, open sewers leading to the shanties, we sit in a dimly lit room eight feet by six that houses a family of four on a monthly income of Rs 15,000. An old black kitchen exhaust fan hangs from the ceiling. It's baking inside. Furniture means a bed, interior dec-

oration means a wallpaper of discarded packaging and posters of goddesses and actresses, and kitchen means a corner enough for one person, a cylinder, a stove, and a few jars.

We are here from Safe in India Foundation to speak to workers who got injured while operating machines in automotive parts factories.

If you use a car or a two-wheeler in India, you are connected to this sordid reality.

"It was April 24, 2018. I lost balance and my hand went into the machine," Manmohan recounts. **"When I pulled out, I saw only bones.** I held my hand and ran to security which called HR (Human Resources). They admitted me immediately." They grafted skin from his thigh, and for 31 days stitched his hand to his stomach to help the skin grow. "It was tough for a while because my wife was pregnant and my father had just had a heart attack."

Manmohan is not new to tribulation. He dropped out of his Kanpur school, out of poverty, joined his father in hawking clothes on his cycle, lost money and was in debt. He found work in Noida as a watchman. He saved up money to go back to Kanpur, pay off the debts and resume his business. It failed again, so he moved to Manesar to work in a factory.

He sees tribulation with a degree of emotional resilience that is at once poignant and inspiring. He doesn't blame anyone for the accident. He is pleased with how the company took care of him. "We think positive," he says. "God saved my hand, right?" He was retained by the company where he now weighs chemicals.

Manmohan is among the hundreds of thousands of migrants that work in factories that make automotive parts. One or more of the parts in your car or a two-wheeler are made in a factory that is likely to be hosting this tragedy regularly. If you use a car or a two-wheeler in India, you can't escape the realization that you are connected to this sordid reality.

The real tragedy – and the hope therein too – lies in the fact that these injuries are preventable. Companies need to install safety mechanisms in their machines, workers need to be trained before they are asked to operate on dangerous machines, provided safety gear, and not asked to work excessively long shifts under tremendous production pressure. Workers need to be more alert and informed and, should a tragedy occur, factories and ESIC more responsive to healthcare, compensation and rehabilitation.

Among the workers we met, we witnessed several shades of emotions: all the way from Manmohan's buoyancy to Samar's despair and, in between, Sankar Pal and Avinashi Dubey's sobering stoicism.



"I have no fear, I still work on machines, but these injuries should not happen to anyone. This must stop."

hospital so he could not call his aunt. She got to know hours later.

It took months for Samar to learn to live without three fingers. When the company did not take him back, he found work elsewhere, sweeping floors for eight thousand rupees a month. "I can't get married, when a girl looks at my hand, she rejects me," he says. "Who will look after my parents?"

Sankar, 40, a fellow worker who volunteers at Safe in India as a Shramik Saathi, consoles him. "Who knows, you might just find someone someday. Be patient." Some of the injured workers have banded together after they met at Safe in India. They try to help each other in whatever way they can - filling up insurance forms if their fingers allow them to write, helping navigate the policies of ESIC, sharing what the workers and companies can do to add safety measures.

Sankar is optimistic that things will change, though it took him a while when **he lost half his forefinger** in 2016. "It felt hopeless at first. I have two children. I did not inform my wife and my children about the accident. They knew only when I went home for a month."

He explains how SII helped him get Temporary Disablement Benefit, and how he gradually repaired his confidence and emotions. He continues to do the work he used to do, and even received increments a couple of times. "I have no fear, I still work on machines, but these injuries should not happen to anyone," says **Avinash**.

"This must stop." It's about time.

Samar, all of 26, migrated from Unnao to Delhi for work when he had no other choice: His father wasn't around, his brother died of dog bite, and his sister's wedding cost four lakh rupees.

"Yes, a wedding costs the girl's family at least four lakhs now," adds his aunt, Been, who has been taking care of him since he lost three fingers of his right hand when the machine came crashing down. Been, who packs satellite dishes, lives with her daughter Loyal, 16, who works in a canteen.

"I did not want to work on that machine. It had injured two workers already," Samar says, describing how when he was home the contractor came and bullied him and took him to the factory. Been says she knows of companies, though thankfully not too many, who coerce their workers, at times even beat them up and not let them leave the factory.

Samar passed out when the machine crushed his fingers. When he awoke in the hospital, in agony, he saw that the doctor was cutting his bone. "Only when I said I was in a lot of pain did they give me injections." He says his phone was stolen from the

Damage to Workers' Bodies in the auto sector supply chain in Gurgaon

Fingers	One lost	548
	Two lost	234
	Three lost	133
	Four lost	73
	Five lost	17
Forearm	Lost (12), Injured, Fractured	150
Hand	Lost (20), Injured, Fractured	89
Shoulder	Fractured	5
Palm	Lost (2), Injured, Fractured	8
Upper Arm	Fractured	1
Eyes	Damaged (1), Injured	3
Head	Injured	1
Leg, Lower Leg, Toe	Lost (12), Injured, Fractured	91
Others	Lost (2), Injured, Fractured	14
		1369

संतोष कुमार गंगवार
Santosh Kumar Gangwar



श्रम एवं रोजगार राज्य मंत्री (स्वतंत्र प्रभार)
भारत सरकार
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MESSAGE

India has always been a country that has valued all its people equally and our Constitution also provides for fundamental rights to our people.

Our Government has, therefore, introduced a number of well-planned schemes for welfare of people. In this context, I appreciate the concerns about the prevention of accidents in the Indian industry. Workmen are the strength of any industry and we are working for making them stronger, safe and socially secure, so that they can contribute to a happier and more productive society.

The challenges faced by the industry are well understood and we need to help them too to improve safety aspects in their factories. Our industry will gain strategically from each step taken towards safety of workmen and also gain better productivity as the operating culture in factories is being made more and more professional and modern.

I congratulate the **Safe-in-India team** to draw the attention of stakeholders on this issue and convey my best wishes to those associated with the **Safe-in-India team** and wish them all the success in their endeavours.


(Santosh Kumar Gangwar)

Dated : 28.06.2019



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Errol D'Souza
 Director

July 9, 2019

Foreword

About three centuries back, Benjamin Franklin, one of the founding fathers of the United States, asserted that "An ounce of prevention is worth a pound of cure". That pithy saying has stood the test of time, and today, this study by the Safe in India Foundation looks to endorse Franklin's philosophy by safeguarding our workers from accidents at the workplace.

This report, the first of its kind, has focused on the safety record of the automotive industry's supply chain in India. By all accounts, this sector is critical to the country's growth—contributing to around 4 percent of its GDP and employing over 13 million people. This makes it all the more critical to ensure that manufacturing in this sector adheres to a set of safe working conditions and responsible standards that can be benchmarked to global best practices, where internal and external stakeholders work together to achieve an exceptional safety culture across all levels of production.

However, perusing the report, which highlights the level and severity of accidents in the automotive industry, will make it evident that we are clearly, and unfortunately, some way off from achieving the above vision. And yet it is definitely not unattainable. In fact, this report provides a broad roadmap for the way forward by not just focusing on the challenges, but also suggesting solutions that are very practical and achievable.

In a large part, it calls upon the government and OEMs to actively support its cause. The government needs to play a key role in developing, and more importantly, executing well on, relevant policy measures that work toward ensuring safety of these workers, who are some of the most vulnerable segments of society. As for the OEMs, these corporate giants need to take greater responsibility and accountability of their supply chains. This is not just a question of morality—but as has been proven time and again, a sound safety culture also leads to higher quality and productivity.

I thus encourage all stakeholders to engage with Safe in India, and embark on a journey of systemic change that will not only provide support and relief to millions of Indian workers and their families, but also an improved manufacturing sector in India.



Errol D'Souza

Letter from Safe in India Foundation

Will Angulimala transform again?

After three years of assisting workers injured in Gurgaon's auto-sector factories, with their health-care and compensations, we felt ready in June 2018, to embark on the journey to prevent these accidents. Our first step was to send this Report, with data of 1000+ injured workers, confidentially, to the boards of all three auto-brands in Gurgaon and the Indian Central and State Labour Ministry in December 2018, seeking their feedback on our recommendations and requesting actions for preventive measures. **Thankfully, none of the three auto-manufacturers disputed our findings.** This Report, has now been updated for additional 351 injured workers in automotive supply chain.

There is no one better placed than auto-sector brands to drive actions to prevent such accidents. It's them that we ask to take a lead in this initiative, individually and collectively.

This is not only a humanitarian cause but also a strategic business issue for them. In the last six months, we have had several discussions with all of them and the relevant government departments. Special mention must be made of Maruti Suzuki, who have been the most proactive in agreeing next steps with us. This is, however, just a start and all stakeholders need to do much more.

This Report is a result of contributions from many; especially our team working hard in our Worker Assistance Centre in Manesar, where Masab Shamsi, Amitesh Kumar, Ram Babu, Jitendra Kumar and Sandeep Singh work tirelessly to support these injured workers, and Chitra Khanna drives our safety initiative forward. Thanks are also due to Mr Errol D'Souza, Director IIMA, Mr Rajiv Khandelwal and his Aajeevika Bureau team, and our friends, Mr Vinay Dixit and Amit Kumar for content and design guidance on this Report. Several other industry and legal experts provided a variety of input. We owe immense gratitude to the IIM Ahmedabad batch of 1991, who have supported this initiative in all possible ways.

In the Buddhist tradition, Angulimala (a cruel brigand called "finger necklace") is transformed to a patron-saint of child birth. As an imagery of redemption, his story struck us as immensely relevant and symbolic. It poses serious questions to the automobile industry, "Will you transform safety culture in your supply chain? Will you remain part of the problem or become part of the solution?"

We, at the Safe in India team, will not stop with just reporting, but will continue pushing for systemic change to prevent these accidents.



Sandeep Sachdeva

Co-Founder CEO
Safe in India Foundation
India

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1



EXECUTIVE SUMMARY

EXECUTIVE SUMMARY

It all started in December 2014 with a media report¹: “[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)”, which reported 20 cases of lost hands and/or fingers in automotive sector factories every day in just one ESIC (Employee State Insurance Corporation) hospital in Gurgaon. Safe In India Foundation (“SIIF”) was created in 2015 to address this problem.

This Report aims to highlight the extent, severity and reasons for these accidents to the Indian auto-sector and to recommend industry and government action to prevent these accidents.

The reasons for these accidents are understandably complex but at the root of them all is a poor safety culture and competitive pressures experienced by auto-manufacturers, which result in relentless chase for production at lowest possible cost in their supply chain, disregarding human dignity and rights.

An overwhelming majority of these auto-sector victims are young migrant contract workers, inadequately represented by Unions, local politicians and legal agencies

Many of these cases are due to illegal practices under Indian Factory Law. Sadly, more than 6 in 10 of these injuries resulted in permanent incapacity, rendering such workers incapable of equivalent employment and future growth, driving their families into vicious cycle of poverty.

Non-compliance extends to ESIC Regulations too. More than half of these workers received their ESIC Cards only *after* the accident, probably after the ESIC process/documents were “managed”. Most of these injured workers were first taken to (mostly small) private hospitals for 1-3 days before ESIC hospitals, possibly resulting in sub-optimal treatment and recovery of their damaged fingers/hands.

The key influencers in resolution of this huge problem are the auto-manufacturers (OEMs – Original Equipment Manufacturers) since these lower tier factories are integral to their supply chain. They have a choice to make – **to continue to be part of the problem or become part of the solution.**

This Report recommends a number of **specific actions to start addressing the issue which we have been discussing, for six months now, with the Indian government, its relevant agencies and the three regional OEMs (Maruti, Honda and Hero)**

Analysis of 1369 auto-sector injured workers provided many insights that can help design specific solutions to this problem:

- ❑ 93% were making components for **Maruti-Suzuki, Honda or Hero.**
- ❑ 83% of machines had **no/malfunctioning safety sensors.**
- ❑ 48% of workers felt **excessive production pressure** from supervisors.
- ❑ 52% accidents happen on only **one type of machine – the power press.**
- ❑ 70% were in lower tiers (2/3/4) of **auto-sector supply chain.**
- ❑ 65% were **below 30 years of age** and a similar percentage were contract workers.
- ❑ 47% lacked or had **poor quality of safety gear.**

¹ <https://scroll.in/article/692477/your-car-has-been-built-on-an-assembly-line-of-broken-fingers>, which quoted an ESIC Gurgaon doctor “We see about 20 cases of crush injuries every day. In most cases, the fingers are auto-amputated, which means they have been lost even before the worker has come to us. In some cases, the entire hand is lost.”

The risks OEMs must consider:

- ❑ **Potential of brand-damage** as the scale and severity of this problem comes to public consciousness.
- ❑ **Potential threat to export business**, as international buyers become aware of this issue.
- ❑ **Potential damage to country’s manufacturing image** of “Make in India”.
- ❑ **Potential Criminal/Civil negligence** action on these factory owners and resulting supply disruptions.
- ❑ **Threat of class action suits** and/or Public Interest Litigations.
- ❑ **Inadequate compliance with NVG²/SEBI requirements** which need OEMs to improve safety in their “Value Chain”, especially those who claim to be socially conscious businesses.

of which Maruti-Suzuki has been the most proactive in starting to take action:

- ❑ **OEMs need to take individual and joint leadership to prevent such accidents** in their supply chain by improving safety culture in these factories through e.g. robust accident reporting, providing commercial incentive and training to more safety-conscious suppliers, while discouraging habitual offender factory owners.

They should also establish a joint task force to harness economies of scale of these actions with ACMA and SIAM. Much of this is already expected under National Voluntary Guidelines (NVGs now NGRBCs) issued by Ministry of Corporate Affairs.

- ❑ **Relevant government bodies can contribute immensely** eg. Targeted usage of ESIC data on accidents to inform effective use of DG FASLI (Directorate General Factory Advisory Services and Labour Institutes) infrastructure, better enforcement of Factory Laws through Industrial Health and Safety, strengthening of NVG

compliance by MCA (Ministry of Corporate Affairs), and appropriate actions by Ministry of Industry.

The first version of this Report with data of 1000+ injured workers was shared confidentially with the boards of three OEMs and the Labour Ministry and its relevant agencies in December 2018. None of them have disputed the findings of this Report and have accepted the premise that this is a real serious issue and needs to be addressed.

By any measure, Indian auto industry is enormous: 4th largest in the world, with annual sales of 4 million+ cars, revenues of USD250bn+, FDI of USD18bn+, contributing 3.8%+ of Indian GDP and employing more than 13m people. The quality of employment in this sector is not only critical to the physical and mental health of millions of India citizens and an important barometer of the country’s ethical standards, but also crucial to the long-term success of the industry.

Safe In India Foundation is committed to partnering with OEMs (Original Equipment Manufacturers), Government, Industry bodies, Suppliers and Workers in finding sustainable and pragmatic solutions to this crisis³.

²National Voluntary Guidelines now National Guidelines for Responsible Business Conduct See Appendix 11.4 for details

³This Report is based on the analysis of the 1369 workers of these, who were working in auto-sector supply chain at the time of their accident.

2



About Safe In India Foundation

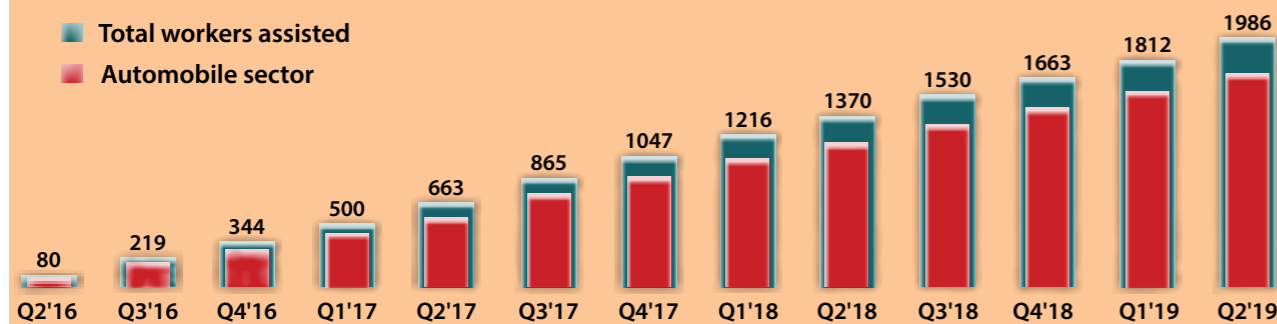
Our journey started with a media report on workers' loss of hands in auto sector in Gurgaon. Moved by the plight of these workers and its detrimental strategic impact on the Indian auto-industry, three alumni of IIM-Ahmedabad Class of 1991 formed the Safe in India initiative (SII) in 2015 (registered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

SII set up its first Worker Assistance Centre in Manesar, Gurgaon in December 2016. Since then, SII has assisted more than 1,800 injured workers, including 1,369 workers from auto industry, with their healthcare at ESIC and helped obtain more than Rs. 12 crores of ESIC compensation for them. These numbers continue to grow monthly as the accidents in the sector continue unabated.

- a) Help and support injured workers with their ESIC healthcare and compensations.
- b) Help ESIC improve its services to crores of Indian workers who depend on ESIC.
- c) Help improve safety in auto-sector supply chain to prevent injuries, especially loss of hands and fingers ("crush injuries") to workers;

SII is funded and supported by the alumni of IIM Ahmedabad, IIT Roorke and several others who feel for the cause and believe in finding practical solutions to this addressable problem.

Sectoral break-up for Injured workers assisted by SII for their ESIC healthcare and compensation



3

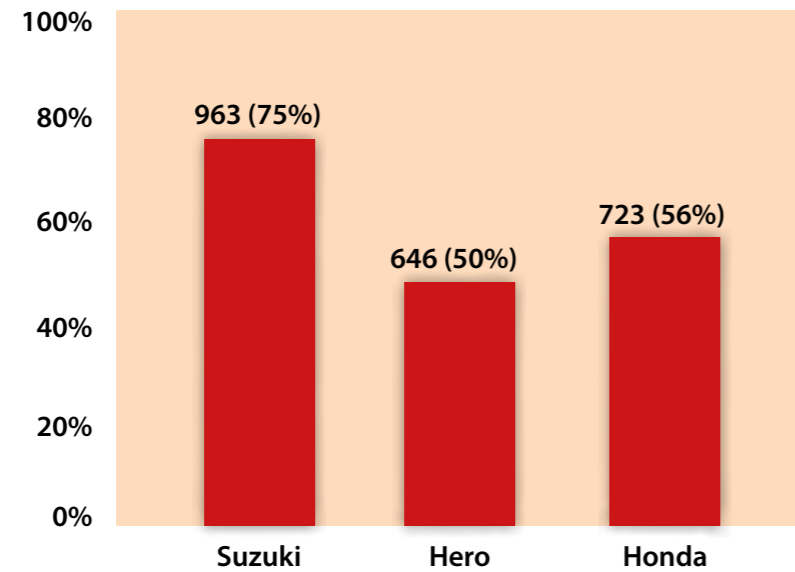


HIGH RISK AUTOMOTIVE INDUSTRY
OEMs need to take leadership in the solution to the problem

3. CAR/TWO-WHEELER BRANDS USING THIS HIGH RISK SUPPLY CHAIN

Of the 1,369 workers who lost their hands and fingers in Gurgaon and reported their accident information to us, 1,284 were working in factories supplying to the three largest regional OEMs. It is these OEMs who need to take leadership in the solution to this problem.

Number of injured workers in the supply chain of OEM



The total of percentages above is more than 100% as several factories supply to more than one OEM.

The above data is based on workers' knowledge of the brands they were making components for. This information is available to them in the factories they work in and they are often told about it. Sometimes the parts are being made for more than one OEM, in which case the workers report more than one brand of OEMs for this analysis.

Unfortunately, the information about these accidents is not well-recorded and reported by the government agencies. Although, we have not been allowed to go inside these factories and confirm this data directly, we are confident that the substantial message here is reasonably accurate: This auto sector supply chain has a very large number of such serious accidents which need to be addressed as a matter of urgency.

4



WORKERS WITHOUT VOICE

Analysis of Crush Injuries

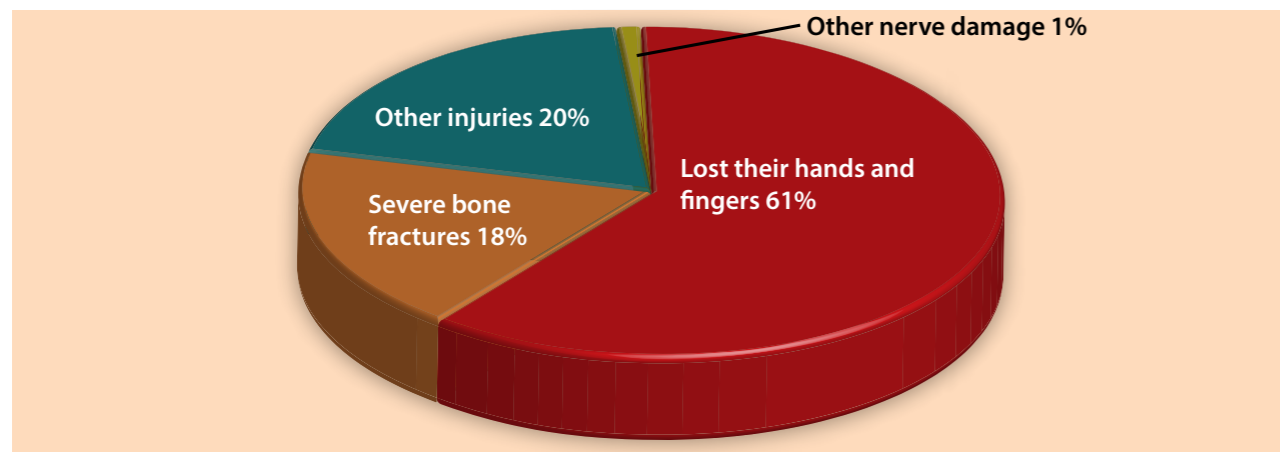
4. Workers without Voice: Analysis of Crush Injuries

4.1 Crush Injuries

A shocking majority of workers lose their fingers and/or hands permanently

- ❑ 61% lost their hands and fingers
- ❑ 18% had severe bone fractures
- ❑ 20% had other injuries
- ❑ 1% had other nerve damage

Type of physical damage to workers' limbs



4.2 Reasons for these accidents

Analysis of 1,369 workers' information broadly confirms our September 2015 Research findings:

- ❑ **Safety sensors and/or other safety mechanism not working: 83%**
- ❑ Malfunctioning machine (other than 1 above): 51%
- ❑ Lack of or poor quality safety gear: 47%
- ❑ Lack of operating and/or safety training: 19%
- ❑ **Excessive production pressure from supervisor: 47%**

NB: The total of above reasons amounts to more than 100% as these workers report that accidents are often a result of multiple factors.

The root cause of these accidents is the relentless chase for high production at lowest possible cost, irrespective of risks to human life and limb. From our discussions with supply chain and safety professionals, it is clear that OEMs' prime focus remains cost, quality and timely delivery. Safety and environment are seldom discussed with the supply chain, except potentially with Tier 1 suppliers.

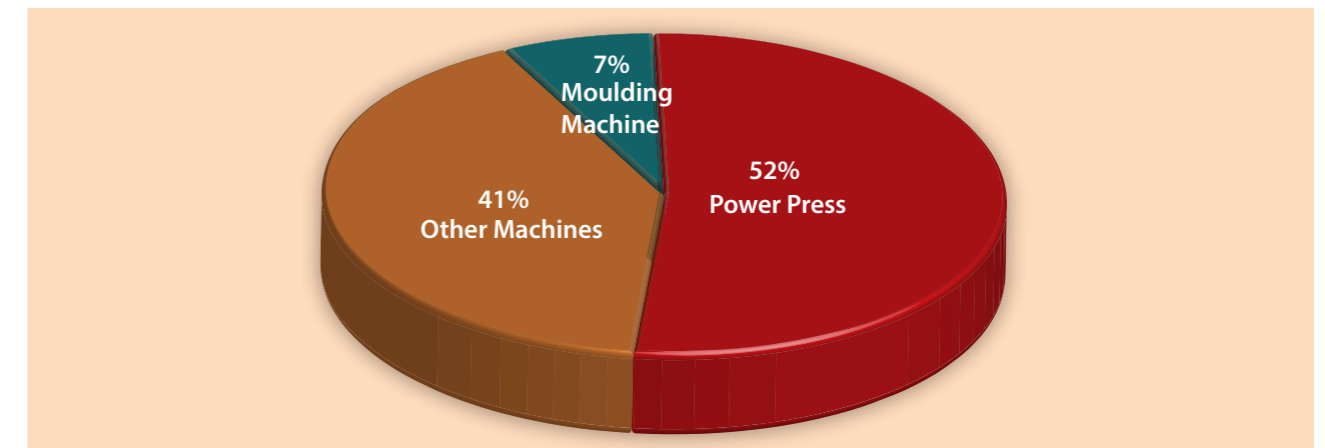
Ravi lost two fingers under production pressure on the fifteenth day of his job

Ravi, a 19-year-old boy, came to Manesar in 2018 and took up the job of a helper in a factory. On 29th March 2018, the fifteenth day of his joining, he was pressured by his supervisor to work as an operator on a power press. Due to lack of experience and training, he met with an accident on the same day, lost two fingers and was forced to go back to his village, permanently handicapped

4.3 Culprit machines: Power Presses are the worst offenders

52% of accidents happen only on one type of machine - the Power Press, which are used mostly to make metal components and have large powerful moving parts. A worker usually manually feeds metal in such machines with his bare hands. In addition, the severity of injuries on power presses is the worst: **86% of accidents on power press result in major loss of fingers/limbs.**

Types of machines on which workers had these accidents



Improved safety practices, on just Power Presses, have the potential to save many thousands of workers from these severe injuries. Both makers and users of Power Presses need to comply with Indian Factory Laws about safety features and maintenance of these dangerous machines.



A typical poorly maintained power press, where more than half of such accidents occur.

4.4 Profile of workers: Young, migrant, contractual and non-unionized

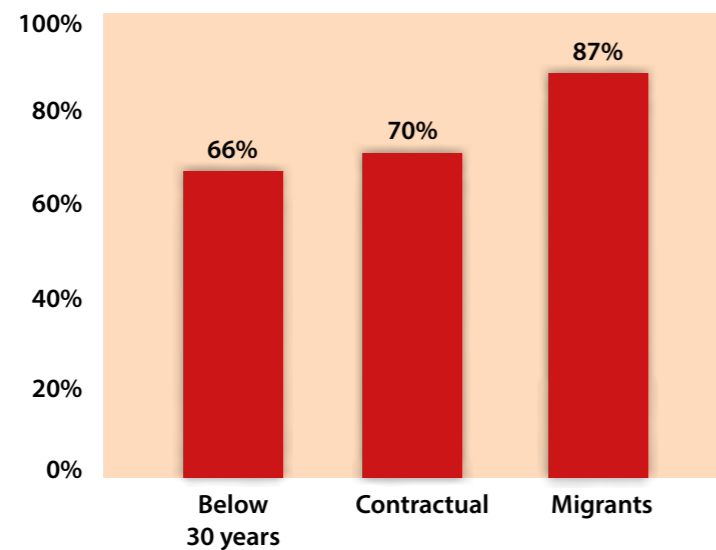
An overwhelming majority of these auto-sector victims are young migrant contract workers, inadequately represented by Unions, local politicians and legal agencies:

- ❑ 87% are migrants (mainly from Uttar Pradesh and Bihar).
- ❑ 70% are contractual (ie not permanent employees) despite many of them working in the same factory for more than a year
- ❑ 66% are below 30 years of age (12% below 20 years; 54% between 20-30 years)
- ❑ Practically none of them are represented by any Union

Sunil injured both his hands as the machine sensors failed

Sunil Kumar Singh, 28, from UP lost the middle finger of his left hand and injured three fingers of his right hand in a Press Machine. "The sensors of my machine failed when I was asked to run the machine at a much faster rate than the sensor was designed for".

Worker demographics and employment status



4.5 Long Supply Chain: The further away from OEMs, the worse it gets

The immense cost advantages and labour flexibility provided by this supply chain to the OEMs comes with a cost to humans (and environment, which is not a subject of this Report). The situation therefore gets worse in factories further down the supply chain.

One of the OEMs has advised us of the safety standards they demand from their tier 1 suppliers. However, we have not been able to independently confirm the effectiveness of these practices. The problem is definitely much more severe in the lower tiers. Indeed, the workers rarely mention, even when asked pointedly, audits of their factories conducted of the OEMs.

Manoj first lost two fingers of his right hand and then remaining three two months later!

Manoj Kumar Ram, a 38 years old worker from Bihar, lost two fingers of his right hand in August 2017, in a power press while making components for a factory that supplies to a large car brand. After two months, he started working in the same factory again. In October 2017, he lost three remaining fingers of his right hand. He reports that the machine was malfunctioning and had dysfunctional sensors.

4.6 Habitual Offenders: High priority

As expected, over the reporting period, a small number of factories (16%) accounted for 48% of the accidents. **There were, on an average, 6.7 accidents reported to SII from them with the worst being 19 accidents in one factory.**

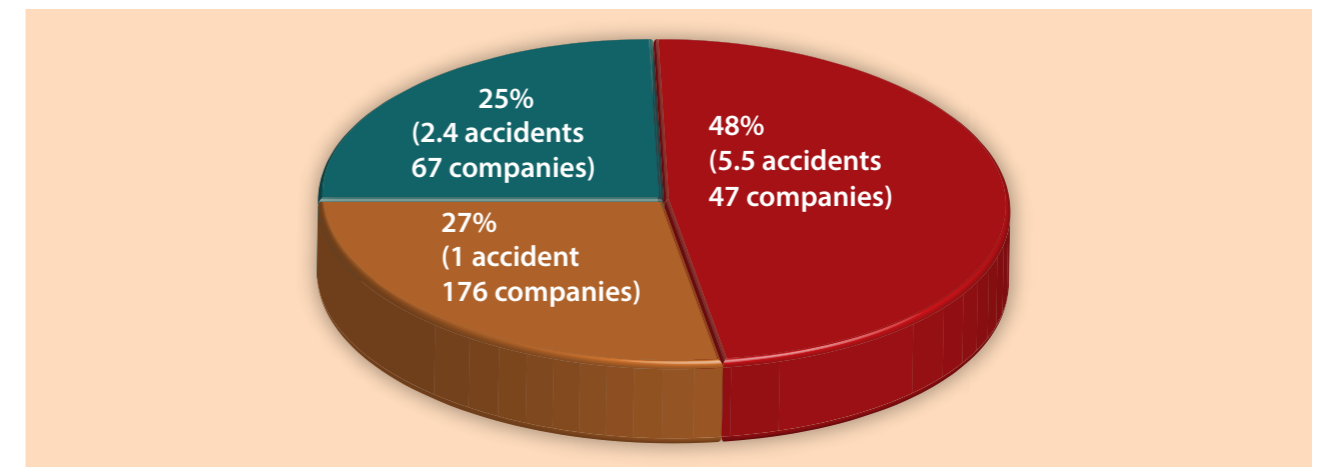
Atul Kumar's factory is a habitual offender

"In my factory, there are two to four accidents every month".

Many workers have quoted their factories having more than 10 injured workers around them. In several instances, workers have lost multiple fingers in multiple accidents within a year in the same factory.

Clearly, these habitual offenders need to be addressed as a priority. **If only 32 factories identified by us are improved, there would be at least 300+ workers per annum saved from permanent disability.**

Percentage of Accidents v/s Number of Accidents per Factory



4.7 ACMA members: Not much better

The Automotive Component Manufacturers Association of India (ACMA) is the apex body representing the interest of the Indian Auto Component Industry. It's membership of over 780 manufacturers contributes to more than 85% of the Auto Component Industry's turnover in the organized sector.

21% of the factories⁴ reported to us were ACMA members. Although ACMA-member factories are probably larger than the non-ACMA ones, this analysis indicates an equal need to improve the safety culture in ACMA-members.

This is significant opportunity to improve the situation relatively quickly as ACMA members are organized under the ACMA umbrella. Any action can be agreed and implemented effectively in a programmatic mode.

⁴ The names of these factories are not listed in this Report to safeguard their injured workers from risk of retribution. Safe in India will share their names in meetings with individual OEMs on the condition of protecting these workers from such a risk.

5



ABJECT APATHY

Non-Compliance with extant Laws, Rules and Regulations

5. Non-Compliance with extant Laws, Rules and Regulations

This is not only a humanitarian issue, but a substantial legal and compliance issue.

5.1 Inadequate compliance with Factory Law Safety Regulations

Despite these supply chain factories being in the Organized Sector⁵, there are numerous regulatory breaches in many of them, potentially resulting in claims of criminal/civil negligence:

- ❑ Workers being asked to work on malfunctioning machines or machines on the verge of breaking down and removed/dysfunctional sensors especially from hydraulic/pneumatic presses.
- ❑ **Helpers being asked to work as operators without training and/or full operator wages.**
- ❑ Legal entitlements not specified explicitly or contracts/appointment letters not provided. Although about 70% of these workers are in 'informal employment', they are legally required to be treated equally within the factory premises.

5.2 Inadequate pre and post-accident ESIC compliance

Not complying with ESIC rules and regulations is not only an evidence of apathy, but also results in poorer healthcare and compensation when needed most by a seriously injured worker

- ❑ **67% received their ESIC card to access health services and compensation only on or after the date of their accident**, instead of within a day of starting employment.
- ❑ 62% were taken to (mostly small) private hospitals first and only later to the better ESIC hospitals as should have been the case. In majority of the cases, the ESIC Hospital is no further away (a reason mentioned by some contractors) than these private hospitals.

Many workers believe that this is done to buy time to correct their deficient ESIC documentation and many a times to pressure them to write and sign on 'Self and Witness statement' that do not reflect the real reasons for these accidents (Accident Reports can trigger an audit by ESIC Inspectors).

Legal Opinion on inadequate compliance with the Factories Act:

Helper asked to do an operator's job: "Asking an untrained/unskilled helper to do the job of skilled operator is an offence under the Factories Act. On paper the employee is paid less because he is not trained hence not supposed to do the work of a skilled worker".

Sensors not working properly: "Allowing operation of machines without requisite sensors or safety guards is an offence under the Factories Act".

Poor maintenance resulting in accidents: "Under Section 7A of the Act, every occupier has to ensure the health, safety and welfare of all workers while they are at work in the factory, including the provision and maintenance of plant and systems of work in the factory that are safe and without risks to health. A machine, which is lacking in safety, does not conform to the safety standard prescribed under the Act."

Malfunctioning Machines: The Punjab Factory Rules 1952 for Power Press state "Every power press and every safety devices thereon while it is in position on the said power press shall be inspected and tested by a trained person every day".

Please refer to Appendix 11.5 for additional potential legal breaches.

⁵ See Appendix 11.1 for definitions. All 1369 workers quoted in this Report are registered with ESIC and are therefore employed in the Organised Sector.

- ❑ 58% of Accident Reports were not provided to ESIC as hard copies with other documents in time (an additional requirement) even after two weeks of the accident. This delays workers' much-needed healthcare and/or compensation unduly, while potentially providing factories the time to correct any legal breaches.

It's not easy for workers to get the right healthcare and compensation with the above challenges. Even those persistent, who escalate delays to ESIC's Suvidha Samagam (a monthly grievance escalation forum), one in seven return back to their villages or stop following up on their compensations, having lost faith in the system.

5.3 Inadequate compliance with National Voluntary Guidelines (NVG); now National Guidelines for Responsible Business conduct (NGRBC)

NVGs have been revised and updated by Ministry of Corporate Affairs for Responsible Business Conduct and are now known as NGRBC. NGRBC urge businesses⁶ to conduct business responsibly and sustainably and also encourage and support their suppliers, vendors, distributors, partners and other stakeholders to follow the same principles. Key elements of the NVG/NGRBC Principles 1, 3 and 5 ask businesses **to ensure the dignity and well-being of employees engaged within a business or in its value chain** by:

- ❑ Providing a workplace environment that is safe, hygienic and humane
- ❑ Providing Fair Living Wages, including for casual and contract labour
- ❑ **Systematically identify their stakeholders, understand their concerns, define purpose and scope of engagement, and commit to engaging with them**
- ❑ **Promote the awareness and realization of human rights across their value chain**
- ❑ **Not be complicit with human rights abuses by a third party.**

The OEMs are required to annually report their compliance with NVG to SEBI through their Business Responsibility Reports (BRR). We have reviewed the BRRs of these three OEMs and do not see any evidence of significant safety measures taken/promoted for their entire supply chain. We have also not heard from the injured workers of any significant instances of OEMs actions for safety improvement, especially in Tier 2/3/4 suppliers, where majority of these accidents occur.

We are now in dialogue with 6 largest Indian OEMs and IICA (Indian Institute of Corporate Affairs) to identify areas where NVG compliance is inadequate and needs to be improved.

Suresh lost his thumb on day one of his job

Suresh, 24, lost one thumb on the very first day of operating a press machine, with which he had no experience, under pressure of production from his supervisor. To produce faster, Suresh started moving material with both hands, instead of only one, which resulted in this accident.

Kumar Mangalam's colleague was beaten up for producing less

"I saw a boy who was beaten up by the supervisor. His eyes were swollen and his ears were bleeding. When I asked, he told me that he has a dispute about production targets"

6



A DIMINISHED LIFE

Issues Post Accident

⁶ see Appendix 11.4 for details of NVG and NGRBC expectation of Responsible Business Conduct.

6. A Diminished Life: Issues Post Accident

6.1 Immediate health-care: Less than needed, risking long term health

As reported in section 5.2 above, the immediate response to these severe injuries from the factory management is often unhelpful and unsupportive. Much needed immediate first aid and medical action is at best inadequate and at worst inappropriate/delayed, resulting in far more damage than necessary to the affected workers' body and livelihood.

6.2 Employment post-accident: Most lose and/or suffer a down-grade of their jobs

70% of those injured are contract workers, who are acutely aware of the fickle nature of their employment. Their permanent disability inevitably reduces their employability in similarly paid roles. Many go back to their villages never to return.

A large number of workers reported loss of their jobs soon after the accident, while others were worried (and often certain) that they will lose their jobs as soon as the ESIC, other regulatory and HR matters settle down before terminating their employment.

This is not only a personal tragedy, but their disappearance from manufacturing centres as they can no longer afford even basic living costs, renders invisible the scale of this problem. Younger new migrants do not see around them the examples and experiences that they can learn from and avoid accidents.

6.3 Loss of limb coupled with un/under-employment: Lifetime of poverty for the family

The impact of loss of limb and resulting unemployment/under employment can be catastrophic for the whole family. In some of the cases, not only does the source of income stop or dramatically reduce, the workers are often forced to return to their villages, becoming dependents, instead of the providers that they were until so recently.

This is a double tragedy for families already struggling hard against endemic poverty.



An injured worker in Worker Support Group meeting where they share their experiences

7



MAKE IN INDIA SAFELY
NEED FOR OEMs TO TAKE LEAD

7. Make in India Safely: NEED FOR OEMs TO TAKE LEAD

The problem, its scale and severity are undeniable. **The most influential stakeholders in this saga are the OEMs, who are buying their car and two wheeler components from this supply chain.**

Globally, the responsibility of ensuring a sustainable and ethical supply chain is increasingly being demanded by the customers, socially conscious investors and governments. India should not and cannot afford to be far behind this global trend.

This Report aims to make the OEMs aware of this huge problem and encourage them to take responsibility for their negative impact on the industry, the community and fellow citizens.

They have a choice – to continue to be a part of the problem or become part of the solution.

There are strategic and tactical risks to OEM brands and businesses in continuing with this poor practice, which could lead to a Rana Plaza kind of tsunami in near future:

- ❑ **Potential of brand-damage** as the scale and severity of this problem comes to public consciousness.
- ❑ **Potential threat to export business**, as international buyers become aware of this issue.
- ❑ **Potential damage to country's manufacturing image** of "Make in India".
- ❑ **Potential action on Criminal/Civil negligence** on these factory owners and resulting supply disruptions
- ❑ **Threat of class action suits** and/or Public Interest Litigations
- ❑ **Inadequate compliance with NVG⁷/SEBI requirements** which need OEMs to improve safety in their "Value Chain", especially those who claim to be socially conscious businesses

This is not an insurmountable problem. We have made a number of recommendations based on our three years' experience of helping and listening to these injured workers and advice received from several experts. These recommendations have been discussed with the three regional OEMs and government bodies.



We need to listen to these injured workers

⁷National Voluntary Guidelines. Now National Guidelines for Responsible Business Conduct. See Appendix 11.4 for details

8



HIGH LEVEL RECOMMENDATIONS

8. HIGH LEVEL RECOMMENDATIONS

8.1 Recommendations to OEMs: Take responsibility to improve the culture of Safety in your Supply Chain

Suggested actions for OEMs can be classified in 3 key areas:

1. **Safety Awareness, Training & Education:** To increase awareness about the need for and methods of safer manufacturing and working practices in supply chain e.g.
 - a. **Create an accident data sharing platform within the supply chain to encourage safer suppliers and identify habitual offenders** e.g. traceable invoices in supply chain including self-reporting of the number of accidents in an invoice's factory in the previous 4 quarters. Random audits should keep the suppliers from reporting false data.
 - b. Create mandatory safety guidelines for the supply chain and embed them in the OEM Purchasing departments e.g. non-negotiable compliance with ESIC and factory safety laws.
 - c. Develop systems and processes within OEMs to comply with NVG/NGRBC, including promoting model safety policies for their supply chains.
 - d. Offer own and DG FASLI training facilities to (especially contract) workers in the supply chain – prioritising those working on power presses & moulding machines.
 - e. Show case “what good looks like” (best practices, minimum mandatory skills, minimum wages, audio-visual aids etc.) to encourage and guide and promote safety culture in supply chain factories who wish to do better but do not know how to do it.
2. **Monitoring, Compliance and Reporting:** To ensure that the above OEM Safety Policies and Indian laws are followed effectively in letter and spirit e.g.: Conduct random audit of Tier 1/2/3/4 suppliers for their compliance to safety rules e.g. state of machines, safety equipment, maintenance schedules, ESIC registration, ESIC card issuance and training.
 - a. Appoint a dedicated middle to senior management OEM executive with the mandate/target to improve worker safety down to at least tier 4.
 - b. **Report adequately, accurately and timely on safety in value chain as required by NVG/SEBI guidelines** e.g. map the whole supply chain and drive safety culture/ practices in them, implement accident reporting mechanisms, and compliance with minimum wages.
3. **Rewards and Penalties:** To effectively encourage suppliers that uphold worker safety culture and to discourage offenders e.g.:
 - a. **Greater weightage of safety record in granting future business to suppliers.**
 - b. Issue effective detriments to supply chain factories for such accidents e.g. loss of business in case of more than one accident per annum.
 - c. Marginally better prices to suppliers with good safety culture.
 - d. Introduce a system of identifying and awarding the tier 4/3/2 suppliers for best safety practices.

8.2 Recommendations to Government bodies

Clearly, government's role is to improve the safety culture in the industrial sector and to ensure implementation of extant safety rules and regulations. This Report urges the government to look at this issue specifically in the auto-sector and pursue actions to prevent these accidents.

A number of key government bodies will need to engage in the subject for a real impact: Ministry of Labour including Industrial Safety and Health(Centre and State),DG FASLI (Centre) and ESIC (Centre); MCA (Ministry of Corporate Affairs), IICA (Institute of Corporate Affairs) and Ministry of Industry.

Our high-level recommendations to these bodies are:

1. Labour ministry to hold safety related government agencies accountable for preventing accidents and reporting accident data by industry, e.g. auto sector, with suggested actions, compulsory inspection wherever multiple accidents occur.
2. **ESIC to regularly provide data and analysis of accidents in public domain and for actions to DG FASLI & the Labour Ministry eg. Factory inspections for habitual offenders.**
3. DG FASLI to continually plan its training and advisory to act upon the above accident data to prevent these accidents and report data on progress made/challenges. e.g.use its extensive training facilities in a targeted manner to improve the training of workers, especially contract workers, and their supervisors on power machines, especially in tier 2/3/4 factories and not limit to large companies who have own training facilities.
4. GOI's "Industrial Safety and Health" (ISH) department to effectively hold these factories accountable for their safety record through audits and penalties, informed by ESIC accident data.
5. **Labour ministry to drive an improvement of Safety Culture in India**, including through (i) **technical solutions especially for power presses**, and (ii) design and cascade safety messages for direct communication to small factories and workers in regional languages, (iii) **ensuring that machine suppliers, especially power presses, are compliant with Indian Standards ("IS")**, iv) update the Indian Standards to international best practice levels, (iv) award MSMEs for best safety practices, and (v) Policy formulation for training of contract/migrant workers.
6. MCA to further drive compliance with NVGs (now NGRBC) and assess Principle 3 specifically for safety of the supply chain workers.
7. Ministry of Industry to influence the above to protect India's manufacturing and exports sector.



Discussion on Accidents and ESIC issues with more than a hundred injured workers (June 18)

8.3 Recommendations to ACMA/ SIAM (Automobile Component Manufacturers Association/ Society of Indian Automobile Manufacturers)

1. Implement a permanent Safety Team/Working Group in their structures for their members to showcase good practices and train members on strategic and tactical costs of accidents, and how to reduce them.
2. **Act to identify habitual offenders and institute actions towards improving their safety systems.**
3. Bring the industry together for joint action to harness economies of scale. See Creation of Task Force below.
4. Assist and support all ACMA members to comply with NGRBC.

8.4 Creation of a Industry level Task Force to improve Worker Safety in Auto Sector Supply Chain

We believe that this issue needs an industry solution for the following reasons:

1. At least the three large regional OEMs - Suzuki, Honda and Hero - are required to show leadership to prevent these accidents. In our recent NVG-compliance analysis, we find that other large Indian OEMs have similar lack of focus on safety in their supply chain.
2. Many factories in the supply chain are common to two or more OEMs.
3. Many technical, operational and cultural solutions can gain from experiences and economies of scale of all three OEMs.
4. **The improvements will provide advantage to all three OEMs and to the country.**

We therefore recommend that the three mentioned OEMs should create a Joint Task Force, with Safe in India Foundation as an independent member, and including safety and productivity experts to take up actions recommended here using their best expertise for a prompt, effective and sustainable solution. This Task Force could also have representation from Government bodies as well as ACMA/SIAM.

8.5 Actions committed by Safe In India

1. **Regularly report its accident data (and its analysis) from injured workers to OEMs and the labour Ministry for action**, with potentially a list of habitual offenders (subject to commitment from OEMs that these factories will not threaten the workers who are reporting such offences).
2. Work with OEMs and potentially some Tier 1 suppliers to improve safety in their supply chain by being a champion of the cause and a feedback loop. The expertise and capacity to improve safety rests with OEMs.
3. Champion the cause of Safety with the Ministry of Labour, DG FASLI, ESIC, MCA and Ministry of Industry to help implement a number of above recommendations.

This issue of crush injuries to workers is a complex one, with the involvement of several stakeholders, their differing interests and varying degrees of focus. We will not waiver from our focus to influence the industry and the government to prevent these accidents and seek their support.

9



WAY FORWARD

9. Way Forward

To structure this activity and build momentum towards better worker safety in Gurgaon area, we suggest the following:

1. Since December 2018, Safe In India Foundation has proactively written to the CEOs and boards of the three OEMs to discuss this Report, issues and recommendations and agree on steps to prevent accidents. Their feedback is included in Chapter 10 to this report. SII will continue pushing this agenda with them.
2. Safe In India Foundation will proactively engage with other relevant stakeholders e.g. ACMA, SIAM, Government, customer bodies, media and (later on) OEM Investors to discuss the issue and drive relevant actions.
3. **OEMs to consider this Report and make public their proposed actions to improve the situation of these workers.** Safe In India has recommended several actions here, which along with any others and/or improved in consultation with OEMs given their expertise, can be pursued pragmatically but quickly to avoid a Rana Plaza kind of tsunami that is building up in this supply chain.
4. **Industry bodies like ACMA and SIAM to take up this Report** with their members and ensure improvement with public information of actions taken and their results.
5. Ministry of Labour and its relevant departments e.g., DG FASLI, ESIC, Industrial Safety and Health and Safety to work jointly to enforce compliance with their safety regulations to Make in India safely.
6. **Independent assessment of compliance by OEMs with NVGs** and public reporting of the same.
7. Safe in India proposes to organise a stakeholders meeting to jointly discuss this issue. All three OEMs, government bodies, Industry Associations and Safety experts should ideally be well represented at this event.

The issue of severe Crush Injuries in automotive supply chain in Gurgaon area is one that needs to be dealt with on priority. The above steps aim to ensure that a start is made collaboratively with key stakeholders to bring about sustainable improvements for the workers.



Co-Founders and Senior Management of Safe in India Foundation

10



RESPONSE FROM OEMs

10. RESPONSE FROM OEMs

The first version of this Report, which had materially the same findings based on data up to July 2018 of 1000+ injured auto-sector workers, was shared confidentially with the following in December 2018:

1. Board of Directors of all the three OEMs.
2. Central Government: Hon'ble Minister of Labour and Employment, Government of India and their officials including DG ESIC and DG FASLI.
3. State Government: Hon'ble Labour Minister Government of Haryana, and their officials including Secretary Labour, Divisional Commissioner, Gurugram, and Deputy Commissioner, Gurgaon.

10.1 Engagements with the three OEMs since December 18

We are pleased to report that all three OEMs responded and agreed with our overall findings. Not one of them has contested the issue of accidents, our data, and our suggestions. Some of their officials were somewhat aware of the issue and agreed that they needed to be addressed.

Individual status of progress made with each OEM is as follows:

1. **Maruti Suzuki India Limited ("Maruti")** was the first OEM to respond to SII on the Report and the first meeting was conducted in January 2019. Since then, a number of meetings have been conducted with their senior managers who have assured SII of the importance of safety within the culture of Maruti.

Maruti's team has also advised us of the following actions taken by them:

- a. Mapped their Tier 2 suppliers to their Tier 1 suppliers, specifically those using pressing and moulding processes, to drive safety in Tier 2 through their Tier 1.
- b. In addition to Gurgaon-Manesar, have included their Faridabad and Noida suppliers in the supply chain safety programme.
- c. Disseminated safety information and guidance on Power Press to their Tier 1 suppliers to also further cascade to lower tiers.

Their executive management has also confirmed that *"The safety of workers at Tier 2 suppliers was one of the topics for discussion at the recently concluded Vendor Conference. The Tier 1 vendors agreed that they will educate their Tier 2 vendors on issues of safety and share best practices with them. The Tier 2 vendors would be urged to implement basic safety measures to prevent/reduce accidents."*

We appreciate the spirit with which Maruti has initiated working on the issue of accidents in automotive supply chain. This is an encouraging beginning and we would follow through these and other recommendations made in this report.

SII will continue to engage with Maruti on this issue and several other recommendations made in this report.

2. **Honda Motorcycles and Scooters Pvt. Ltd ("Honda")**: We have a number of meetings with Honda's AGM Safety and Environment and Operating Head Purchase and Supplier Mgt. The Honda team also assured SII of the importance given to safety by Honda group and that:
 - a. They have sought information from their suppliers in accordance to the IS 14489 (code of practice on occupational safety and health audit), which would be analysed and steps would be taken based on the responses by the suppliers.

- b. They would prefer all three regional OEMs to come together on this issue and form an industry level task force.

We are awaiting a more detailed action plan from Honda and will continue to escalate matters.

3. **Hero MotoCorp Limited ("Hero")**: Only one meeting could be held with Head and General Manager, Safety and Environment. The Hero team also assured SII of the importance of safety to the group and confirmed that their own facilities have been created and their materials developed for safety.

They have also advised that they would be happy to be part of a joint industry task force and would need the government to lead it.

They have not advised us of any actions considered or taken in their supply chain as a result of this report. We are obviously disappointed with this lack of progress in Hero's supply chain and continue to pursue them for a more considered response to our requests and recommendations. We will also continue to escalate matters as appropriate.

10.2 Engagements with the government on this Report since December 18

We have been discussing with the Labour Ministry the need to improve safety in this supply chain since Feb 18. After submission of this report in Dec 18, we are pleased that the **central labour ministry has formed an internal committee at DG FASLI to address this issue**. We have had several interactions with their officials and are awaiting their formal response to our recommendations.

DG FASLI had also organized a discussion on this Report with Joint Director, Industrial Safety and Health Gurgaon and SII in April 19. The Industrial Safety and Health Department ("ISH") of Haryana have to respond to the Committee formed by DG FASLI. SII has requested Government to call for a joint meeting of OEMs and is pushing for the State to publish accurate data pertaining to accidents in public domain.

At State and District levels, no formal response has been received by SII yet. We are not aware if internally any action has been taken within the State of Haryana. We will continue to follow up on the implementation of our other recommendations.

SII continues to pursue a number of actions with central and state governments including those stated in this Report, especially the need for a joint industry + government task force to prevent these accidents. **SII will publish a follow-up Report on a number of Factory Law violations** in these factories and seek stronger compliance with these laws while also improving some of these laws.

10.3 Engagements with ACMA and SIAM on this report since December 18

ACMA and SIAM have not responded formally to this report despite several reminders.

We are not aware of any actions taken internally. We have also not found any evidence in the public domain of the issue of safety of workers in the supply chain being taken up by ACMA or SIAM.

We are disappointed with their apathy, and will continue to pursue them to achieve safety of workers in the automotive supply chain.

The engagements are summarized in Appendix 11.6

11



APPENDICES

11. APPENDICES

Appendix 11.1:

Abbreviations

ACMA	Auto Component Manufacturer’s Association
DG FASLI	Directorate General Factory Advisory Services and Labour Institutes
ESIC	Employee State Insurance Corporation
MCA	Ministry of Corporate Affairs
NVG	National Voluntary Guidelines
NGRBC	National Guidelines for Responsible Business conduct
OEM	Original Equipment Manufacturer
SIAM	Society of Indian Automobile Manufacturers
SII	Safe In India Foundation
SOIL	School of Inspired Leadership
UNIDO	United Nations Industrial Development Organization

Glossary

Contract workers	Workers that are hired through a contractor and are not permanently employed.
Crush injury	During a point-of-operation of power press, if a body part gets to “a caught in between” situation, it results in severe crushing of the body part.
DG FASLI	Technical arm to assist the Ministry in formulating national policies on occupational safety and health.
File	A worker “File” is a record of compensation-assistance provided to the injured workers, on their request, by SII..
Migrant	Worker has come to his place of employment from his home town, mostly from a different state.
Organized Sector:	Generally, all enterprises which are either registered or come under the purview of any one of the acts like the Indian Factories Act 1948, Mines and Minerals (Regulation and Development) Act, 1957, the Company Law, the Central/State Sales Tax Acts, the Shops and Establishment Acts of the State governments, ESIC, etc. are defined as part of the organized sector.
Power Press	Power presses are used to punch, bend, or shear a metal work piece using a tooling or a die.

Sensors	Sensors are safety devices, which stop the operation of machines if the operator's hand or another body part is in the range of the die, thereby preventing the accident. They too have limitations of reaction time.
Supply chain	A <i>supply chain</i> is a system of organizations involved in making different components of the main product which is assembled at the OEM. In this report the supply chain is referred to as the factories that manufacture components for automobile industry OEMs.
Suvidha Samagam	Meeting organized at the regional and sub regional offices of the ESIC every 2nd Wednesday of the month, for redressal of grievances. At the Branch offices, these meetings are organized on 2nd Friday of every month.
Tiers:	A supply chain is made up of several tier. Tier 1 is the immediate supplier to OEM, Tier 2 to Tier 1, Tier 3 to Tier 2, etc. The cascade of these tiers constitute the supply chain of these OEMs.
Unorganized or Informal Sector:	All unincorporated enterprises and household industries which are not regulated by any acts mentioned for organized sector and which do not maintain any annual reports presenting the profit and the loss and balance sheets are classified as unorganized sector. NCEUS and NSS have slightly different definitions.



A gathering of injured workers at Safe in India Worker Assistance Centre, Manesar

Appendix 11.2: Sources of information used in this Report

All analysis presented in this Report is based in the data obtained from ESIC registered workers who have mostly suffered crush-injuries to their hands and/or fingers. Safe in India Foundation has their names and details including their IP (ESIC's insured Person) numbers, which are not disclosed here to safeguard their interests.

Although SII has data for more than 1,800 injured workers, the analysis quoted here is mostly only for 1,369 workers from auto-sector, except in instances where significant sample studies have been done in the past two years, to prove/disprove several hypotheses. Following is the list of all data sources used for several sections of this Report:

Section No.	Title of Section	Database reference
3.0	Number of accidents in each OEM supply chain	Of the 1369 auto sector related cases being supported by SII, 1284 are from three OEMs' supply chain. Individual OEM percentages add up to more than 100% as several factories supply to more than one OEM.
4.1	Crush injuries	Data of 1369 Auto Sector Workers registered with SII from Nov16 to March 2019
4.2	Reasons of Accident	Data of latest 264 files with SII from April 2018 to March 2019
4.3	Machines	Data of 1369 Auto Sector Workers registered with SII from Nov16 to March 2019
4.4	Profile of workers	Data of 1369 Auto Sector Workers registered with SII from Nov16 to March 2019
4.4	Profile of workers (Migrants)	Data of 1277 Auto Sector Workers registered with SII from Jan17 to Mar19
4.5	Depth of Supply chain	The classification of Tiers and ACMA membership is based on information provided by workers and internet search conducted for data from Nov16 to July 2018
4.6	Habitual Offenders	
4.7	ACMA members	
5.2	Inadequate ESIC Compliance regarding Temporary Identity Card (TIC)	Data of latest 535 injured workers registered with SII from Apr18 to Mar19. Similar ratio has been observed for all 1369 auto sector workers.
5.2	Inadequate ESIC Compliance regarding first treatment at private v/s ESIC hospitals	Data of Latest 264 Workers File from Apr18 to March 2019. Similar ratio has been observed for all 1369 auto sector workers
5.2	Inadequate ESIC Compliance regarding Accident Report and other document	Data analysed from 80 accident reports in worker files.
5.2	Worker experience regarding Suvidha Samagam	Data of 178 workers taken by SII to Suvidha Sa-magam from Oct16 to Mar19

Appendix 11.3 – Detailed recommendations to OEMs

	Immediate Term	Medium Term
Training & Education	Issue specific safety instructions down the supply chain	Create a certification programme of regular training of workers, supervisors and small factory owners
	Create effective Audio Visual safety content for supply chain and communicate / distribute / disseminate widely & effectively	Expand Training Centre in OEM facility to include training for Suppliers' management and workers
	Create training content and conduct trainings in batches for supply chain	Showcase good practice for others to follow.
		OEM should orient the Board members of their suppliers on their responsibility of adoption of NGRBC principles down the supply chain.
Monitoring, Compliance and Reporting	Employ one dedicated Middle/Senior Executive specifically focused on worker safety down the supply chain	Create a programme of random surprise safety audits of supply chain
	Start random safety audits of supply chain for learnings and improvements.	Create accident data sharing platform eg. all supply chain invoices to mention number of accidents
	Report in SEBI formats in detail for public and investor review	Annual report of accidents down their chain for each Tier 1 supplier
		Create a system of ensuring that workers are skilled enough for the machines they are operating on
		Ensure minimum wages in line with role to workers - in many cases workers are getting wages of helper and working as an operator
		Map the whole supply chain and develop a plan to ensure safety culture in the supply chain Drive practices and policy formulation for NGRBC in the supply chain. Monitor the accident reporting mechanisms, and compliance with regulations for employee well being
Rewards & Penalties	Issue notices to worst offenders to improve their safety standards and blacklist habitual offending owners (not only the legal entity)	Evidence that commercial contracts demand safety from all in supply chain
		Warning system for second accident at the supplier; cancellation of contract upon third case
		Reward good (i.e. safer for workers) suppliers e.g. through preferring them for upgrade investments
		Introduce a system of identifying and awarding the tier 4/3/2 suppliers for best safety practices

Appendix 11.4: National Voluntary Guidelines' (now NGRBC) regarding Safety in Value Chain

The National Voluntary guidelines 2009 issued by Ministry of Corporate Affairs (MCA) on economic, social and environmental responsibilities of Business have been revised and updated in March 2019.

They are called National Guidelines for Responsible Business Conduct (NGRBC) and these are now not voluntary.

The NGRBC are designed to be used by all businesses, irrespective of their ownership, size, sector, structure or location. All businesses investing or operating in India, including foreign multinational corporations (MNCs) are expected to follow these guidelines.

The NGRBC continues with the nine Principles outlined in the NVG. Each Principle has a description explaining the spirit of the principle. Core elements are defined to actualise and operationalize each Principle. Furthermore, the NGRBC reiterate the need to encourage businesses to ensure that not only do they follow these guidelines in business contexts directly, within their control or influence, but that they also encourage and support their suppliers, vendors, distributors, partners and other collaborators to follow them.

National Guidelines for responsible business conduct (NGRBC) defines "Value Chain". Value Chain definition refers to both the supply chain as well as the value created by the distribution channel for end-use customers. It also includes business partners and those employed by value chain partners who may work out of their own premises.

Of specific relevance to this Report, there are Safety-Relevant NGRBC Indicators:

NGRBC identify "Essential" and "Leadership" indicators. While the essential level *is expected from every business* that has adopted these Guidelines, the leadership level indicators are expected to be put into place *by those businesses which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.*

	Essential Indicators	Leadership Indicators
Principle 1	% of suppliers and distributors (by value), in the year: a. Covered by awareness programmes for the Guidelines? b. Had responsible/sustainable business policies in place?	% of suppliers and distributors (by value), in the year: a. Covered by awareness programmes for the Guidelines? b. Had responsible/sustainable business policies in place?
Principle 3	% of employees (all categories) trained on health and safety issues and measures: a. In the year b. Total to date	1. % of supply chain partners (by value) that were assessed for adherence to health and safety practices. 2. % of accident-affected persons integrated back into employment.
	Essential Indicators	Leadership Indicators

Principle 5	<p>1. Number of business agreements and contracts with third party partners that were reviewed in the year, to avoid complicity with adverse human rights impacts in the previous year.</p> <p>2. Stakeholders groups governed by the grievance committee for human rights issues.</p>	<p>% of contractual employees and value chain partners that have been made aware /provided training on human rights issues:</p> <p>a. In the year</p> <p>b. Total to date</p>
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Given the importance and growth of the auto-sector to Indian manufacturing and exports, we should expect Indian OEMs to work on both on essential Indicators and Leadership indicators, so that safety is ensured in its entire supply chain.

Appendix 11.5: A few examples of Legal requirements relating to worker safety

Activity	Relating Laws
Asking an untrained/unskilled helper to do the job of skilled operator is an offence. On paper, the employee is paid less because he is not trained hence not supposed to do the work of skilled employee.	<p>Section 92 of the Factories Act says that any contravention of any provision of the Act, rules or written orders thereunder will result in punishment.</p> <p>As per Section VI of the Punjab Factory Rules 1952</p> <p>(1) The name of such person operating the power press shall be entered in Form 7A</p> <p>(2) Sub-paragraph (2) defines the training to be given to the persons operating the power press</p>
Allowing operation of machines without requisite sensors or safety guards	<p>As per Section 23 of the Factories Act,</p> <p>Under Section 7A of the Factories Act, every occupier has to ensure the health, safety and welfare of all workers while they are at work in the factory, including the provision and maintenance of plant and systems of work in the factory that are safe and without risks to health. A machine which is lacking in safety does not conform to the safety standards prescribed under the Act.</p>
Allowing operation of malfunctioning machines	<p>The Act lays the onus upon the occupier to ensure the provision, maintenance and monitoring of such working environment in the factory for the workers that is safe, without risks to health and adequate as regards facilities and arrangements for their welfare at work.</p>

Activity	Relating Laws
Ventilation and temperature	<p>As per Section 23 of the Factories Act,</p> <p>Section 13 - Effective and suitable provision shall be made in every factory for securing and maintaining in every work-room adequate ventilation for the circulation of fresh air and such temperature as will secure to workers therein reasonable conditions of comfort and prevent injury to health.</p>
Fencing of machinery	<p>Section 21 - In every factory dangerous parts of machines, e.g., every moving part of a prime mover and every fly-wheel connected to a prime mover, etc., etc., shall be securely fenced by safeguards of substantial construction which shall be kept in position while the parts of machinery they are fencing are in motion.</p>
Work on or near machinery in motion	<p>Section 22 - No woman or child shall be allowed in any factory to clean, lubricate or adjust any part of the machinery while that part is in motion, or to work between moving parts or between fixed and moving parts of any machinery which is in motion.</p>
Employment of young person on dangerous machinery	<p>Section 23 - No young person shall work at any machine declared to be dangerous unless he has been fully instructed as to the danger arising in connection with the machine and the precaution to be observed and has received sufficient training in work at the machine or is under adequate supervision by a person who has a thorough knowledge and experience of the machine.</p>
Casing of new machinery	<p>Section 26 - In all machinery driven by power and installed in any factory after 1st April, 1949, every set screw, bolt or key on any revolving shaft, spindle wheel or pinion shall be so sunk, encased or otherwise effectively guarded as to prevent danger; all spur worm and other toothed or friction gearing which does not require frequent adjustment while in motion shall be completely encased, unless it is so situated as to be safe as it would be if it were completely encased. Whoever sells or Lets on hire or as agent of a seller or hirer, causes or procures, to be sold or let on hire, for use in a factory any machinery driven by power which does not comply with these provisions, shall be punishable with imprisonment for a term which may extend to three months or with fine which may extend to five hundred rupees or with both.</p>
Safety Officer	<p>Section 40(b) - 1(1): There shall be one Safety Officer for factories employing between 1000 to 2000 workers</p>

Appendix 11.6

Interactions with OEMs and Central/State Government since December 18

SN	Institution/Company	Outcome
1.	OEMs	
1.1	Maruti Suzuki India Limited	<ul style="list-style-type: none"> • Maruti has been the most responsive of the three. In our meetings, including member of Maruti Executive management team, they have agreed to take steps with their immediate suppliers who will be asked to then improve safety down the supply chain. • This is an encouraging first step and we will continue to work with them in this journey. • Maruti have also given a formal response. • We will continue to pursue the detail and impact of these actions and other recommendations in this Report.
1.2	Honda Motors India Limited	<ul style="list-style-type: none"> • The meetings have been with the senior management, but not yet with any directors, who have informed SII that they were in the process of taking stock of the situation by asking for reporting in the safety standard format IS 14489:1998 • Would be happy to join an industry level task force • No concrete steps have been advised yet; and SII is not aware of any steps taken to prevent these accidents in Honda's supply chain • No formal response to the Report was given. • We are not aware if internally any action has been taken. <p>We will continue to escalate matters and push for actions recommended in this Report.</p>
1.3	Hero MotoCorp Limited	<ul style="list-style-type: none"> • Hero informed that they would be happy to be part of joint task force, provided SII can work with Government to initiate the joint working. • Not informed SII of any steps taken to prevent accidents in their supply chain • No formal response to the Report was given. • We are not aware if internally any action has been taken. • We are not aware if internally any action has been taken. <p>We will continue to escalate matters and push for actions recommended in this Report.</p>

SN	Institution/Company	Outcome
2.	Central Government	<p>At Government of India, a committee was formed at DG FASLI to look into the issue (although SII had requested a broader working group to address this issue)</p> <p>The report of the committee is awaited.</p> <p>We are in the process of researching legal violations in detail and will also pursue implementations of laws.</p>
3.	State Government	<p>No formal response received from Gurgaon District Administration and the Haryana State Government.</p> <p>We are not aware if internally any action has been taken.</p> <p>We are in the process of researching legal violations in detail and will also pursue implementations of laws.</p>
4.	ACMA	<p>No formal response received from ACMA.</p> <p>We are not aware if internally any action has been taken.</p> <p>We will continue to escalate matters and push for actions recommended in this Report.</p>
5.	SIAM	<p>No formal response received from SIAM.</p> <p>We are not aware if internally any action has been taken.</p> <p>We will continue to escalate matters and push for actions recommended in this Report.</p>

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SN	Age(yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
1	19	Forearm	One	Fractured	Moulding Machine	Maruti Suzuki
2	20	Finger	One	Fractured	Other	Hero, Maruti Suzuki
3	42	Forearm	One	Fractured	Road Accident	
4	21	Finger	Three	Fractured	Other	Hero, Maruti Suzuki
5	22	Forearm	One	Fractured	Road Accident	
6	29	Forearm	Two	Lost	Other	Maruti Suzuki
7	36	Lower Leg	One	Fractured	Road Accident	
8	31	Finger	Two	Lost	Power press	Maruti Suzuki
9	22	Forearm	One	Fractured	Power press	Maruti Suzuki
10	21	Lower Leg	One	Fractured	Road Accident	
11	22	Finger	Two	Lost	Power press	Hero
12	22	Finger	One	Lost	Other	Hero, Honda, Maruti Suzuki
13	24	Finger	Two	Lost	Power press	Hero, Honda, Maruti Suzuki
14	39	Finger	One	Lost	Other	Honda, Maruti Suzuki
15	30	Finger	One	Fractured	Moulding Machine	Other
16	23	Finger	One	Lost	Power press	Maruti Suzuki
17	50	Shoulder	One	Fractured	Road Accident	
18	33	Finger	One	Fractured	Other	Other
19	30	Forearm	One	Fractured	Road Accident	
20	20	Forearm	Two	Damaged	Other	Other
21	27	Forearm	One	Fractured	Other	Other
22	31	Finger	One	Fractured	Other	Other
23	29	Finger	Two	Lost	Power press	Hero, Honda, Maruti Suzuki
24	28	Lower Leg	One	Fractured	Road Accident	
25	27	Finger	Two	Fractured	Moulding Machine	Hero, Honda, Maruti Suzuki
26	31	Finger	Two	Lost	Power press	Hero, Honda, Maruti Suzuki
27	28	Forearm	One	Fractured	Other	Hero, Maruti Suzuki
28	28	Lower Leg	One	Fractured	Other	Honda
29	30	Finger	One	Lost	Power press	Maruti Suzuki
30	36	Finger	One	Lost	Power press	Hero
31	34	Finger	One	Lost	Power press	Maruti Suzuki
32	28	Lower Leg	One	Fractured	Road Accident	
33	20	Lower Leg	One	Fractured	Road Accident	
34	22	Finger	Four	Lost	Power press	Honda, Maruti Suzuki
35	23	Forearm	One	Fractured	Other	Other
36	34	Lower Leg	One	Fractured	Road Accident	
37	42	Forearm	One	Fractured	Road Accident	
38	48	Forearm	One	Fractured	Other	Other
39	26	Forearm	One	Fractured	Moulding Machine	Honda, Maruti Suzuki
40	29	Forearm	One	Fractured	Other	Other
41	30	Forearm	One	Fractured	Other	Hero, Maruti Suzuki
42	44	Finger	Two	Lost	Power press	Hero
43	27	Finger	Three	Lost	Power press	Maruti Suzuki
44	29	Finger	One	Lost	Power press	Maruti Suzuki
45	25	Palm	One	Fractured	Power press	Honda
46	28	Forearm	One	Fractured	Road Accident	
47	26	Finger	Three	Lost	Power press	Maruti Suzuki
48	33	Forearm	One	Fractured	Road Accident	
49	20	Finger	One	Fractured	Road Accident	
50	24	Finger	One	Lost	Other	Other
51	22	Finger	One	Lost	Moulding Machine	Other
52	21	Finger	Four	Lost	Power press	Hero, Honda, Maruti Suzuki
53	22	Finger	One	Lost	Power press	Hero
54	44	Finger	One	Lost	Power press	Maruti Suzuki
55	24	Finger	One	Lost	Moulding Machine	Other
56	24	Lower Leg	One	Damaged	Other	Maruti Suzuki
57	33	Finger	Three	Lost	Power press	Hero, Honda, Maruti Suzuki

DATA-EXCERPT OF 1,369 AUTO SECTOR WORKERS REPORTED

Source: These 1369 workers have been supported by SII. The Red font in the table indicates workers have lost the body part.

SN	Age(yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
58	32	Forearm	Four	Lost	Other	Hero, Maruti Suzuki
59	44	Finger	Three	Lost	Power press	Hero
60	24	Forearm	One	Fractured	Other	Other
61	19	Forearm	One	Fractured	Power press	Other
62	26	Finger	One	Lost	Moulding Machine	Maruti Suzuki, Honda, Hero
63	25	Finger	One	Fractured	Other	Maruti Suzuki
64	24	Finger	One	Lost	Other	Hero, Honda, Maruti Suzuki
65	23	Finger	One	Lost	Other	Hero, Honda, Maruti Suzuki
66	33	Forearm	One	Fractured	Other	Hero, Honda, Maruti Suzuki
67	29	Finger	One	Lost	Other	Hero, Honda, Maruti Suzuki
68	27	Lower Leg	One	Fractured	Road Accident	
69	40	Forearm	One	Fractured	Road Accident	
70	40	Lower Leg	One	Fractured	Road Accident	
71	31	Lower Leg	One	Fractured	Road Accident	
72	31	Lower Leg	One	Fractured	Other	Other
73	25	Finger	Three	Lost	Power press	Other
74	26	Finger	Three	Lost	Power press	Maruti Suzuki
75	23	Finger	One	Lost	Power press	Other
76	38	Forearm	One	Fractured	Road Accident	
77	23	Other Part	One	Injured	Other	Hero, Maruti Suzuki
78	19	Finger	One	Lost	Other	Hero, Maruti Suzuki
79	37	Lower Leg	One	Fractured	Road Accident	
80	38	Forearm	One	Fractured	Road Accident	
81	32	Finger	One	Fractured	Other	Other
82	27	Lower Leg	One	Fractured	Other	Hero, Maruti Suzuki
83	46	Finger	One	Lost	Power press	Hero
84	19	Finger	Three	Lost	Power press	Hero, Maruti Suzuki
85	20	Lower Leg	One	Fractured	Road Accident	
86	40	Forearm	One	Fractured	Road Accident	
87	38	Finger	One	Lost	Power press	Hero, Maruti Suzuki
88	36	Shoulder	One	Fractured	Road Accident	
89	25	Finger	Three	Lost	Power press	Other
90	25	Lower Leg	Two	Fractured	Power press	Maruti Suzuki
91	40	Finger	Two	Injured	Other	Maruti Suzuki
92	28	Finger	Three	Lost	Power press	Maruti Suzuki
93	23	Finger	Two	Injured	Other	Honda
94	25	Finger	One	Lost	Other	Hero
95	28	Finger	Three	Lost	Power press	Maruti Suzuki
96	38	Forearm	One	Fractured	Road Accident	
97	20	Finger	One	Injured	Moulding Machine	Honda, Maruti Suzuki
98	28	Finger	One	Injured	Other	Maruti Suzuki
99	42	Forearm	One	Fractured	Road Accident	
100	23	Finger	Two	Lost	Power press	Maruti Suzuki
101	21	Finger	One	Lost	Moulding Machine	Honda
102	21	Forearm	Three	Damaged	Other	Honda
103	19	Finger	Two	Lost	Power press	Maruti Suzuki
104	20	Finger	Two	Lost	Other	Maruti Suzuki
105	20	Finger	One	Lost	Power press	Maruti Suzuki
106	28	Finger	Three	Lost	Power press	Honda
107	24	Finger	One	Fractured	Moulding Machine	Honda
108	21	Finger	One	Lost	Power press	Honda, Maruti Suzuki
109	26	Forearm	One	Fractured	Other	Honda
110	22	Finger	One	Fractured	Moulding Machine	Maruti Suzuki
111	29	Finger	One	Lost	Other	Honda
112	32	Finger	One	Lost	Power press	Honda, Maruti Suzuki
113	28	Forearm	Four	Lost	Power press	Maruti Suzuki
114	30	Finger	Three	Lost	Power press	Maruti Suzuki

SN	Age(yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
115	22	Finger	Four	Lost	Power press	Honda
116	35	Finger	Three	Lost	Power press	Maruti Suzuki
117	34	Finger	One	Lost	Power press	Maruti Suzuki
118	47	Finger	Three	Lost	Other	Maruti Suzuki
119	35	Finger	One	Lost	Power press	Maruti Suzuki
120	40	Finger	Four	Lost	Power press	Honda
121	21	Finger	One	Lost	Power press	Hero
122	40	Finger	Two	Lost	Power press	Hero, Honda
123	27	Finger	Three	Lost	Other	Honda
124	25	Finger	Three	Lost	Power press	Honda
125	28	Finger	Two	Lost	Power press	Honda
126	25	Finger	Four	Lost	Other	
127	40	Finger	One	Lost	Power press	Maruti Suzuki
128	34	Forearm	One	Fractured	Power press	Honda
129	25	Finger	One	Lost	Power press	Hero
130	24	Finger	Four	Lost	Power press	Maruti Suzuki
131	24	Finger	Three	Fractured	Moulding Machine	Honda, Maruti Suzuki
132	30	Finger	One	Lost	Power press	Honda, Maruti Suzuki
133	26	Lower Leg	One	Fractured	Other	Honda
134	41	Lower Leg	One	Fractured	Other	Maruti Suzuki
135	27	Finger	One	Fractured	Other	Honda, Maruti Suzuki
136	29	Finger	One	Lost	Power press	Honda, Maruti Suzuki
137	50	Other Part	One	Injured	Other	Honda, Maruti Suzuki
138	30	Finger	One	Lost	Power press	Honda, Maruti Suzuki
139	25	Finger	Four	Lost	Power press	Maruti Suzuki
140	24	Finger	One	Fractured	Other	Honda, Maruti Suzuki
141	22	Finger	Four	Lost	Power press	Hero
142	32	Lower Leg	One	Fractured	Moulding Machine	Honda, Maruti Suzuki
143	36	Finger	One	Lost	Other	Honda, Maruti Suzuki
144	45	Forearm	One	Fractured	Other	Honda, Maruti Suzuki
145	19	Finger	One	Lost	Other	Hero
146	32	Finger	Three	Lost	Power press	Tata, Honda, Maruti Suzuki, Hero
147	33	Finger	One	Lost	Other	Maruti Suzuki, Honda, Yamaha
148	25	Finger	One	Lost	Power press	Hero, Maruti Suzuki
149	24	Forearm	One	Fractured	Other	Maruti Suzuki
150	28	Finger	Two	Lost	Other	Hero
151	26	Lower Leg	One	Injured	Road Accident	
152	28	Finger	One	Lost	Other	Hero, Honda, TVS, Maruti Suzuki
153	23	Forearm	One	Fractured	Road Accident	
154	27	Palm	Four	Lost	Power press	Honda, Maruti Suzuki, Yamaha, Hero
155	20	Palm	Four	Lost	Moulding Machine	Maruti Suzuki, Honda, Hero
156	27	Forearm	One	Fractured	Other	Tata, Hyundai
157	44	Finger	Two	Lost	Other	Maruti Suzuki, Honda
158	29	Forearm	One	Injured	Power press	Maruti Suzuki, Honda
159	27	Forearm	One	Fractured	Power press	Maruti Suzuki
160	30	Lower Leg	Four	Lost	Road Accident	
161	30	Finger	One	Lost	Other	Hero
162	29	Finger	One	Lost	Power press	Hero, Honda
163	20	Lower Leg	One	Injured	Other	Hero, Honda
164	42	Forearm	One	Fractured	Other	Tata, Hyundai
165	38	Forearm	One	Fractured	Road Accident	
166	36	Finger	Three	Lost	Power press	Maruti Suzuki
167	56	Finger	One	Lost	Power press	Maruti Suzuki
168	27	Finger	One	Injured	Other	Maruti Suzuki
169	21	Finger	Three	Lost	Other	Honda, Hero, Bajaj
170	43	Finger	Two	Lost	Power press	TVS
171	25	Lower Leg	One	Fractured	Other	Honda, Maruti Suzuki

SN	Age(yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
172	21	Finger	One	Lost	Power press	Maruti Suzuki
173	22	Lower Leg	One	Fractured	Other	Hero, Honda
174	22	Finger	One	Lost	Power press	Honda, Hero
175	46	Finger	One	Lost	Power press	Maruti Suzuki
176	36	Forearm	One	Injured	Other	Maruti Suzuki, Honda
177	37	Finger	One	Lost	Other	Honda, Maruti Suzuki, Hero, Yamaha
178	32	Finger	Three	Lost	Power press	Maruti Suzuki, Hero, Honda
179	24	Finger	Two	Lost	Power press	Hero, Honda
180	37	Upper Arm	One	Fractured	Other	Hero
181	27	Finger	Two	Lost	Power press	Maruti Suzuki
182	24	Finger	Two	Lost	Other	Maruti Suzuki
183	30	Forearm	One	Fractured	Other	Hero, Honda
184	27	Finger	Four	Lost	Other	Mahindra
185	36	Finger	Two	Lost	Power press	Maruti Suzuki, Honda, Hero
186	30	Finger	One	Injured	Power press	Maruti Suzuki, Honda
187	27	Finger	Four	Lost	Other	Other
188	19	Finger	Two	Injured	Power press	Maruti Suzuki, Honda
189	42	Finger	Two	Lost	Power press	Maruti Suzuki, Honda, Hero
190	33	Finger	One	Lost	Power press	Maruti Suzuki, Honda, Hero
191	44	Finger	One	Lost	Other	Hero, Honda
192	25	Forearm	Four	Fractured	Other	Hero, Honda
193	26	Lower Leg	One	Lost	Other	Maruti Suzuki
194	23	Finger	One	Lost	Other	Hero, Honda
195	19	Finger	One	Lost	Power press	Honda
196	21	Finger	One	Lost	Other	Other
197	35	Finger	One	Injured	Other	Honda
198	22	Finger	Two	Lost	Power press	Other
199	45	Finger	One	Injured	Power press	Maruti Suzuki, Honda, Hero
200	30	Finger	Two	Lost	Power press	Hero
201	20	Forearm	NA	Fractured	Power press	Honda
202	32	Finger	Four	Lost	Power press	Maruti Suzuki, Honda
203	19	Forearm	NA	Fractured	Other	Other
204	24	Finger	Four	Fractured	Other	Honda
205	36	Finger	One	Lost	Other	Other
206	23	Finger	One	Lost	Power press	Honda
207	23	Finger	Two	Lost	Power press	Maruti Suzuki
208	27	Finger	One	Fractured	Other	Honda
209	19	Finger	Two	Fractured	Other	Maruti Suzuki, Honda
210	18	Forearm	NA	Fractured	Other	Honda
211	24	Finger	One	Lost	Power press	Maruti Suzuki, Honda
212	25	Forearm	NA	Fractured	Moulding Machine	Hero
213	22	Finger	Four	Lost	Power press	Honda
214	22	Forearm	NA	Fractured	Other	Maruti Suzuki
215	33	Finger	One	Lost	Power press	Hero, Honda
216	23	Forearm	NA	Fractured	Other	Hero
217	30	Finger	One	Fractured	Power press	Maruti Suzuki
218	20	Finger	Three	Lost	Power press	Hero, Honda
219	19	Finger	One	Fractured	Power press	Other
220	24	Forearm	NA	Lost	Power press	Maruti Suzuki
221	32	Finger	Four	Lost	Power press	Maruti Suzuki
222	37	Finger	Two	Lost	Power press	Maruti Suzuki, Honda
223	19	Finger	Four	Lost	Power press	Hero, Honda
224	22	Lower Leg	One	Fractured	Moulding Machine	Hero
225	35	Finger	One	Fractured	Moulding Machine	Maruti Suzuki
226	22	Finger	One	Lost	Moulding Machine	Maruti Suzuki, Honda, Hero
227	23	Finger	One	Injured	Other	Honda
228	23	Finger	Two	Lost	Power press	Hero

SN	Age(yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
229	22	Forearm	NA	Fractured	Other	Maruti Suzuki, Hero
230	23	Finger	Four	Lost	Power press	Maruti Suzuki, Honda
231	20	Forearm	NA	Fractured	Other	Hero
232	22	Lower Leg	One	Injured	Power press	Maruti Suzuki, Honda, Hero
233	19	Finger	Two	Lost	Power press	Hero, Honda
234	27	Finger	One	Lost	Power press	Maruti Suzuki
235	28	Finger	Two	Fractured	Moulding Machine	Other
236	21	Finger	Two	Lost	Power press	Maruti Suzuki
237	24	Finger	One	Lost	Power press	Maruti Suzuki, Honda
238	29	Lower Leg	NA	Fractured	Road Accident	
239	21	Finger	One	Lost	Moulding Machine	Maruti Suzuki
240	37	Finger	Two	Lost	Power press	Maruti Suzuki, Honda
241	41	Finger	Two	Injured	Other	Honda
242	21	Forearm	NA	Fractured	Power press	Honda
243	23	Finger	One	Lost	Power press	Hero, Honda
244	22	Finger	Two	Lost	Power press	Maruti Suzuki
245	20	Finger	One	Lost	Power press	Hero, Honda
246	31	Finger	Three	Lost	Power press	Hero, Honda
247	31	Lower Leg	One	Fractured	Other	Other
248	26	Forearm	NA	Fractured	Road Accident	
249	26	Finger	Four	Lost	Moulding Machine	Maruti Suzuki, Honda, Hero
250	20	Finger	Two	Lost	Other	Hero
251	23	Finger	Four	Lost	Power press	Honda
252	20	Finger	Two	Injured	Power press	Maruti Suzuki, Honda, Hero
253	20	Finger	Two	Lost	Power press	Maruti Suzuki, Honda, Hero
254	23	Finger	Four	Lost	Power press	Hero, Honda
255	50	Lower Leg	NA	Fractured	Other	Maruti Suzuki, Hero
256	22	Forearm	NA	Fractured	Other	Other
257	32	Finger	Two	Lost	Other	Maruti Suzuki, Honda, Hero
258	26	Finger	One	Lost	Power press	Maruti Suzuki, Honda, Hero
259	53	Forearm	Four	Lost	Other	Maruti Suzuki
260	30	Finger	Five	Lost	Power press	Maruti Suzuki
261	20	Finger	Four	Lost	Power press	Honda
262	18	Finger	Two	Lost	Power press	Maruti Suzuki, Honda
263	35	Finger	One	Lost	Power press	Other
264	46	Finger	One	Lost	Power press	Other
265	19	Forearm	NA	Fractured	Power press	Maruti Suzuki, Honda, Hero
266	26	Finger	Two	Lost	Power press	Maruti Suzuki
267	21	Finger	One	Lost	Power press	Maruti Suzuki, Honda, Hero
268	21	Finger	One	Lost	Other	Hero, Honda
269	23	Finger	One	Fractured	Other	Maruti Suzuki, Honda, Hero
270	24	Forearm	NA	Fractured	Other	Hero, Honda
271	21	Finger	One	Lost	Power press	Hero, Honda
272	22	Forearm	NA	Fractured	Moulding Machine	Maruti Suzuki, Honda, Hero
273	28	Finger	Three	Lost	Other	Maruti Suzuki, Honda, Hero
274	34	Finger	One	Fractured	Other	Maruti Suzuki, Honda
275	27	Finger	One	Lost	Power press	Maruti Suzuki, Honda
276	33	Lower Leg	NA	Fractured	Road Accident	
277	42	Lower Leg	NA	Fractured	Road Accident	
278	45	Lower Leg	NA	Fractured	Other	Maruti Suzuki, Honda, Hero
279	24	Finger	Four	Lost	Power press	Maruti Suzuki, Hero
280	38	Finger	Two	Lost	Power press	Hero
281	27	Finger	Four	Lost	Power press	Other
282	22	Finger	One	Injured	Power press	Hero, Honda
283	30	Lower Leg	NA	Fractured	Other	Honda
284	24	Lower Leg	NA	Fractured	Other	Maruti Suzuki
285	29	Forearm	NA	Fractured	Other	Other

SN	Age(yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
286	38	Forearm	NA	Fractured	Power press	Maruti Suzuki
287	22	Finger	Four	Lost	Power press	Maruti Suzuki, Honda, Hero
288	20	Lower Leg	NA	Fractured	Road Accident	
289	28	Finger	Two	Lost	Power press	Hero, Honda
290	19	Forearm	NA	Fractured	Moulding Machine	Maruti Suzuki, Honda, Hero
291	22	Finger	One	Lost	Power press	Maruti Suzuki
292	23	Finger	One	Lost	Power press	Maruti Suzuki
293	23	Finger	Three	Lost	Other	Maruti Suzuki, Honda, Hero
294	28	Forearm	NA	Fractured	Moulding Machine	Maruti Suzuki, Honda, Hero
295	20	Finger	One	Lost	Power press	Maruti Suzuki, Honda, Hero
296	22	Finger	One	Lost	Power press	Maruti Suzuki, Honda, Hero
297	20	Finger	Four	Lost	Power press	Maruti Suzuki, Honda
298	35	Finger	One	Lost	Other	Maruti Suzuki, Honda, Hero
299	24	Finger	Four	Lost	Power press	Maruti Suzuki, Honda
300	36	Finger	Two	Lost	Power press	Maruti Suzuki, Honda, Hero
301	26	Forearm	NA	Fractured	Other	Maruti Suzuki, Honda, Hero
302	30	Finger	One	Lost	Power press	Maruti Suzuki, Honda, Hero
303	22	Finger	One	Lost	Power press	Maruti Suzuki, Honda, Hero
304	26	Forearm	NA	Fractured	Road Accident	
305	22	Other Part	NA	Fractured	Other	Other
306	30	Finger	One	Lost	Power press	Maruti Suzuki
307	28	Forearm	NA	Fractured	Other	Maruti Suzuki, Honda, Hero
308	29	Finger	One	Lost	Power press	Hero
309	24	Other Part	NA	Fractured	Other	Maruti Suzuki, Honda, Hero
310	35	Finger	Five	Lost	Power press	Honda
311	50	Finger	Five	Lost	Power press	Maruti Suzuki, Honda, Hero
312	39	Finger	Four	Lost	Power press	Maruti Suzuki, Honda, Hero
313	41	Finger	Two	Lost	Moulding Machine	Maruti Suzuki, Honda, Hero
314	38	Forearm	NA	Fractured	Road Accident	
315	22	Finger	One	Lost	Power press	Maruti Suzuki
316	20	Finger	One	Lost	Power press	Maruti Suzuki, Honda, Hero
317	18	Finger	One	Injured	Power press	Honda
318	26	Forearm	NA	Fractured	Other	Maruti Suzuki
319	19	Forearm	NA	Fractured	Other	Maruti Suzuki, Honda, Hero
320	43	Forearm	NA	Fractured	Road Accident	
321	22	Finger	One	Lost	Power press	Maruti Suzuki
322	21	Finger	One	Lost	Moulding Machine	Maruti Suzuki, Honda, Hero
323	23	Lower Leg	NA	Fractured	Other	Hero, Honda
324	24	Forearm	NA	Fractured	Road Accident	
325	21	Lower Leg	NA	Fractured	Other	Maruti Suzuki, Honda, Hero
326	25	Finger	One	Lost	Power press	Maruti Suzuki, Honda, Hero
327	27	Palm	NA	Injured	Power press	Maruti Suzuki, Honda
328	37	Finger	Three	Lost	Moulding Machine	Hero
329	30	Finger	Two	Lost	Power press	Maruti Suzuki, Honda, Hero
330	38	Lower Leg	One	Lost	Power press	Maruti Suzuki, Honda, Hero
331	22	Finger	One	Lost	Power press	Maruti Suzuki, Honda, Hero
332	30	Finger	Four	Lost	Power press	Maruti Suzuki, Honda, Hero
333	24	Finger	Three	Lost	Power press	Maruti Suzuki
334	29	Finger	One	Lost	Power press	Maruti Suzuki, Honda, Hero
335	30	Finger	One	Lost	Power press	Maruti Suzuki
336	22	Forearm	NA	Injured	Power press	Maruti Suzuki, Honda
337	18	Finger	One	Injured	Power press	Maruti Suzuki, Honda, Hero
338	20	Finger	One	Injured	Power press	Maruti Suzuki, Honda, Hero
339	36	Forearm	NA	Fractured	Other	Maruti Suzuki, Honda, Hero
340	50	Forearm	NA	Lost	Other	Maruti Suzuki
341	28	Forearm	NA	Fractured	Other	Hero
342	24	Finger	One	Lost	Power press	Maruti Suzuki, Honda, Hero

SN	Age(yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
343	21	Finger	Two	Fractured	Moulding Machine	Maruti Suzuki, Honda, Hero
344	29	Finger	One	Fractured	Moulding Machine	Maruti Suzuki, Honda, Hero
345	28	Finger	One	Lost	Power press	Maruti Suzuki, Honda
346	26	Finger	One	Lost	Power press	Maruti Suzuki, Honda, Hero
347	20	Finger	Four	Fractured	Power press	Maruti Suzuki, Honda, Hero
348	27	Finger	Three	Lost	Power press	Hero, Honda
349	22	Finger	One	Lost	Power press	Maruti Suzuki, Honda, Hero
350	20	Lower Leg	NA	Fractured	Other	Maruti Suzuki, Honda
351	35	Forearm	NA	Fractured	Moulding Machine	Hero, Honda
352	24	Finger	One	Lost	Power press	Maruti Suzuki, Honda
353	36	Forearm	NA	Injured	Moulding Machine	Maruti Suzuki
354	26	Finger	One	Injured	Other	Maruti Suzuki, Honda, Hero
355	30	Finger	Two	Injured	Power press	Maruti Suzuki, Honda, Hero
356	22	Forearm	NA	Fractured	Moulding Machine	Maruti Suzuki, Honda
357	26	Forearm	NA	Fractured	Road Accident	
358	22	Other Part	NA	Fractured	Other	Other
359	30	Finger	One	Lost	Power press	Maruti Suzuki
360	28	Forearm	NA	Fractured	Other	Maruti Suzuki, Honda, Hero
361	29	Finger	One	Lost	Power press	Hero
362	24	Other Part	NA	Fractured	Other	Maruti Suzuki, Honda, Hero
363	18	Finger	One	Lost	Moulding Machine	Maruti Suzuki, Honda
364	29	Finger	One	Lost	Other	Maruti Suzuki, Honda, Hero
365	19	Finger	One	Injured	Moulding Machine	Maruti Suzuki, Honda, Hero
366	23	Finger	One	Lost	Power press	Hero, Honda
367	21	Lower Leg	NA	Fractured	Other	Other
368	35	Finger	One	Lost	Power press	Hero, Honda
369	34	Finger	One	Lost	Other	Maruti Suzuki, Honda
370	27	Lower Leg	NA	Fractured	Road Accident	
371	36	Finger	One	Injured	Other	Maruti Suzuki
372	24	Finger	One	Lost	Power press	Maruti Suzuki
373	23	Forearm	NA	Injured	Power press	Maruti Suzuki, Honda
374	25	Lower Leg	One	Fractured	Other	Maruti Suzuki, Honda, Hero
375	23	Forearm	NA	Fractured	Moulding Machine	Maruti Suzuki, Honda, Hero
376	21	Forearm	NA	Injured	Other	Other
377	24	Forearm	NA	Fractured	Road Accident	
378	24	Finger	One	Injured	Power press	Maruti Suzuki, Honda
379	27	Finger	Three	Lost	Power press	Maruti Suzuki, Honda, Hero
380	20	Finger	One	Injured	Power press	Maruti Suzuki
381	40	Forearm	NA	Fractured	Road Accident	
382	36	Finger	One	Injured	Other	Maruti Suzuki, Honda, Hero
383	50	Finger	One	Lost	Other	Maruti Suzuki
384	28	Forearm	NA	Fractured	Other	Hero
385	33	Finger	One	Lost	Power press	Maruti Suzuki
386	21	Forearm	NA	Lost	Other	Maruti Suzuki, Honda, Hero
387	29	Finger	One	Injured	Moulding Machine	Maruti Suzuki, Honda, Hero
388	19	Finger	One	Injured	Power press	Maruti Suzuki
389	25	Finger	One	Lost	Other	Maruti Suzuki, Hero
390	45	Forearm	One	Injured	Road Accident	
391	22	Finger	Three	Lost	Power press	Maruti Suzuki, Honda, Hero
392	37	Finger	One	Lost	Power press	Hero, Honda
393	26	Forearm	NA	Fractured	Road Accident	
394	27	Forearm	NA	Injured	Power press	Maruti Suzuki, Honda, Hero
395	18	Finger	Three	Lost	Power press	Maruti Suzuki
396	19	Lower Leg	NA	Fractured	Other	Maruti Suzuki
397	26	Finger	One	Lost	Power press	Maruti Suzuki, Hero
398	22	Finger	One	Lost	Power press	Maruti Suzuki
399	19	Finger	Two	Injured	Other	Maruti Suzuki, Honda, Hero

SN	Age(yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
400	24	Finger	Four	Lost	Power press	Hero, Honda
401	45	Finger	One	Injured	Other	Maruti Suzuki
402	25	Finger	Two	Lost	Power press	Other
403	19	Finger	One	Lost	Moulding Machine	Other
404	32	Forearm	NA	Injured	Other	Maruti Suzuki, Honda, Hero
405	23	Finger	Two	Lost	Power press	Maruti Suzuki, Honda, Hero
406	35	Finger	Four	Lost	Power press	Maruti Suzuki, Honda, Hero
407	29	Finger	Three	Lost	Power press	Maruti Suzuki, Honda, Hero
408	27	Forearm	NA	Lost	Power press	Maruti Suzuki, Honda, Hero
409	19	Finger	Three	Lost	Power press	Maruti Suzuki
410	22	Finger	One	Lost	Power press	Maruti Suzuki
411	32	Finger	Two	Injured	Other	Maruti Suzuki, Honda, Hero
412	26	Finger	One	Lost	Power press	Hero, Honda
413	27	Finger	One	Fractured	Power press	Honda
414	19	Finger	One	Lost	Power press	Maruti Suzuki, Honda, Hero
415	23	Finger	One	Injured	Other	Hero, Honda
416	18	Finger	One	Lost	Power press	Hero, Honda
417	24	Finger	Three	Fractured	Other	Maruti Suzuki
418	21	Forearm	NA	Fractured	Other	Maruti Suzuki, Honda, Hero
419	22	Finger	Four	Lost	Power press	Maruti Suzuki
420	31	Finger	One	Lost	Power press	Other
421	48	Finger	One	Injured	Other	Maruti Suzuki
422	24	Finger	Two	Lost	Other	Other
423	28	Other Part	NA	Injured	Other	Maruti Suzuki, Honda, Hero
424	45	Finger	One	Fractured	Other	Maruti Suzuki
425	19	Lower Leg	One	Injured	Other	Maruti Suzuki, Honda, Hero
426	24	Finger	One	Injured	Other	Maruti Suzuki, Honda, Hero
427	46	Forearm	NA	Fractured	Other	Maruti Suzuki
428	35	Finger	Two	Lost	Power press	Maruti Suzuki
429	26	Finger	One	Lost	Power press	Maruti Suzuki, Honda, Hero
430	23	Finger	Two	Lost	Power press	Maruti Suzuki, Hero
431	18	Finger	One	Lost	Power press	Maruti Suzuki
432	24	Finger	One	Lost	Power press	Hero
433	27	Lower Leg	NA	Lost	Road Accident	
434	33	Finger	One	Injured	Other	Maruti Suzuki, Honda, Hero
435	25	Forearm	NA	Fractured	Moulding Machine	Maruti Suzuki, Honda, Hero
436	24	Finger	One	Lost	Moulding Machine	Hero, Honda
437	28	Finger	One	Injured	Other	Maruti Suzuki, Honda, Hero
438	19	Finger	One	Lost	Other	Maruti Suzuki
439	20	Finger	One	Lost	Power press	Maruti Suzuki
440	30	Finger	Two	Injured	Other	Hero, Honda
441	22	Finger	One	Injured	Other	Maruti Suzuki, Honda, Hero
442	21	Lower Leg	NA	Fractured	Other	Honda
443	21	Finger	One	Injured	Power press	Other
444	21	Finger	One	Lost	Moulding Machine	Maruti Suzuki, Honda, Hero
445	25	Finger	One	Lost	Power press	Honda
446	26	Finger	Three	Lost	Power press	Maruti Suzuki, Honda, Hero
447	48	Forearm	NA	Fractured	Road Accident	
448	28	Finger	One	Injured	Other	Maruti Suzuki
449	21	Finger	Two	Injured	Other	Hero, Honda
450	18	Palm	NA	Injured	Other	Maruti Suzuki, Honda, Hero
451	28	Finger	One	Lost	Power press	Maruti Suzuki, Honda, Hero
452	23	Forearm	NA	Fractured	Other	Hero, Honda
453	27	Palm	NA	Injured	Other	Maruti Suzuki, Honda, Hero
454	37	Palm	NA	Injured	Other	Honda
455	30	Finger	One	Lost	Power press	Maruti Suzuki, Honda, Hero
456	25	Finger	One	Injured	Other	Honda

SN	Age(yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
457	21	Finger	One	Injured	Moulding Machine	Maruti Suzuki
458	25	Lower Leg	NA	Injured	Power press	Maruti Suzuki
459	30	Finger	Two	Lost	Power press	Maruti Suzuki
460	30	Forearm	NA	Fractured	Other	Maruti Suzuki, Honda, Hero
461	18	Finger	One	Injured	Other	Other
462	25	Finger	One	Lost	Other	Maruti Suzuki
463	30	Finger	Two	Lost	Other	Maruti Suzuki, Honda, Hero
464	22	Other Part	NA	Lost	Other	Maruti Suzuki, Honda, Hero
465	42	Finger	One	Injured	Power press	Honda
466	23	Forearm	NA	Fractured	Road Accident	
467	19	Forearm	NA	Injured	Power press	Maruti Suzuki, Honda
468	32	Finger	One	Lost	Other	Maruti Suzuki, Honda, Hero
469	21	Finger	One	Injured	Other	Maruti Suzuki, Honda, Hero
470	30	Forearm	NA	Injured	Power press	Maruti Suzuki, Honda
471	22	Finger	One	Injured	Other	Maruti Suzuki, Honda, Hero
472	19	Finger	One	Lost	Moulding Machine	Maruti Suzuki, Honda, Hero
473	25	Palm	NA	Injured	Other	Maruti Suzuki, Hero
474	55	Finger	One	Lost	Other	Maruti Suzuki, Hero, Honda
475	20	Finger	One	Lost	Power press	Maruti Suzuki, Honda
476	34	Finger	One	Lost	Road Accident	
477	24	Finger	One	Injured	Power press	Honda
478	24	Finger	One	Injured	Other	Hero, Honda
479	29	Hand	NA	Lost	Power press	Maruti Suzuki
480	24	Finger	One	Injured	Other	Maruti Suzuki, Hero, Honda
481	35	Finger	Two	Lost	Power press	Maruti Suzuki, Hero, Honda
482	18	Finger	One	Injured	Other	Maruti Suzuki, Hero, Honda
483	47	Finger	One	Lost	Power press	Honda
484	20	Finger	One	Lost	Power press	Maruti Suzuki, Honda
485	27	Finger	Five	Lost	Power press	Hero, Honda
486	21	Finger	One	Lost	Other	Hero, Honda
487	20	Hand	NA	Injured	Other	Maruti Suzuki
488	22	Finger	One	Lost	Power press	Maruti Suzuki
489	28	Finger	One	Lost	Power press	Maruti Suzuki
490	40	Hand	NA	Fractured	Road Accident	
491	22	Finger	One	Injured	Other	Honda
492	22	Other Part	One	Injured	Other	Hero, Honda
493	19	Finger	Three	Lost	Power press	Honda
494	45	Leg	NA	Fractured	Other	Maruti Suzuki, Hero, Honda
495	25	Hand	NA	Injured	Moulding Machine	Maruti Suzuki, Hero, Honda
496	30	Finger	One	Injured	Other	Maruti Suzuki
497	38	Finger	Five	Injured	Other	Maruti Suzuki, Hero, Honda
498	55	Hand	NA	Fractured	Other	Honda
499	26	Finger	Four	Injured	Power press	Maruti Suzuki, Hero, Honda
500	28	Finger	One	Injured	Other	Other
501	22	Leg	NA	Injured	Other	Other
502	22	Finger	Two	Injured	Other	Maruti Suzuki
503	25	Finger	Two	Injured	Other	Honda
504	28	Finger	One	Lost	Power press	Maruti Suzuki
505	32	Hand	NA	Injured	Moulding Machine	Maruti Suzuki, Hero, Honda
506	29	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
507	37	Finger	One	Injured	Moulding Machine	Maruti Suzuki, Hero, Honda
508	39	Finger	One	Injured	Other	Maruti Suzuki, Honda
509	42	Hand	NA	Fractured	Other	Honda
510	29	Finger	One	Lost	Power press	Maruti Suzuki
511	20	Finger	One	Injured	Power press	Honda
512	21	Finger	Two	Lost	Power press	Maruti Suzuki
513	38	Finger	Two	Injured	Power press	Maruti Suzuki, Hero, Honda

SN	Age(yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
514	25	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
515	38	Finger	Two	Lost	Power press	Hero, Honda
516	27	Finger	One	Injured	Other	Maruti Suzuki
517	22	Hand	One	Fractured	Moulding Machine	Maruti Suzuki, Hero
518	31	Leg	One	Fractured	Other	Maruti Suzuki, Hero
519	24	Hand	One	Lost	Power press	Maruti Suzuki
520	26	Finger	Two	Lost	Power press	Hero
521	22	Leg	One	Fractured	Other	Other
522	35	Finger	One	Lost	Power press	Other
523	24	Finger	One	Lost	Power press	Maruti Suzuki, Hero
524	35	Hand	One	Fractured	Other	Maruti Suzuki, Honda
525	28	Finger	Two	Lost	Power press	Maruti Suzuki
526	20	Finger	One	Lost	Power press	Maruti Suzuki, Honda
527	42	Hand	One	Lost	Power press	Maruti Suzuki
528	36	Leg	One	Lost	Road Accident	
529	26	Finger	Three	Lost	Power press	Maruti Suzuki, Hero, Honda
530	35	Finger	One	Injured	Other	Maruti Suzuki, Hero, Honda
531	22	Finger	Three	Lost	Moulding Machine	Maruti Suzuki
532	37	Finger	One	Injured	Other	Maruti Suzuki
533	22	Finger	Three	Lost	Power press	Maruti Suzuki
534	26	Toe	Five	Damaged	Other	Maruti Suzuki
535	40	Hand	One	Fractured	Road Accident	
536	40	Finger	One	Injured	Power press	Maruti Suzuki
537	22	Finger	One	Lost	Power press	Maruti Suzuki
538	19	Finger	Three	Lost	Power press	Maruti Suzuki
539	18	Finger	Three	Lost	Power press	Maruti Suzuki
540	31	Shoulder	One	Fractured	Road Accident	
541	23	Finger	One	Lost	Power press	Maruti Suzuki, Hero
542	34	Hand	NA	Injured	Power press	Maruti Suzuki
543	30	Finger	One	Lost	Other	Maruti Suzuki
544	28	Finger	One	Lost	Power press	Maruti Suzuki
545	27	Finger	One	Lost	Other	Maruti Suzuki, Honda
546	25	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
547	40	Hand	One	Fractured	Road Accident	
548	26	Finger	One	Lost	Power press	Maruti Suzuki
549	37	Hand	Two	Lost	Power press	Other
550	44	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
551	45	Finger	One	Lost	Other	Maruti Suzuki
552	36	Finger	One	Lost	Power press	Maruti Suzuki
553	32	Finger	One	Damaged	Road Accident	
554	28	Finger	One	Fractured	Road Accident	
555	42	Shoulder	One	Fractured	Other	Maruti Suzuki, Hero
556	27	Finger	Two	Lost	Power press	Hero, Honda
557	40	Finger	One	Lost	Power press	Other
558	27	Leg	One	Fractured	Other	Maruti Suzuki
559	25	Finger	One	Injured	Power press	Honda
560	35	Hand	One	Fractured	Other	Maruti Suzuki, Hero, Honda
561	49	Hand	One	Fractured	Other	Honda
562	43	Finger	One	Lost	Other	Hero, Honda
563	24	Finger	One	Lost	Other	Other
564	22	Leg	One	Injured	Other	Other
565	28	Finger	Two	Lost	Power press	Maruti Suzuki
566	29	Finger	One	Lost	Moulding Machine	Maruti Suzuki, Honda
567	38	Finger	Two	Lost	Power press	Other
568	22	Finger	Three	Lost	Power press	Maruti Suzuki
569	26	Finger	One	Lost	Power press	Maruti Suzuki, Honda
570	24	Hand	One	Injured	Other	Other

SN	Age(yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
571	27	Finger	Three	Lost	Other	Other
572	26	Leg	One	Damaged	Other	Maruti Suzuki
573	27	Finger	Four	Lost	Power press	Maruti Suzuki, Hero
574	26	Finger	Three	Lost	Power press	Maruti Suzuki, Hero, Honda
575	38	Finger	Three	Lost	Power press	Maruti Suzuki, Hero, Honda
576	22	Finger	Two	Lost	Power press	Maruti Suzuki, Hero, Honda
577	23	Hand	One	Fractured	Other	Maruti Suzuki, Hero, Honda
578	22	Hand	One	Injured	Moulding Machine	Maruti Suzuki, Hero, Honda
579	35	Hand	One	Fractured	Other	Maruti Suzuki, Hero, Honda
580	45	Finger	One	Injured	Power press	Maruti Suzuki, Hero, Honda
581	28	Leg	One	Lost	Other	Hero, Honda
582	24	Hand	One	Injured	Other	Maruti Suzuki, Hero, Honda
583	18	Finger	One	Injured	Other	Maruti Suzuki, Hero, Honda
584	21	Finger	Four	Lost	Other	Maruti Suzuki
585	41	Finger	Two	Lost	Power press	Maruti Suzuki
586	30	Finger	Three	Lost	Power press	Maruti Suzuki, Hero, Honda
587	20	Finger	One	Lost	Power press	Maruti Suzuki
588	45	Finger	Three	Lost	Power press	Maruti Suzuki
589	42	Finger	One	Lost	Other	Hero, Honda
590	36	Leg	One	Lost	Road Accident	
591	26	Finger	Three	Lost	Power press	Hero
592	32	Finger	Two	Lost	Power press	Other
593	27	Finger	Three	Lost	Power press	Maruti Suzuki
594	24	Finger	Four	Lost	Power press	Maruti Suzuki
595	29	Finger	One	Lost	Power press	Maruti Suzuki
596	26	Finger	One	Lost	Power press	Maruti Suzuki
597	19	Hand	One	Damaged	Power press	Hero
598	18	Finger	One	Lost	Moulding Machine	Maruti Suzuki, Hero, Honda
599	35	Finger	One	Lost	Other	Maruti Suzuki, Hero
600	28	Head	NA	Injured	Road Accident	
601	35	Finger	Two	Lost	Moulding Machine	Maruti Suzuki, Hero, Honda
602	38	Hand	One	Lost	Power press	Maruti Suzuki
603	42	Finger	One	Lost	Other	Hero, Honda
604	23	Finger	One	Lost	Other	Maruti Suzuki, Hero
605	34	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
606	20	Finger	Three	Injured	Power press	Hero, Honda
607	25	Finger	Two	Lost	Power press	Hero, Honda
608	28	Finger	One	Lost	Power press	Maruti Suzuki
609	45	Finger	Four	Lost	Power press	Maruti Suzuki
610	26	Finger	Three	Lost	Power press	Maruti Suzuki, Honda
611	30	Finger	One	Lost	Power press	Maruti Suzuki
612	24	Finger	Two	Lost	Other	Maruti Suzuki
613	20	Finger	One	Lost	Power press	Maruti Suzuki
614	24	Finger	Three	Lost	Power press	Maruti Suzuki, Hero, Honda
615	21	Leg	One	Fractured	Other	Honda
616	18	Finger	One	Injured	Other	Other
617	30	Finger	One	Injured	Moulding Machine	Maruti Suzuki, Honda
618	19	Hand	One	Injured	Other	Maruti Suzuki, Honda
619	31	Hand	One	Injured	Other	Maruti Suzuki
620	28	Finger	One	Lost	Power press	Hero
621	35	Finger	Three	Lost	Power press	Maruti Suzuki, Hero, Honda
622	28	Finger	One	Injured	Other	Maruti Suzuki, Hero
623	19	Hand	One	Injured	Other	Maruti Suzuki, Hero, Honda
624	26	Finger	Two	Lost	Power press	Maruti Suzuki
625	43	Other Part	One	Lost	Road Accident	
626	27	Finger	One	Injured	Other	Maruti Suzuki
627	27	Finger	Three	Lost	Power press	Maruti Suzuki, Hero, Honda

SN	Age(yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
628	27	Leg	One	Lost	Other	Maruti Suzuki, Hero, Honda
629	38	Finger	One	Lost	Power press	Hero, Honda
630	37	Hand	One	Injured	Other	Hero, Honda
631	23	Finger	Two	Lost	Power press	Maruti Suzuki, Hero
632	22	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
633	20	Finger	Two	Lost	Power press	Maruti Suzuki
634	20	Finger	Two	Lost	Power press	Maruti Suzuki
635	25	Hand	One	Injured	Power press	Maruti Suzuki
636	60	Finger	One	Lost	Other	Maruti Suzuki
637	32	Hand	One	Fractured	Road Accident	
638	24	Finger	Two	Lost	Power press	Hero
639	27	Eye	One	Damaged	Other	Maruti Suzuki, Hero, Honda
640	25	Finger	Three	Lost	Power press	Maruti Suzuki
641	20	Finger	One	Lost	Other	Maruti Suzuki, Hero
642	55	Leg	One	Injured	Other	Hero, Honda
643	42	Finger	Two	Injured	Moulding Machine	Maruti Suzuki
644	44	Finger	Two	Injured	Power press	Maruti Suzuki
645	20	Finger	One	Lost	Power press	Maruti Suzuki, Honda
646	18	Finger	Four	Lost	Power press	Maruti Suzuki, Hero, Honda
647	29	Finger	One	Injured	Power press	Maruti Suzuki, Hero
648	34	Finger	Two	Lost	Moulding Machine	Maruti Suzuki
649	19	Finger	Four	Lost	Power press	Hero
650	32	Finger	One	Lost	Power press	Maruti Suzuki
651	24	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
652	25	Finger	Two	Lost	Moulding Machine	Maruti Suzuki, Hero, Honda
653	20	Finger	One	Injured	Moulding Machine	Hero, Honda
654	30	Leg	One	Injured	Other	Maruti Suzuki
655	28	Finger	Two	Lost	Power press	Maruti Suzuki, Hero
656	27	Finger	One	Lost	Power press	Maruti Suzuki
657	19	Finger	Five	Lost	Power press	Maruti Suzuki
658	42	Finger	One	Lost	Power press	Maruti Suzuki, Honda
659	31	Finger	Two	Lost	Power press	Maruti Suzuki, Honda
660	21	Finger	Two	Lost	Power press	Maruti Suzuki, Hero
661	24	Finger	One	Lost	Other	Maruti Suzuki, Hero, Honda
662	20	Finger	Three	Lost	Power press	Maruti Suzuki
663	19	Finger	One	Lost	Other	Maruti Suzuki, Honda
664	33	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
665	25	Finger	One	Injured	Other	Maruti Suzuki, Honda
666	37	Finger	One	Lost	Moulding Machine	Maruti Suzuki, Honda
667	24	Finger	Three	Lost	Power press	Honda
668	32	Hand	One	Fractured	Other	Maruti Suzuki
669	28	Finger	One	Injured	Moulding Machine	Maruti Suzuki, Hero, Honda
670	33	Finger	One	Injured	Other	Maruti Suzuki, Hero, Honda
671	32	Hand	One	Injured	Moulding Machine	Maruti Suzuki, Hero, Honda
672	24	Finger	Two	Lost	Power press	Maruti Suzuki, Hero, Honda
673	18	Finger	One	Injured	Other	Maruti Suzuki, Hero, Honda
674	22	Finger	One	Lost	Moulding Machine	Maruti Suzuki, Hero, Honda
675	28	Finger	Two	Lost	Power press	Maruti Suzuki
676	19	Finger	One	Lost	Power press	Maruti Suzuki, Hero
677	26	Finger	Two	Lost	Power press	Maruti Suzuki
678	28	Finger	One	Lost	Other	Maruti Suzuki, Hero, Honda
679	23	Finger	Two	Lost	Power press	Maruti Suzuki, Hero, Honda
680	35	Leg	One	Injured	Other	Maruti Suzuki, Hero, Honda
681	19	Finger	Two	Lost	Power press	Maruti Suzuki
682	22	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
683	35	Hand	One	Fractured	Other	Other
684	32	Finger	Four	Lost	Power press	Maruti Suzuki

SN	Age(yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
685	27	Finger	Two	Lost	Power press	Maruti Suzuki, Hero, Honda
686	20	Finger	One	Lost	Power press	Maruti Suzuki, Hero
687	20	Finger	One	Lost	Other	Maruti Suzuki, Honda
688	25	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
689	38	Leg	One	Fractured	Other	Hero
690	20	Finger	One	Lost	Power press	Maruti Suzuki
691	39	Hand	One	Injured	Other	Maruti Suzuki, Hero, Honda
692	26	Leg	One	Fractured	Other	Maruti Suzuki, Hero, Honda
693	58	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
694	42	Leg	One	Fractured	Road Accident	
695	38	Finger	Three	Lost	Power press	Maruti Suzuki
696	37	Hand	One	Lost	Power press	Maruti Suzuki, Hero, Honda
697	39	Hand	One	Fractured	Road Accident	
698	25	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
699	19	Finger	Two	Lost	Power press	Maruti Suzuki, Hero, Honda
700	26	Hand	One	Fractured	Road Accident	
701	28	Finger	Three	Lost	Power press	Maruti Suzuki, Honda
702	24	Finger	Two	Injured	Moulding Machine	Maruti Suzuki, Hero
703	23	Hand	One	Fractured	Power press	Maruti Suzuki, Honda
704	19	Finger	One	Injured	Moulding Machine	Honda
705	23	Finger	Two	Lost	Power press	Maruti Suzuki, Hero, Honda
706	19	Finger	One	Lost	Power press	Maruti Suzuki
707	26	Hand	One	Injured	Power press	Maruti Suzuki, Hero
708	27	Hand	One	Injured	Moulding Machine	Maruti Suzuki, Hero
709	24	Finger	Two	Injured	Other	Maruti Suzuki
710	33	Finger	Two	Lost	Power press	Maruti Suzuki, Honda
711	30	Finger	One	Injured	Other	Maruti Suzuki, Hero, Honda
712	19	Finger	One	Lost	Power press	Hero, Honda
713	18	Finger	One	Lost	Other	Maruti Suzuki, Hero, Honda
714	20	Finger	One	Lost	Power press	Maruti Suzuki, Honda
715	21	Finger	One	Lost	Other	Maruti Suzuki, Hero, Honda
716	33	Finger	One	Lost	Moulding Machine	Maruti Suzuki, Hero, Honda
717	27	Finger	One	Lost	Other	Maruti Suzuki, Honda
718	32	Finger	One	Lost	Power press	Hero
719	33	Finger	One	Lost	Other	Maruti Suzuki, Hero, Honda
720	33	Hand	One	Fractured	Road Accident	
721	20	Finger	One	Lost	Other	Maruti Suzuki, Honda
722	21	Finger	Three	Lost	Power press	Maruti Suzuki
723	23	Hand	One	Lost	Power press	Maruti Suzuki, Honda
724	41	Finger	One	Lost	Other	Maruti Suzuki, Honda
725	27	Finger	Three	Lost	Power press	Hero, Honda
726	37	Finger	Two	Lost	Power press	Maruti Suzuki
727	29	Finger	Three	Lost	Moulding Machine	Maruti Suzuki, Hero, Honda
728	39	Finger	Two	Lost	Power press	Maruti Suzuki, Hero, Honda
729	33	Finger	Four	Lost	Power press	Maruti Suzuki, Hero, Honda
730	27	Hand	One	Injured	Other	Maruti Suzuki, Hero, Honda
731	22	Finger	One	Injured	Power press	Maruti Suzuki, Honda
732	32	Hand	Four	Lost	Power press	Maruti Suzuki, Hero, Honda
733	27	Finger	Two	Lost	Power press	Maruti Suzuki
734	42	Finger	One	Lost	Power press	Maruti Suzuki, Honda
735	22	Finger	Two	Injured	Power press	Maruti Suzuki
736	19	Hand	One	Injured	Moulding Machine	Maruti Suzuki
737	22	Hand	One	Injured	Other	Maruti Suzuki, Hero, Honda
738	28	Finger	One	Injured	Power press	Maruti Suzuki
739	38	Finger	Four	Lost	Power press	Maruti Suzuki
740	23	Finger	Two	Injured	Other	Maruti Suzuki
741	26	Finger	One	Injured	Power press	Maruti Suzuki

SN	Age(yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
742	36	Hand	One	Injured	Other	Maruti Suzuki, Hero, Honda
743	34	Finger	Two	Lost	Power press	Maruti Suzuki, Honda
744	38	Leg	One	Fractured	Other	Maruti Suzuki, Honda
745	24	Finger	Two	Lost	Power press	Maruti Suzuki
746	40	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
747	29	Finger	Two	Lost	Power press	Maruti Suzuki
748	33	Finger	Four	Lost	Power press	Maruti Suzuki, Hero, Honda
749	29	Finger	Three	Lost	Power press	Maruti Suzuki
750	48	Leg	One	Damaged	Road Accident	
751	20	Finger	One	Lost	Power press	Maruti Suzuki
752	25	Finger	One	Lost	Other	Maruti Suzuki, Honda
753	26	Finger	Three	Lost	Power press	Maruti Suzuki, Hero
754	19	Hand	One	Injured	Power press	Maruti Suzuki, Hero, Honda
755	28	Leg	One	Fractured	Road Accident	
756	40	Finger	One	Lost	Other	Maruti Suzuki
757	44	Finger	Five	Injured	Other	Maruti Suzuki, Hero, Honda
758	22	Finger	Three	Lost	Power press	Maruti Suzuki
759	26	Finger	Two	Lost	Power press	Maruti Suzuki, Hero
760	36	Finger	One	Lost	Other	Maruti Suzuki, Hero, Honda
761	25	Leg	One	Lost	Road Accident	
762	24	Finger	Two	Lost	Moulding Machine	Maruti Suzuki, Hero, Honda
763	25	Finger	One	Lost	Other	Maruti Suzuki, Honda
764	20	Finger	One	Lost	Power press	Maruti Suzuki, Hero
765	23	Finger	One	Fractured	Moulding Machine	Maruti Suzuki, Hero
766	35	Finger	Five	Lost	Power press	Maruti Suzuki, Honda
767	19	Finger	Two	Injured	Power press	Maruti Suzuki, Hero, Honda
768	23	Finger	One	Lost	Power press	Maruti Suzuki, Honda
769	26	Finger	One	Lost	Moulding Machine	Maruti Suzuki, Hero, Honda
770	45	Finger	Five	Injured	Other	Maruti Suzuki, Hero, Honda
771	19	Finger	One	Injured	Other	Maruti Suzuki, Honda
772	21	Finger	Three	Lost	Power press	Maruti Suzuki
773	21	Finger	Two	Lost	Power press	Maruti Suzuki, Hero, Honda
774	43	Finger	Four	Lost	Power press	Maruti Suzuki, Hero, Honda
775	43	Finger	One	Lost	Other	Maruti Suzuki, Hero, Honda
776	23	Finger	Two	Injured	Other	Maruti Suzuki, Hero, Honda
777	23	Finger	One	Lost	Other	Other
778	25	Finger	One	Lost	Other	Other
779	27	Hand	One	Lost	Power press	Maruti Suzuki, Hero, Honda
780	45	Finger	Five	Lost	Power press	Maruti Suzuki, Hero, Honda
781	45	Finger	One	Damaged	Other	Maruti Suzuki, Hero, Honda
782		Finger	Two	Lost	Power press	Maruti Suzuki
783	38	Finger	One	Injured	Other	Maruti Suzuki, Honda
784	22	Finger	Two	Lost	Power press	Maruti Suzuki, Hero, Honda
785	32	Finger	One	Lost	Other	Maruti Suzuki, Hero
786	26	Finger	One	Injured	Moulding Machine	Maruti Suzuki, Hero
787	20	Finger	One	Injured	Other	Other
788	48	Finger	One	Lost	Power press	Hero, Honda
789	28	Finger	Two	Lost	Power press	Maruti Suzuki, Hero
790	22	Finger	One	Lost	Other	Maruti Suzuki, Honda
791	23	Finger	One	Lost	Power press	Hero, Honda
792	23	Leg	One	Injured	Other	Maruti Suzuki, Hero, Honda
793	28	Finger	Two	Lost	Other	Maruti Suzuki
794	24	Finger	One	Injured	Other	Maruti Suzuki, Hero, Honda
795	20	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
796	40	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
797	22	Finger	Four	Lost	Power press	Maruti Suzuki
798	35	Finger	Five	Lost	Other	Maruti Suzuki

SN	Age(yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
799	30	Finger	Four	Lost	Power press	Maruti Suzuki, Hero, Honda
800	29	Finger	One	Injured	Other	Maruti Suzuki
801	32	Other Part	NA	Damaged	Road Accident	
802	24	Finger	Three	Lost	Power press	Maruti Suzuki, Hero
803	25	Finger	Four	Lost	Power press	Maruti Suzuki, Hero, Honda
804	22	Hand	One	Lost	Power press	Maruti Suzuki, Hero, Honda
805	25	Hand	One	Fractured	Road Accident	
806	48	Hand	One	Injured	Other	Maruti Suzuki
807	39	Hand	One	Fractured	Road Accident	
808	39	Hand	One	Fractured	Other	Other
809	29	Finger	Four	Lost	Power press	Maruti Suzuki, Hero, Honda
810	24	Hand	One	Lost	Power press	Maruti Suzuki
811	50	Hand	One	Injured	Other	Maruti Suzuki
812	21	Finger	One	Lost	Other	Hero, Honda
813	39	Finger	Two	Lost	Power press	Hero, Honda
814	28	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
815	50	Finger	One	Lost	Power press	Maruti Suzuki
816	22	Finger	Four	Lost	Power press	Maruti Suzuki
817	52	Hand	One	Lost	Power press	Maruti Suzuki, Hero, Honda
818	27	Hand	One	Fractured	Road Accident	
819	38	Shoulder	One	Fractured	Road Accident	
820	60	Leg	One	Fractured	Other	Maruti Suzuki
821	28	Finger	Two	Lost	Power press	Hero
822	36	Finger	One	Lost	Other	Other
823	32	Finger	One	Lost	Power press	Hero
824	27	Finger	Three	Injured	Other	Hero, Honda
825	29	Finger	Two	Lost	Other	Other
826	25	Finger	One	Lost	Power press	Maruti Suzuki
827	29	Finger	Three	Lost	Power press	Maruti Suzuki
828	28	Finger	One	Lost	Other	Maruti Suzuki
829	60	Finger	One	Lost	Power press	Hero
830	25	Finger	One	Lost	Other	Other
831	45	Finger	Five	Lost	Power press	Maruti Suzuki, Hero, Honda
832	25	Hand	One	Injured	Other	Maruti Suzuki, Hero, Honda
833	30	Hand	One	Lost	Power press	Maruti Suzuki
834	29	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
835	49	Finger	Three	Lost	Power press	Hero
836	30	Finger	One	Lost	Other	Hero
837	32	Finger	One	Lost	Power press	Maruti Suzuki
838	31	Finger	One	Lost	Other	Maruti Suzuki, Hero
839	33	Finger	Five	Injured	Other	Maruti Suzuki
840	24	Finger	One	Lost	Other	Maruti Suzuki
841	20	Finger	One	Lost	Other	Maruti Suzuki, Hero, Honda
842	28	Eye	One	Injured	Other	Maruti Suzuki
843	41	Finger	One	Lost	Power press	Hero
844	22	Finger	Two	Lost	Moulding Machine	Hero
845	24	Finger	Two	Lost	Power press	Maruti Suzuki, Hero, Honda
846	29	Finger	Two	Lost	Power press	Maruti Suzuki
847	22	Finger	One	Injured	Other	Maruti Suzuki
848	28	Finger	One	Injured	Moulding Machine	Maruti Suzuki, Hero, Honda
849	20	Finger	Four	Lost	Power press	Maruti Suzuki, Hero
850	22	Finger	One	Lost	Other	Maruti Suzuki, Hero, Honda
851	27	Finger	Three	Injured	Other	Maruti Suzuki
852	18	Finger	Three	Lost	Power press	Maruti Suzuki, Hero, Honda
853	38	Finger	Two	Lost	Power press	Maruti Suzuki, Hero, Honda
854	20	Finger	Three	Lost	Power press	Maruti Suzuki, Hero, Honda
855	24	Finger	One	Lost	Power press	Maruti Suzuki

SN	Age(yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
856	48	Finger	Three	Lost	Power press	Maruti Suzuki
857	21	Finger	Two	Lost	Other	Maruti Suzuki
858	29	Finger	Four	Lost	Power press	Maruti Suzuki
859	18	Finger	Two	Lost	Power press	Maruti Suzuki, Hero, Honda
860	42	Finger	One	Lost	Power press	Maruti Suzuki
861	25	Finger	One	Injured	Other	Other
862	26	Finger	Two	Lost	Power press	Maruti Suzuki
863	21	Hand	One	Injured	Other	Other
864	33	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
865	31	Hand	One	Fractured	Other	Maruti Suzuki, Hero
866	32	Finger	Four	Lost	Power press	Maruti Suzuki, Hero
867	23	Finger	One	Injured	Other	Honda
868	24	Leg	One	Injured	Other	Maruti Suzuki, Hero, Honda
869	23	Finger	One	Injured	Other	Maruti Suzuki
870	36	Finger	Three	Lost	Power press	Hero
871	30	Finger	Three	Lost	Power press	Maruti Suzuki, Hero, Honda
872	38	Finger	Two	Lost	Other	Maruti Suzuki, Hero, Honda
873	38	Finger	Two	Lost	Power press	Maruti Suzuki, Hero, Honda
874	27	Finger	Four	Lost	Power press	Maruti Suzuki
875	23	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
876	23	Hand	One	Lost	Power press	Maruti Suzuki, Hero, Honda
877	22	Finger	Four	Lost	Power press	Maruti Suzuki, Hero, Honda
878	22	Finger	Two	Lost	Power press	Maruti Suzuki, Hero, Honda
879	20	Finger	One	Lost	Other	Honda
880	43	Finger	Two	Lost	Power press	Maruti Suzuki
881	33	Finger	Two	Lost	Other	Hero, Honda
882	37	Finger	Two	Injured	Power press	Maruti Suzuki
883	28	Finger	Two	Lost	Power press	Maruti Suzuki, Hero
884	21	Finger	One	Lost	Moulding Machine	Maruti Suzuki, Hero, Honda
885	41	Finger	One	Lost	Other	Maruti Suzuki
886	60	Finger	One	Injured	Other	Maruti Suzuki
887	28	Finger	One	Lost	Other	Maruti Suzuki
888	23	Finger	Two	Lost	Power press	Maruti Suzuki, Hero, Honda
889	27	Leg	One	Lost	Other	Maruti Suzuki, Hero, Honda
890	20	Finger	Two	Injured	Other	Maruti Suzuki, Hero, Honda
891	23	Eye	One	Injured	Other	Maruti Suzuki, Hero, Honda
892	35	Hand	One	Fractured	Other	Honda
893	19	Finger	One	Lost	Other	Hero
894	20	Finger	One	Lost	Other	Maruti Suzuki, Hero, Honda
895	21	Finger	Three	Lost	Power press	Honda
896	21	Finger	Two	Lost	Power press	Maruti Suzuki, Hero, Honda
897	59	Hand	One	Injured	Other	Maruti Suzuki, Hero, Honda
898	42	Finger	One	Lost	Other	Maruti Suzuki
899	22	Finger	One	Lost	Power press	Maruti Suzuki
900	33	Hand	One	Fractured	Road Accident	
901	22	Finger	Two	Lost	Power press	Maruti Suzuki, Hero, Honda
902	19	Finger	Two	Injured	Other	Maruti Suzuki, Hero, Honda
903	22	Finger	One	Injured	Moulding Machine	Maruti Suzuki, Hero, Honda
904	34	Finger	Three	Lost	Power press	Maruti Suzuki, Hero, Honda
905	34	Finger	One	Lost	Other	Maruti Suzuki, Hero, Honda
906	36	Finger	One	Injured	Moulding Machine	Maruti Suzuki, Hero, Honda
907	25	Finger	Three	Lost	Power press	Maruti Suzuki
908	26	Finger	Three	Lost	Moulding Machine	Maruti Suzuki, Hero, Honda
909	62	Finger	Two	Lost	Power press	Maruti Suzuki
910	25	Finger	One	Lost	Other	Maruti Suzuki, Hero, Honda
911	36	Finger	Three	Lost	Power press	Hero, Honda
912	30	Finger	One	Lost	Other	Other

SN	Age(yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
913	20	Finger	One	Injured	Other	Maruti Suzuki, Hero, Honda
914	38	Finger	Four	Lost	Power press	Maruti Suzuki
915	30	Hand	One	Fractured	Other	Maruti Suzuki, Hero, Honda
916	22	Finger	One	Lost	Other	Hero, Honda
917	25	Finger	One	Lost	Power press	Maruti Suzuki
918	20	Finger	Three	Injured	Power press	Hero, Honda
919	24	Finger	One	Lost	Other	Hero, Honda
920	28	Finger	One	Lost	Other	Hero, Honda
921	20	Finger	Four	Lost	Power press	Maruti Suzuki
922	19	Finger	One	Lost	Other	Maruti Suzuki, Hero, Honda
923	29	Hand	One	Fractured	Other	Maruti Suzuki, Hero, Honda
924	18	Hand	Three	Injured	Power press	Maruti Suzuki
925	28	Leg	One	Fractured	Other	Maruti Suzuki, Hero, Honda
926	43	Finger	One	Lost	Power press	Maruti Suzuki
927	28	Finger	Three	Lost	Power press	Maruti Suzuki, Honda
928	24	Hand	One	Fractured	Road Accident	
929	30	Finger	One	Injured	Other	Maruti Suzuki, Hero, Honda
930	20	Hand	One	Lost	Power press	Maruti Suzuki, Hero, Honda
931	22	Finger	One	Injured	Other	Maruti Suzuki
932	29	Finger	Two	Injured	Power press	Maruti Suzuki
933	20	Finger	Two	Lost	Moulding Machine	Maruti Suzuki
934	23	Finger	One	Lost	Power press	Maruti Suzuki
935	43	Finger	Three	Lost	Other	Hero
936	25	Hand	One	Fractured	Other	Other
937	28	Finger	One	Lost	Other	Maruti Suzuki
938	20	Finger	One	Lost	Other	Maruti Suzuki
939	28	Finger	One	Lost	Power press	Maruti Suzuki
940	38	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
941	25	Hand	One	Lost	Other	Maruti Suzuki, Honda
942	48	Finger	Two	Lost	Power press	Hero, Honda
943	39	Hand	One	Fractured	Other	Maruti Suzuki, Hero, Honda
944	19	Finger	One	Injured	Other	Maruti Suzuki
945	36	Finger	One	Injured	Other	Maruti Suzuki
946	18	Finger	One	Lost	Power press	Maruti Suzuki
947	25	Finger	Two	Lost	Other	Maruti Suzuki, Honda
948	46	Finger	One	Lost	Other	Honda
949	30	Finger	Three	Lost	Power press	Maruti Suzuki, Hero, Honda
950	29	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
951	32	Finger	One	Injured	Other	Maruti Suzuki, Honda
952	30	Hand	One	Injured	Other	Honda
953	27	Finger	Two	Fractured	Other	Other
954	28	Hand	One	Injured	Power press	Maruti Suzuki, Hero, Honda
955	43	Leg	One	Injured	Other	Maruti Suzuki
956	24	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
957	24	Finger	Two	Lost	Moulding Machine	Maruti Suzuki, Hero, Honda
958	20	Finger	One	Lost	Power press	Maruti Suzuki
959	20	Finger	One	Lost	Power press	Maruti Suzuki
960	35	Hand	One	Fractured	Other	Honda
961	19	Finger	One	Lost	Other	Hero
962	20	Finger	One	Lost	Other	Maruti Suzuki, Hero, Honda
963	40	Hand	One	Lost	Power press	Maruti Suzuki
964	34	Finger	Three	Lost	Power press	Maruti Suzuki, Hero, Honda
965	40	Finger	Four	Lost	Power press	Maruti Suzuki, Honda
966	26	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
967	20	Finger	Four	Lost	Power press	Hero, Honda
968	49	Finger	One	Lost	Power press	Maruti Suzuki, Honda
969	20	Finger	One	Lost	Other	Other



SN	Age(yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
970	38	Finger	One	Lost	Other	Maruti Suzuki, Honda
971	24	Finger	One	Lost	Power press	Maruti Suzuki
972	19	Finger	One	Lost	Other	Maruti Suzuki
973	20	Finger	One	Injured	Other	Maruti Suzuki, Hero, Honda
974	22	Finger	Two	Lost	Power press	Maruti Suzuki
975	37	Finger	One	Lost	Power press	Maruti Suzuki
976	44	Hand	One	Fractured	Other	Maruti Suzuki, Hero, Honda
977	32	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
978	25	Finger	One	Lost	Power press	Maruti Suzuki
979	21	Finger	One	Lost	Other	Maruti Suzuki, Honda
980	22	Finger	One	Lost	Other	Maruti Suzuki
981	46	Finger	Two	Lost	Power press	Maruti Suzuki, Honda
982	20	Leg	One	Injured	Other	Maruti Suzuki, Hero, Honda
983	59	Finger	One	Lost	Power press	Maruti Suzuki, Honda
984	27	Finger	Two	Lost	Power press	Other
985	29	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
986	28	Finger	Two	Lost	Power press	Maruti Suzuki, Hero, Honda
987	30	Finger	Two	Lost	Other	Hero, Honda
988	48	Finger	One	Lost	Power press	Hero, Honda
989	36	Finger	Two	Lost	Power press	Hero, Honda
990	31	Finger	Three	Lost	Power press	Maruti Suzuki, Hero, Honda
991	24	Finger	One	Lost	Other	Maruti Suzuki
992	43	Finger	Three	Lost	Power press	Hero
993	51	Finger	One	Lost	Power press	Hero
994	20	Finger	One	Lost	Power press	Hero
995	20	Finger	One	Injured	Other	Maruti Suzuki, Hero, Honda
996	25	Finger	Four	Lost	Power press	Other
997	24	Finger	One	Lost	Other	Maruti Suzuki, Honda
998	19	Hand	One	Injured	Other	Maruti Suzuki
999	29	Finger	One	Lost	Power press	Maruti Suzuki
1000	19	Hand	One	Fractured	Other	Maruti Suzuki, Hero, Honda
1001	22	Finger	One	Lost	Power press	Maruti Suzuki
1002	24	Finger	One	Lost	Power press	Maruti Suzuki
1003	32	Finger	One	Lost	Other	Maruti Suzuki
1004	33	Finger	Three	Lost	Power press	Maruti Suzuki
1005	19	Finger	Three	Lost	Power press	Maruti Suzuki
1006	35	Finger	Two	Lost	Power press	Maruti Suzuki
1007	29	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
1008	35	Finger	One	Injured	Power press	Honda
1009	32	Finger	Two	Lost	Other	Maruti Suzuki, Hero, Honda
1010	18	Finger	Two	Lost	Power press	Maruti Suzuki, Hero, Honda
1011	27	Finger	Three	Lost	Other	Maruti Suzuki, Hero, Honda
1012	24	Finger	Two	Lost	Power press	Hero
1013	21	Finger	Two	Lost	Power press	Maruti Suzuki
1014	25	Finger	Two	Lost	Power press	Maruti Suzuki, Honda
1015	19	Hand	One	Injured	Other	Maruti Suzuki, Honda
1016	25	Finger	Two	Lost	Power press	Maruti Suzuki
1017	30	Finger	One	Lost	Power press	Maruti Suzuki, Hero, Honda
1018	27	Finger	One	Lost	Other	Hero, Honda
1019	21	Finger	two	Lost	Power Press	Hero, Honda
1020	34	Finger	one	Lost	Power Press	Maruti Suzuki, Hero, Honda
1021	31	Finger	one	Injured	other	Maruti Suzuki, Hero, Honda
1022	20	Finger	one	Lost	Power Press	Maruti Suzuki, Hero, Honda
1023	23	Finger	one	Lost	other	Honda
1024	39	Finger	two	Lost	Power Press	Maruti Suzuki, Hero, Honda
1025	49	Finger	one	Lost	Power Press	Maruti Suzuki, Hero, Honda
1026	22	Finger	three	Lost	Another machine	Maruti Suzuki, Hero, Honda



SN	Age(yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
1027	20	Finger	one	Injured	other	Maruti Suzuki, Hero, Honda
1028	24	Finger	two	Lost	Power Press	Maruti Suzuki, Hero, Honda
1029	27	Finger	one	Lost	Power Press	Maruti Suzuki, Hero
1030	19	Finger	three	Lost	Power Press	Maruti Suzuki, Hero, Honda
1031	18	Hand	N/A	Lost	Power Press	Maruti Suzuki
1032	43	Finger	one	Lost	Power Press	Maruti Suzuki
1033	23	Finger	two	Lost	Power Press	Maruti Suzuki, Hero, Honda
1034	30	Finger	two	Lost	Other	Honda
1035	28	Finger	three	Lost	Power Press	Maruti Suzuki
1036	21	Finger	one	Lost	Power Press	Maruti Suzuki, Honda
1037	22	Finger	one	Lost	other	Maruti Suzuki, Hero, Honda
1038	34	Finger	two	Lost	Power Press	Maruti Suzuki, Honda
1039	28	Finger	one	Lost	Power Press	Maruti Suzuki, Hero, Honda
1040	28	toe	one	Lost	other	Maruti Suzuki
1041	26	Finger	one	Injured	other	Maruti Suzuki, Honda
1042	21	Finger	three	Injured	Power Press	Maruti Suzuki, Hero, Honda
1043	27	leg	N/A	Injured	other	Maruti Suzuki, Hero, Honda
1044	24	Finger	one	Lost	Moulding	Maruti Suzuki, Hero, Honda
1045	43	Finger	two	Lost	Power Press	Maruti Suzuki, Hero
1046	23	Hand	N/A	Lost	Power Press	Hero
1047	29	Finger	one	Lost	Power Press	Maruti Suzuki, Honda
1048	53	Finger	two	Lost	Power Press	Maruti Suzuki, Hero, Honda
1049	22	Finger	three	Injured	Moulding	Maruti Suzuki, Hero, Honda
1050	28	Finger	three	Fractured	other	Maruti Suzuki, Honda
1051	19	Finger	four	Lost	Power Press	Hero, Honda
1052	32	Finger	three	Lost	Power Press	Maruti Suzuki
1053	57	Hand	N/A	Fractured	other	Maruti Suzuki, Hero
1054	28	Finger	three	Lost	Power Press	Hero
1055	28	Hand	N/A	Lost	Power Press	Maruti Suzuki
1056	38	Finger	four	Lost	Power Press	Maruti Suzuki, Hero, Honda
1057	33	Finger	two	Lost	Power Press	Hero, Honda
1058	28	Finger	one	Lost	Power Press	Maruti Suzuki
1059	26	Finger	two	Lost	Power Press	Maruti Suzuki, Hero, Honda
1060	18	Finger	four	Lost	Power Press	Maruti Suzuki, Hero, Honda
1061	27	Finger	one	Lost	other	Maruti Suzuki, Hero, Honda
1062	19	Finger	one	Lost	Power Press	Maruti Suzuki, Hero, Honda
1063	28	Finger	one	Fractured	other	Maruti Suzuki, Hero, Honda
1064	26	Finger	two	Lost	Power Press	Maruti Suzuki, Hero, Honda
1065	22	leg	N/A	Injured	other	Maruti Suzuki
1066	33	Finger	one	Injured	Another machine	Maruti Suzuki, Hero
1067	50	leg	N/A	Injured	Moulding	Maruti Suzuki, Hero, Honda
1068	46	Finger	two	Lost	Another machine	Hero, Honda
1069	25	Finger	three	Lost	Another machine	Maruti Suzuki, Hero, Honda
1070	25	Finger	four	Injured	Another machine	Maruti Suzuki, Hero, Honda
1071	26	Finger	three	Lost	Power Press	Maruti Suzuki, Honda
1072	60	Finger	three	Lost	Power Press	Maruti Suzuki, Hero, Honda
1073	21	Finger	two	Lost	Power Press	Maruti Suzuki, Hero, Honda
1074	22	Finger	two	Lost	Power Press	Maruti Suzuki, Honda
1075	35	Finger	two	Lost	Power Press	Maruti Suzuki, Hero, Honda
1076	26	Finger	one	Lost	Another machine	Maruti Suzuki, Hero, Honda
1077	23	Finger	three	Lost	Power Press	Hero, Honda
1078	32	Finger	one	Lost	Power Press	Maruti Suzuki, Hero, Honda
1079	35	Finger	one	Injured	Power Press	Maruti Suzuki, Hero, Honda
1080	38	Finger	two	Lost	Power Press	Maruti Suzuki, Hero, Honda
1081	23	Finger	one	Lost	Power Press	Maruti Suzuki
1082	20	Finger	one	Lost	Power Press	Maruti Suzuki
1083	21	Finger	two	Lost	Power Press	Maruti Suzuki, Honda



SN	Age(yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
1084	25	Finger	three	Lost	Power Press	Maruti Suzuki, Honda
1085	22	Finger	one	Lost	Power Press	Maruti Suzuki, Honda
1086	25	Finger	one	Lost	Power Press	Maruti Suzuki, Hero, Honda
1087	27	Finger	two	Lost	Power Press	Maruti Suzuki, Hero, Honda
1088	28	Finger	three	Lost	Power Press	Hero, Honda
1089	30	Finger	one	Lost	Power Press	Maruti Suzuki, Honda
1090	20	Finger	one	Injured	Power Press	Maruti Suzuki, Honda
1091	32	Finger	one	Lost	Power Press	Hero
1092	23	Finger	one	Lost	Another machine	Maruti Suzuki, Honda
1093	52	Finger	one	Lost	Power Press	other
1094	33	Hand	N/A	Injured	Power Press	Maruti Suzuki, Honda
1095	45	Finger	one	Lost	Power Press	Maruti Suzuki, Hero, Honda
1096	48	Finger	one	Fractured	Another machine	Maruti Suzuki, Hero, Honda
1097	39	Finger	one	Lost	Another machine	Maruti Suzuki, Honda
1098	48	Hand	N/A	Injured	other	Maruti Suzuki, Hero, Honda
1099	39	Finger	three	Lost	Power Press	Maruti Suzuki, Honda
1100	29	Finger	one	Lost	Power Press	Maruti Suzuki
1101	20	Finger	N/A	Lost	Another machine	Maruti Suzuki
1102	21	Finger	two	Injured	Power Press	Maruti Suzuki, Hero, Honda
1103	23	Finger	one	Lost	Power Press	Maruti Suzuki, Hero, Honda
1104	25	Finger	three	Lost	Power Press	Maruti Suzuki, Hero, Honda
1105	29	Finger	two	Lost	Power Press	Maruti Suzuki, Hero, Honda
1106	21	Finger	two	Lost	Power Press	Maruti Suzuki
1107	25	Finger	two	Lost	Power Press	Maruti Suzuki, Hero, Honda
1108	32	Finger	two	Injured	Power Press	Maruti Suzuki
1109	22	Finger	two	Lost	Power Press	Maruti Suzuki, Hero, Honda
1110	34	Finger	one	Injured	Another machine	Maruti Suzuki, Hero, Honda
1111	21	Finger	one	Lost	Power Press	Maruti Suzuki, Hero, Honda
1112	23	Finger	three	Lost	Power Press	Maruti Suzuki, Hero, Honda
1113	24	Hand	N/A	Fractured	other	Maruti Suzuki
1114	34	Finger	one	Injured	Power Press	Maruti Suzuki
1115	33	Finger	one	Injured	Another machine	Maruti Suzuki
1116	20	Finger	two	Lost	Power Press	Hero, Honda, Maruti Suzuki
1117	20	Finger	one	Lost	Power Press	Hero, Honda, Maruti Suzuki
1118	27	Finger	one	Lost	Power Press	Hero, Honda, Maruti Suzuki, Other
1119	22	Finger	one	Lost	Power Press	Honda, Maruti Suzuki
1120	41	Finger	one	Lost	Moulding Machine	Hero, Honda, Maruti Suzuki
1121	24	Forearm	one	Lost	Power Press	Maruti Suzuki
1122	22	Finger	two	Lost	Power Press	Hero, Honda, Maruti Suzuki
1123	29	Finger	one	Lost	Other	Honda, Maruti Suzuki
1124	43	Forearm	one	Fractured	Other	Hero, Honda, Maruti Suzuki
1125	23	Forearm	one	Fractured	Other	Hero, Honda, Maruti Suzuki
1126	34	Finger	one	Lost	Power Press	Hero, Honda, Maruti Suzuki, Other
1127	28	Finger	two	Lost	Power Press	Honda, Maruti Suzuki, Other
1128	37	Finger	three	Lost	Moulding Machine	Maruti Suzuki
1129	19	Forearm	one	Fractured	Other	Hero, Honda, Maruti Suzuki, Other
1130	39	Lower Leg	one	Fractured	Other	Honda
1131	41	Finger	two	Lost	Power Press	Honda, Maruti Suzuki, Other
1132	40	Finger	two	Injured	Power Press	Honda, Maruti Suzuki
1133	30	Finger	one	Lost	Power Press	Honda, Maruti Suzuki
1134	37	Finger	one	Injured	Power Press	Honda, Maruti Suzuki
1135	38	Finger	two	Lost	Power Press	Maruti Suzuki
1136	21	Finger	one	Lost	Power Press	Maruti Suzuki
1137	24	Finger	three	Lost	Power Press	Hero, Honda, Maruti Suzuki
1138	40	Other	one	Injured	Other	Hero, Honda, Maruti Suzuki
1139	46	Forearm	one	Injured	Other	Hero, Honda, Maruti Suzuki, Other
1140	27	Forearm	one	Fractured	Other	Maruti Suzuki



SN	Age(yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
1141	45	Finger	Four	Lost	Power Press	Hero, Honda
1142	49	Finger	two	Injured	Power Press	Hero, Honda, Maruti Suzuki
1143	27	Forearm	one	Injured	Power Press	Maruti Suzuki
1144	23	Finger	two	Lost	Power Press	Maruti Suzuki
1145	18	Finger	Five	Lost	Power Press	Maruti Suzuki, Other
1146	21	Finger	two	Lost	Other	Other
1147	22	Finger	one	Lost	Power Press	Hero, Honda, Maruti Suzuki
1148	31	Finger	one	Injured	Other	Maruti Suzuki, Other
1149	42	Finger	one	Lost	Power Press	Hero, Other
1150	28	Finger	one	Lost	Power Press	Hero, Honda, Maruti Suzuki, Other
1151	28	Finger	Four	Lost	Power Press	Hero, Honda, Maruti Suzuki
1152	28	Finger	one	Lost	Power Press	Hero, Honda, Maruti Suzuki
1153	22	Finger	one	Lost	Other	Hero, Honda, Maruti Suzuki
1154	38	Finger	one	Injured	Other	Hero, Honda, Maruti Suzuki, Other
1155	24	Finger	two	Injured	Other	Hero, Honda, Maruti Suzuki
1156	47	Finger	Five	Lost	Power Press	Maruti Suzuki
1157	30	Forearm	two	Injured	Other	Honda, Maruti Suzuki
1158	34	Forearm	one	Injured	Power Press	Hero, Honda, Maruti Suzuki
1159	28	Forearm	one	Injured	Other	Hero, Honda, Maruti Suzuki
1160	33	Forearm	one	Injured	Power Press	Hero, Maruti Suzuki
1161	22	Finger	one	Lost	Other	Hero, Honda, Maruti Suzuki, Other
1162	25	Finger	two	Lost	Power Press	Hero, Honda, Maruti Suzuki
1163	22	Forearm	one	Fractured	Other	Maruti Suzuki
1164	28	Finger	two	Lost	Power Press	Hero, Honda, Maruti Suzuki
1165	25	Finger	two	Lost	Power Press	Hero, Honda, Maruti Suzuki
1166	23	Finger	one	Lost	Power Press	Hero, Honda, Maruti Suzuki, Other
1167	31	Finger	one	Lost	Other	Hero, Honda
1168	21	Finger	one	Lost	Power Press	Hero, Honda, Maruti Suzuki
1169	23	Finger	one	Lost	Power Press	Hero, Other
1170	29	Finger	one	Lost	Other	Other
1171	38	Finger	one	Lost	Other	Hero, Honda, Maruti Suzuki
1172	25	Finger	one	Lost	Power Press	Hero, Honda, Maruti Suzuki
1173	23	Finger	one	Lost	Moulding Machine	Maruti Suzuki
1174	28	Finger	two	Lost	Power Press	Hero, Honda, Maruti Suzuki
1175	22	Finger	one	Injured	Power Press	Maruti Suzuki
1176	32	Finger	two	Lost	Power Press	Hero, Honda, Maruti Suzuki
1177	39	Finger	two	Lost	Power Press	Maruti Suzuki
1178	23	Finger	two	Lost	Power Press	Hero, Honda, Maruti Suzuki
1179	28	Finger	three	Lost	Other	Hero, Honda, Maruti Suzuki, Other
1180	21	Finger	one	Lost	Power Press	Hero, Honda
1181	23	Finger	two	Lost	Power Press	Hero, Honda, Maruti Suzuki
1182	24	Finger	two	Lost	Power Press	Hero
1183	22	Finger	two	Lost	Power Press	Hero, Honda, Maruti Suzuki
1184	30	Finger	one	Injured	Other	Hero, Honda, Maruti Suzuki
1185	38	Finger	two	Lost	Power Press	Hero, Honda, Maruti Suzuki
1186	36	Finger	one	Injured	Power Press	Hero, Honda
1187	23	PALM	one	Injured	other	Maruti Suzuki
1188	40	Forearm	one	Fractured	Road Accident	
1189	39	Finger	one	Fractured	Road Accident	
1190	45	Finger	one	Lost	Power Press	Maruti Suzuki
1191	20	Lower Leg	one	Fractured	Other	Maruti Suzuki
1192	21	Finger	two	Lost	Power Press	Hero, Honda, Maruti Suzuki
1193	20	Finger	one	Lost	Power Press	Maruti Suzuki
1194	23	Finger	two	Lost	Power Press	Honda, Maruti Suzuki
1195	25	Lower Leg	one	Fractured	Road Accident	
1196	43	Finger	one	Injured	Road Accident	
1197	41	Forearm	one	Fractured	Road Accident	



SN	Age(yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
1198	26	Finger	three	Lost	Power Press	Hero, Honda, Maruti Suzuki
1199	32	Finger	one	Lost	Power Press	Hero, Honda
1200	21	Finger	one	Injured	Other	Maruti Suzuki
1201	43	Finger	one	Lost	Other	Hero, Honda, Maruti Suzuki
1202	42	Finger	one	Injured	Power Press	Maruti Suzuki
1203	21	Finger	one	Lost	Other	Hero, Honda, Maruti Suzuki
1204	32	Finger	one	Injured	Other	Maruti Suzuki
1205	32	Finger	two	Lost	Power Press	Hero
1206	23	Finger	one	Lost	Other	Hero
1207	33	Finger	Four	Lost	Power Press	Maruti Suzuki
1208	21	Finger	two	Lost	Power Press	Hero, Honda, Maruti Suzuki
1209	32	Forearm	one	Lost	Power Press	Honda
1210	18	Finger	one	Lost	Power Press	Hero, Honda, Maruti Suzuki
1211	30	Finger	one	Lost	Power Press	Hero, Honda, Maruti Suzuki
1212	26	Finger	one	Lost	Other	Hero, Honda, Maruti Suzuki, Other
1213	21	Finger	one	Lost	Moulding Machine	Hero, Honda, Maruti Suzuki
1214	35	Forearm	one	Injured	Moulding Machine	Honda, Maruti Suzuki
1215	51	Forearm	one	Fractured	Road Accident	
1216	23	Finger	one	Fractured	Road Accident	
1217	35	Lower Leg	one	Fractured	Road Accident	
1218	56	Other	one	Fractured	Road Accident	
1219	28	Finger	two	Lost	Power Press	DON'T KNOW
1220	31	Finger	one	Lost	Power Press	Hero, Maruti Suzuki
1221	60	Forearm	one	Injured	Other	Honda
1222	25	Forearm	one	Injured	Road Accident	
1223	26	Finger	one	Injured	Other	Hero, Honda, Maruti Suzuki, Other
1224	36	Finger	one	Lost	Power Press	Maruti Suzuki
1225	27	Forearm	one	Fractured	Other	Maruti Suzuki
1226	26	Finger	three	Lost	Other	Maruti Suzuki
1227	28	Finger	one	Lost	Power Press	Hero, Honda, Maruti Suzuki
1228	20	Finger	one	Lost	Power Press	Hero, Honda, Maruti Suzuki
1229	49	Finger	two	Lost	Power Press	Maruti Suzuki
1230	18	Forearm	one	Fractured	Road Accident	
1231	46	Forearm	one	Injured	Moulding Machine	Maruti Suzuki
1232	19	Finger	two	Lost	Power Press	Hero
1233	27	Forearm	one	Lost	Power Press	Hero, Honda, Maruti Suzuki
1234	19	Finger	two	Lost	Power Press	Hero, Honda, Maruti Suzuki, Other
1235	28	Finger	Four	Lost	Power Press	Hero, Honda, Maruti Suzuki, Other
1236	19	Finger	two	Lost	Power Press	Maruti Suzuki
1237	35	Forearm	one	Injured	Moulding Machine	Hero, Honda, Maruti Suzuki
1238	50	Finger	two	Lost	Power Press	Honda, Maruti Suzuki
1239	21	Finger	one	Lost	Power Press	Hero
1240	28	Finger	one	Lost	Power Press	Maruti Suzuki
1241	69	Finger	two	Lost	Other	Hero, Other
1242	34	Finger	two	Lost	Other	Hero, Other
1243	21	Forearm	one	Fractured	Other	Hero, Honda, Maruti Suzuki
1244	23	Forearm	one	Fractured	Other	Hero, Honda, Maruti Suzuki
1245	31	Forearm	one	Injured	Other	Maruti Suzuki
1246	44	Forearm	one	Injured	Other	Maruti Suzuki
1247	27	Finger	two	Lost	Power Press	Maruti Suzuki
1248	32	Finger	three	Lost	Power Press	Maruti Suzuki
1249	26	Finger	one	Lost	Power Press	Maruti Suzuki
1250	19	Finger	two	Lost	Power Press	Maruti Suzuki
1251	37	Forearm	one	Injured	Other	Maruti Suzuki
1252	46	Finger	one	Lost	Other	Maruti Suzuki, Other
1253	35	Forearm	one	Fractured	Other	Maruti Suzuki
1254	27	Lower Leg	one	Lost	Other	Maruti Suzuki



SN	Age(yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
1255	37	Finger	two	Injured	Other	Hero, Honda, Maruti Suzuki
1256	21	Finger	one	Lost	Power Press	Maruti Suzuki
1257	25	Finger	two	Lost	Power Press	Maruti Suzuki
1258	37	Finger	one	Lost	Power Press	Honda, Maruti Suzuki, Other
1259	34	Finger	three	Lost	Power Press	Maruti Suzuki
1260	24	Finger	one	Injured	Power Press	Honda, Maruti Suzuki
1261	25	Finger	one	Lost	Power Press	Hero, Honda
1262	37	Finger	one	Lost	Power Press	Hero, Honda, Maruti Suzuki
1263	19	Finger	two	Lost	Power Press	Hero, Honda, Maruti Suzuki
1264	25	Forearm	one	Fractured	Other	Hero
1265	36	Finger	one	Injured	Other	Hero, Honda, Maruti Suzuki, Other
1266	22	Finger	one	Lost	Power Press	Maruti Suzuki
1267	37	Forearm	one	Injured	Other	Honda
1268	28	Finger	one	Injured	Power Press	Other
1269	24	Finger	three	Lost	Power Press	Maruti Suzuki
1270	26	Finger	one	Injured	Other	Hero, Honda, Maruti Suzuki
1271	32	Finger	three	Lost	Power Press	Maruti Suzuki
1272	41	Finger	one	Lost	Power Press	Hero
1273	32	Finger	one	Lost	Power Press	Hero
1274	39	Finger	two	Injured	Other	Honda
1275	23	Finger	one	Injured	Other	Maruti Suzuki
1276	28	Finger	one	Lost	Power Press	Hero
1277	21	Finger	two	Lost	Power Press	Honda
1278	23	Finger	one	Injured	Power Press	Hero
1279	24	Finger	Four	Lost	Power Press	if DON'T KNOW OEM
1280	22	Forearm	one	Injured	Power Press	Hero, Maruti Suzuki
1281	30	Finger	three	Lost	Power Press	Hero, Maruti Suzuki
1282	38	Finger	one	Lost	Power Press	Hero, Honda, Maruti Suzuki
1283	36	Finger	Four	Injured	Other	Hero, Honda, Maruti Suzuki
1284	23	Finger	two	Lost	Power Press	Honda
1285	40	Forearm	one	Fractured	Other	Maruti Suzuki
1286	39	Finger	three	Injured	Other	Honda
1287	45	Finger	Four	Lost	Power Press	Maruti Suzuki
1288	20	Forearm	one	Injured	Other	Maruti Suzuki, Other
1289	21	Finger	three	Lost	Power Press	Honda
1290	20	Finger	one	Lost	Power Press	Hero, Other
1291	23	Finger	one	Lost	Other	Honda, Maruti Suzuki
1292	25	Finger	three	Lost	Power Press	Maruti Suzuki
1293	43	Finger	one	Lost	Power Press	Hero, Honda, Maruti Suzuki
1294	41	Finger	one	Lost	Power Press	Honda, Maruti Suzuki
1295	26	Finger	one	Injured	Other	Maruti Suzuki, Other
1296	32	Finger	one	Injured	Other	Hero, Honda, Maruti Suzuki
1297	21	Finger	two	Lost	Power Press	Hero, Honda, Maruti Suzuki
1298	43	Finger	two	Lost	Power Press	Hero, Honda, Maruti Suzuki
1299	42	Finger	Four	Lost	Power Press	Honda
1300	21	Finger	one	Lost	Power Press	Hero, Honda
1301	32	Other	one	Injured	Other	Hero, Honda, Maruti Suzuki
1302	32	Finger	one	Lost	Power Press	Hero, Honda, Maruti Suzuki
1303	23	Finger	Five	Lost	Power Press	Other
1304	33	Finger	one	Lost	Power Press	Hero, Honda, Maruti Suzuki
1305	21	Finger	one	Lost	Power Press	Honda, Maruti Suzuki
1306	32	Forearm	one	Injured	Other	Other
1307	18	Lower Leg	one	Fractured	Other	Hero, Honda, Maruti Suzuki
1308	30	Finger	one	Lost	Power Press	Hero, Honda, Maruti Suzuki
1309	26	Finger	three	Lost	Power Press	Maruti Suzuki
1310	21	Finger	one	Lost	Other	Other
1311	35	Finger	one	Lost	Power Press	Hero, Honda, Maruti Suzuki

SN	Age(yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
1312	51	Forearm	one	Injured	Moulding Machine	Hero, Honda, Maruti Suzuki
1313	23	Finger	three	Lost	Power Press	Hero, Honda, Maruti Suzuki
1314	35	Forearm	one	Fractured	Other	Hero, Honda, Maruti Suzuki
1315	56	Finger	three	Lost	Power Press	Hero, Honda, Maruti Suzuki
1316	28	Finger	three	Lost	Power Press	Hero
1317	31	Finger	Five	Lost	Power Press	Hero, Honda, Maruti Suzuki
1318	60	Forearm	one	Fractured	Other	Maruti Suzuki
1319	25	Finger	one	Lost	Power Press	Maruti Suzuki
1320	26	Finger	three	Injured	Power Press	Hero, Honda
1321	36	Lower Leg	one	Fractured	Other	Hero, Honda, Maruti Suzuki, Other
1322	27	Finger	one	Injured	Other	Hero, Honda, Maruti Suzuki
1323	26	Finger	one	Lost	Power Press	Hero, Honda, Maruti Suzuki
1324	28	Finger	one	Lost	Other	Maruti Suzuki, Other
1325	20	Finger	one	Lost	Power Press	Honda, Other
1326	49	Finger	Four	Lost	Power Press	Honda, Maruti Suzuki
1327	18	Finger	three	Injured	Other	Hero, Honda, Maruti Suzuki
1328	46	Finger	two	Lost	Power Press	Honda, Maruti Suzuki
1329	19	Finger	one	Lost	Power Press	Maruti Suzuki
1330	27	Finger	one	Injured	Other	Hero, Honda, Maruti Suzuki
1331	19	Finger	two	Lost	Power Press	Other
1332	28	Finger	two	Lost	Power Press	Hero, Honda, Maruti Suzuki
1333	19	Finger	one	Lost	Power Press	Hero, Honda, Maruti Suzuki
1334	35	Finger	two	Lost	Power Press	Hero, Honda, Maruti Suzuki
1335	50	Finger	one	Fractured	Other	Maruti Suzuki
1336	21	Finger	two	Injured	Moulding Machine	Hero, Honda, Maruti Suzuki
1337	28	Lower Leg	one	Injured	Other	Other
1338	69	Finger	two	Lost	Power Press	Hero, Honda, Maruti Suzuki
1339	34	Finger	one	Injured	Power Press	Hero, Honda, Maruti Suzuki, Other
1340	21	Finger	Four	Lost	Power Press	Maruti Suzuki
1341	23	Finger	three	Lost	Power Press	Honda, Maruti Suzuki
1342	31	Forearm	one	Fractured	Road Accident	
1343	44	Finger	two	Lost	Power Press	Hero, Honda, Maruti Suzuki
1344	27	Finger	two		Power Press	Hero, Honda, Maruti Suzuki
1345	32	Forearm	one	Fractured	Road Accident	
1346	26	Forearm	one	Fractured	Road Accident	
1347	19	Forearm	one	Fractured	Other	Hero, Honda, Maruti Suzuki
1348	37	Forearm	one	Fractured	Other	Maruti Suzuki
1349	46	Finger	one	Lost	Other	Maruti Suzuki
1350	35	Finger	one	Lost	Power Press	Honda, Maruti Suzuki
1351	27	Finger	one	Injured	Other	Hero
1352	37	Finger	three	Lost	Other	Maruti Suzuki
1353	21	Finger	three	Lost	Power Press	Hero, Honda, Maruti Suzuki
1354	25	Finger	three	Lost	Power Press	Hero, Maruti Suzuki
1355	37	Finger	one	Lost	Power Press	Hero, Honda, Maruti Suzuki
1356	34	Finger	one	Lost	Power Press	Maruti Suzuki
1357	24	Forearm	one	Fractured	Other	Maruti Suzuki
1358	25	Finger	Four	Lost	Power Press	Maruti Suzuki
1359	37	Forearm	one	Lost	Power Press	Maruti Suzuki
1360	19	Finger	one	Lost	Power Press	Hero, Honda, Maruti Suzuki, Other
1361	25	Forearm	one	Injured	Moulding Machine	Maruti Suzuki
1362	36	Forearm	one	Fractured	Moulding Machine	Honda, Maruti Suzuki
1363	22	Finger	three	Lost	Power Press	Hero, Honda, Maruti Suzuki
1364	37	Forearm	one	Injured	Other	Maruti Suzuki
1365	28	Forearm	one	Other	Moulding Machine	Honda, Maruti Suzuki
1366	24	Finger	two	Injured	Power Press	Hero
1367	26	Lower Leg	one	Injured	Other	Hero, Honda, Maruti Suzuki
1368	32	Finger	one	Injured	Other	Hero, Honda, Maruti Suzuki
1369	41	Finger	one	Lost	Power Press	Hero, Honda

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