



CRUSHED

2020 EDITION

A SAFE IN INDIA REPORT ON WORKER SAFETY IN INDIA'S AUTO SECTOR
DEVELOPED AS PART OF THE [#JoinHandsToSaveHands](#) INITIATIVE

A WORLD OF HURT & HEALING

Chulbul Pandey, the girl announces with a shy but mischievous grin. She says that her birthday is October 2, and that she shares it with Gandhi ji.

“Her real name is Swastika Pandey,” her mother Sushma Pandey adds with an indulgent smile. “Her grandmother calls her Chulbul because she’s so restless.” Sushma invites us to her daughter’s upcoming 11th birthday.

In her voice and face, we see that celebration is tinged with some concern. Sushma is getting worried as her daughter is crossing into early adolescence. “I go to work, and the girl is growing up, so I am a little scared. I have spoken to a relative in Allahabad about her schooling there.”

Sushma has been injured twice working in factories, losing the thumb and index fingers of her right hand and the small toe of her left foot. Since March 2020, she has been working in a unit that makes masks.

“Sir, I must educate my children, so I have to work. I wouldn’t have to work so hard if my husband’s family offered any support.”

Born in Katihar in Bihar, Sushma was married young into a family that often insulted her over insufficient dowry. In some years, she became a mother and her responsibilities increased. To ensure proper education for her children, Sushma decided to earn. She came with her cousin to Manesar in 2015, bringing her daughter along while letting the son, 14, stay with his grandmother.

She wants her daughter to be an inspector or a magistrate. Swastika aka Chulbul nods as she busily rearranges her dollhouse that she crafted out of discarded cardboard boxes, a plastic toy TV, and some colourful rags. Filling up the rest of that tinny tiny room of 10x12 feet, which includes the kitchen and bathroom, are a mother’s indomitable will and her daughter’s contagious cheer.

True Grit Sushma Pandey, 40



Dream Versus Despair Shyam Dev, 22



Shyam Dev Pandit chooses to live on the top floor of the building, though the space can simmer in summer. He says he wants to avoid people because they can make hurtful comments.

He lost the middle and index fingers of his left hand to a power press machine in a factory in Manesar. “People used to say things like ‘Two of you roommates have got injured, the third will also get injured’.”

He pauses, looking out into nowhere. “And that’s what happened.”

Shyam had migrated from Jamui Vihar village in Bihar to Manesar and joined the morning swell of daily wagers at Labour Chowk in Gurgaon. The lockdown abruptly severed that opportunity, leaving him penniless. He moved to the government school for shelter.

In May, Shyam and his friends decided to walk back to the village – hundreds of kilometres away - with a total of INR 425 on them. They walked an entire day but were beaten up by the police and forced to come back to Manesar.

He felt rather lucky when he was offered a ‘permanent’ job in a company. A few days later, the accident struck.

He is now desperate to go back to his village so he can see his son who was born during the lockdown, and organise money to start a bangle shop there.

On this midsummer afternoon, in this sprawling shantytown of patchwork homes, inside this sweltering obscure top-floor room, Shyam’s battle feels epic – the battle of dream versus despair.

The Best Mother Neetu Devi, 37



Close to 15 curious heads peep in as we start interviewing Neetu Devi in her little room.

Sensing our discomfort, Neetu says: “These are my relatives, let them be.” She says they have purposefully rented 7 adjacent rooms to have the community living together.

Born in Etawah in Uttar Pradesh to poor parents, Neetu was taken out of school after passing her Class 2 exam. The reason? She was a girl-child and village customs didn’t allow her to study further. She was married without any dowry. She was 15.

Her husband turned out to be an unemployed drunkard. Soon, Neetu had to fend for herself and her three children. She came to Gurgaon in 2011 to join an export company and began working on machines

She met with accidents in 2013, 2017 and 2019 while working on a power press machine, losing a finger each time. Yet, she continues to operate this machine to support her family.

Her daughter Kajal, who is studying back in her village, has passed her Class X exam. She has also learnt to work on computers and wants to get a good job after completing her studies. Whenever Kajal visits, Neetu cooks her favourite food. “This time I made gujiya for her, and also paneer.” She emanates the joy of a proud, doting mother.

Kajal considers her mother to be the best in the world. No wonder.

Alamgir Ansari is very fond of rings. He always wore one in the middle finger of his right hand – till a few months ago. He has cast aside that one little frill, that one little thrill that he could afford.

If he wears a ring now, people tend to notice his injury more easily and talk about it. Alam lost the middle finger of his right hand a day before the COVID-19 lockdown started.

Alam had migrated to Mumbai from his hometown Gazipur to work in a power loom. The work was on a daily basis and he was not able to bring his family – wife and two children - with him. He moved to Manesar in 2019 looking for a permanent job.

Just before the lockdown on March 22, 2020, Alam went to his company to work on the circular saw machine. He felt something was amiss. Alam informed his supervisor, who forced him to keep working. At around 3 am, Alam was bending down to check the rod when it fell on his hand, severing the middle finger of his right hand.

Alam informs us that even though he was hired as a helper, he was being used as a machine operator by the supervisor.

Getting treatment, particularly during a lockdown, was an ordeal. His nephew helped him a lot in managing his daily chores. Alam’s wound has healed now, and he started working again on May 18, 2020 in the same company - and on the same machine - to support his family.

Alam cannot cut vegetables, operate a mobile, or even eat on his own. The ring, for now, is just a sweet memory of distant times.

Ring of Reminiscence Alamgir Ansari, 32







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Errol D'Souza, Ph.D.
Director

September 18, 2020

Foreword

It is a privilege to introduce Crushed 2020, the second edition of Safe in India Foundation's ("SII") annual publication.

It is unfortunate that despite the presence of safety laws, and civil society organisations that work hard to monitor and raise awareness, the in-factory working conditions for workers have not shown any marked improvement and accidents continue unabated. The situation is particularly grim as most of these workers are contractual migrant labourers, who often do not have the wherewithal to stay in cities to follow up on their rights to healthcare and compensation. Their physical and mental trauma is exacerbated by severe financial challenges.

At the organizational and national level too, these accidents are loss making for our economy. Given the high incidence of such accidents, and lack of awareness and action to prevent these injuries, I am convinced that a very large proportion of these accidents can be stopped with little additional cost and a more than commensurate improvement in productivity and financial gains too.

This report provides many specific insights on why workplace accidents continue to happen and proposes sound and actionable measures that can be taken to prevent it. Most of all, it reiterates SII's firm belief, and I agree, that this wicked problem can only be addressed by the deep commitment of multiple stakeholders, led by the auto-sector brands, to creating a culture of safety in their supply chains. It is encouraging to note that a few industry players and government agencies have begun responding to its recommendations. However, the data presented in this report shows that there is still much left to be done.

Today, when world over nations are reeling under the impact of the Covid-19 pandemic, the toll on these migrant workers cannot be overstated. They have suffered immensely, and I am pleased to see that SII rose to the occasion, repurposing itself temporarily to support these workers in the remote villages of Gurgaon by distributing over 4,50,000 adult meal units, more than 25,000 masks and assisting over 230 migrants to get home. We need these migrant workers in our urban centres to stay, and be happy and productive. Only then can we develop our cities and make our industry more efficient and strategically competitive in higher value manufacturing.

There is much left to be done in this journey of change, and I strongly urge all stakeholders to participate and engage with SII in this venture. We have a collective responsibility to support the cause of creating a strong safety culture across the manufacturing sector in India, and providing support to millions of our workers and their families.



Errol D'Souza



Safe in India Foundation

Will Angulimala transform again?

In the Buddhist tradition, Angulimala, a cruel brigand who wore a necklace of fingers, transformed into a patron-saint of childbirth. What an image of redemption! A year later, the necklace has grown longer by another 1000+ fingers. Redemption looks distant, but we have made some progress with the auto sector and the government in this arduous journey.

The (unsaid) question whether safety is cost-effective often overshadows the question whether human life and dignity should be worth more than profits. We firmly believe that the first 30-50% of accidents can be eliminated with just the right intentions and auto- brands issuing clear guidelines to the multiple tiers of their supply chain, specifically for power presses, performing random honest audits of all tiers and penalise habitual offenders. We can deal with the stickier systemic problems - and the thugs – later.

The need for government's areas of focus is also clear: a better OSH Code and its enforcement including more transparent reporting of accidents. If as a country we want to be self-sufficient, *atma-nirbhar*, we have to more, not less, productive workers.

COVID-19 caused factories to suddenly shutter and workers across India were left stranded and starving. From April 19 to July 19, we temporarily repurposed to feed 2000-5000 migrant workers a day, distribute 25,000 masks and help 200 of them get home. From August 19, we have reverted to our original agenda: safety in the factories and ESIC reform.

This work has given us a new insight into workers' lives and so we journey on with determination. Chitra Khanna, Masab Shamsi, Sandeep Singh, Amitesh Kumar, Jitendra, Hari Varma and Jagdish Patel drive our agenda, every day, with admirable passion and tenacity.

We have fabulous advisors, who keep us honest: Rajeev Khandelwal, Dunu Roy, Prof Ravi Srivastava, Amit Kumar, IV Rao, Svitlana Pyrkalo, Supriya Sharma, Vinay Dixit, Dipti Puri, Monika Bharti and Prabhat Agarwal. We thank you immensely for your guidance.

Many others help us more than they realise with their invaluable input: Prof Errol D'Souza, Ankur Sarin, Navdeep Mathur, Reetika Khera, Anuradha Mathur, Arjun Khullar, Roy Cherian, Joydeep Sengupta, Gopal Sarma, Ashima Gupta, Raja Visweswaran, Bhiguraj Singh, Swetha Maledath, Partha Sinha, YVS Vijay Kumar, Anand Gupta, Neha Bhatia and Havovi Joshi. This is just to name a few with apologies to the many we may have missed.

We also owe a debt of gratitude to our friends and supporters from the classes of 1991 and 1992 IIM Ahmedabad, classes of IIT Roorkee 1988 and 1987 and of course several others. We gratefully acknowledge your amazing support at our website's 'Wall of Supporters'.

We at Safe in India will continue working hard. We intend to not stop till Angulimala transforms. Let's Join hands to save hands.

Gratefully



Sandeep Sachdeva
Co-Founder & CEO



Ravi Gulati
Co-Founder

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सेफ इन इंडिया फाउंडेशन

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1

Executive Summary





EXECUTIVE SUMMARY

JOIN HANDS TO SAVE HANDS

In August last year, in its first accident prevention report, CRUSHED 2019, Safe in India Foundation (SII) presented an analysis of information provided by 1,369 workers injured in the auto sector supply chain in Gurgaon. The stakeholders in the industry and the government have since accepted the report's findings.

We now share with you the next annual edition, CRUSHED 2020, which has an updated analysis of 1,873 injured workers, 504 of whom SII assisted in the last financial year 2019-20 in Gurgaon and Faridabad. Note that SII's efforts to improve worker safety started only in the middle of that financial year, so improvements are expected only from the financial year 2020-21.

Private sector, regulators, workers and NGOs need to come together to achieve the goal of "Make in India Safely", as the nation strives for atma-nirbharta.

KEY FINDINGS

- **Injuries and post-accident treatment got worse in Gurgaon-Faridabad**
 - Injured workers continued to be mostly young (52%), migrants (88%), contractual (65%) and non-unionised (almost all).
 - Nature of injuries worsened; lost hands/fingers increased from 61% to 70%.
 - Workers who received their ESIC card after the accident increased from 65% to 81%.

- **Although three largest regional OEMs accounted for most injuries, the problem plagues the entire auto sector**
 - Supply chains of Maruti-Suzuki, Hero and Honda account for 95% of accidents.
 - Hero's accidents grew the fastest (13%) in the last three years.
 - But about 19% (many common with 95% above) of accidents happened in the suppliers of other OEMs including Ashok Leyland, Eicher, Escorts, JCB, Mahinda, Tata, TVS and Yamaha.
 - Almost a quarter of factories in SII's injured worker database are members of ACMA (Automobile Component Manufacturers Association).
 - Habitual offenders continue; One-third of accidents occur in only 31 factories!

- **Power press accidents increased, and their reasons worsened**
 - Share of power press injuries went up from 52% to 59%.
 - Absent/malfunctioning safety sensors/mechanisms on power press were up from 82% to 88%.

- **Regulations inadequate and enforced poorly; accident under-reporting continued**
 - Haryana's last publicly available accident information of 2017 shows less than 10% of accidents known to SII annually in the past three years.
 - During the period 2011-17 (no publicly available data since), Haryana's factory inspections dropped while Factory Law violations fine was a paltry INR 3,000.
 - Power press Indian Standards are disparate and do not converge in a cogent set of safety requirements.
 - The Central Government has decided not to set a target against SDG (Sustainable Development Goal) Indicator 8.8 for reporting on worker safety.

➤ **SII's initial engagement with OEMs after CRUSHED 2019; some positive developments**

- Maruti-Suzuki have engaged well with SII and have made a start in improving safety in its supply chain.
- Sadly, Hero and Honda have not been as responsive.
- SIAM (Society for Indian Auto Manufacturers) and ACMA (Automobile Component Manufacturers Association) have started engaging with SII and actions expected.
- Mahindra, Eicher and Maruti have responded to our challenges on their Business Responsibility Reports; Hero, Honda and Bajaj's response awaited.

➤ **Mixed response from the Central and State governments, relevant agencies, and other relevant ministries; we hope to see better action**

- Central government Labour Department has engaged reasonably well with SII and set up an internal committee under DGFASLI (safety arm of the central government).
- OSH labour code drafting team has discussed the draft with the SII team in great detail; final outcome to become clear as the Parliament approves the Code.
- Haryana government has yet to engage fully but have acknowledged SII's recommendations and announced plans to form a committee on accidents.
- Ministry of MSME has signed an MoU with SII to implement a few safety initiatives.

A start and a long way to go. A few key recommendations with the rest in the report:

- **Central government:** to strictly enforce industrial safety regulations + an OSH code that actually reduces work-related accidents and illnesses + to form a joint government-industry task force on auto sector supply chain.
- **Haryana State government:** to create a clear and effective plan for the new safety committee.
- **Maruti, Hero and Honda:** to jointly form a Task Force on supply chain safety.
- **SIAM and ACMA:** to form a national task force/initiative to professionalise and improve industrial safety across the sector, in all auto-hubs in the country.
- **Ministry of Skill Development:** to set up workers' skill centres and include safety in those skills.
- **Ministry of MSME:** to improve safety awareness and skills in auto sector supply chain.
- **NITI Aayog:** to set tangible targets against SDG Indicator 8.8.

SII will continue bringing these issues to the fore for all stakeholders and working with all of them.

In the next period SII will:

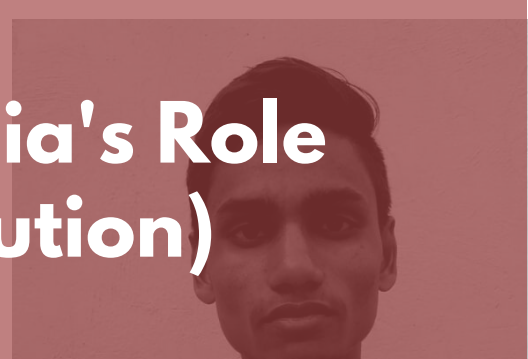
- Assist maximum injured workers with ESIC healthcare and compensation.
- Publish an NGRBC (National Guidelines of Responsible Business Conduct) compliance report for top 10 listed auto companies.
- Publish a report on power press accidents with proposed solutions.
- Empower workers through knowledge on safety especially on power press.

This is just the beginning. There is long way to go and success for workers and Indian manufacturing will need all stakeholders to engage with the intention to make this better for all.



2

**The Issue: Countless
Indian Hands and
Fingers Lost in Factory
Accidents
(and Safe in India's Role
in Finding a Solution)**



The Issue: Countless Indian Hands and Fingers Lost in Factory Accidents (and Safe in India's Role in Finding a Solution)

Every year, thousands of workers in Gurgaon, India's leading automobile hub, meet with serious accidents. They lose their fingers, break their wrists, suffer nerve damage in their hands, and sometimes even lose the use of their hands. This happens despite the presence of safety laws and monitoring agencies in the country.

Most of these workers are poor migrants hired on contractual employment, which, unlike permanent jobs, makes them ineligible for many benefits available under India's labour laws. Without adequate resources and support, these workers are unable to fend for themselves in Gurgaon while following through the complex and bureaucratic post-accident process. They return to their villages with little hope to restart their careers. Financial burden is soon added to mental and physical trauma: They often settle for lesser-paying jobs, severely impacting their families and violently disrupting their lives.

Such accidents also adversely affect the industry. Loss of skilled labour, disruption caused by accidents, and drop in worker morale all lead to lower worker productivity in the country and have significant financial impact. Despite this, there are few significant sustained practices to ensure worker safety, especially in Indian MSMEs.

Over the past three years, Safe in India (SII) has undertaken the following initiatives to address this problem:



Post-accident support: Since setting up a Worker Assistance Centre in Manesar, Gurgaon, in December 2016, assisted over 2,400 workers in obtaining better ESIC healthcare and over 900 with ESIC compensation process, 527 of whom got INR 17 crore in ESIC compensation, including 250 who received lifetime disability pension.



Systemic changes to prevent worker accidents: This constitutes working with the industry and regulatory bodies to help prevent worker accidents. The first edition of this report—CRUSHED 2019—was an important milestone. All stakeholders accepted SII's findings in the report. A few industry players and government agencies have begun responding to SII's recommendations, while others are proving reticent. While the initial response is encouraging, the data presented in this report proves there is a long way to go.



Systemic change to improve ESIC's worker services: This constitutes working with the ESIC management to improve their healthcare and make their compensation practices more worker centric. ESIC has accepted a number of recommendations from SII, such as creating and publishing a Health Diary, an online and offline Welcome Pack to improve awareness, some process reengineering, and making the Suvudha Samagam initiative better. All these initiatives are expected to help 140 million Indians when fully implemented. This is again a good start, but a long journey lies ahead.

SII repurposed itself temporarily from March 2020 to August 2020 to support migrant workers in the remote villages of Gurgaon during the COVID-19 pandemic by distributing over 4,50,000 adult meal units, over 25,000 masks and assisting over 230 migrants to get home.

SII is funded and supported by the alumni of IIM Ahmedabad¹, IIT Roorkee and several other patrons who believe in improving safety and working conditions for tens of millions of Indian workers.

In this report, SII brings to you an analysis of the injury data of over 2,400 workers it has supported with ESIC healthcare and/or compensation since November 2016. Of these, 1,873 (78%) are from the auto sector. 504 of these 1,873 are auto sector workers that SII supported in the last fiscal year 2019-20. The report explores the reasons these accidents continue to happen, ways to prevent them, and details SII's engagement with stakeholders, whose commitment and actions are instrumental in creating a lasting culture of safety in Indian manufacturing.

1 <https://www.youtube.com/watch?v=-d3K9gjGlxM>



Safe in India Foundation: Impact in Numbers

“We see about 20 cases of crush injuries every day.”²

It was this revelation in a 2014 media report on the auto industry in Gurgaon that led to the creation of SII. Here’s how it has supported the community of auto sector workers.

2,400

Number of injured workers assisted in Gurgaon and Faridabad

1,873

Number of injured workers assisted from the auto sector

18 crore INR

Value of ESIC compensation obtained

4,60,000

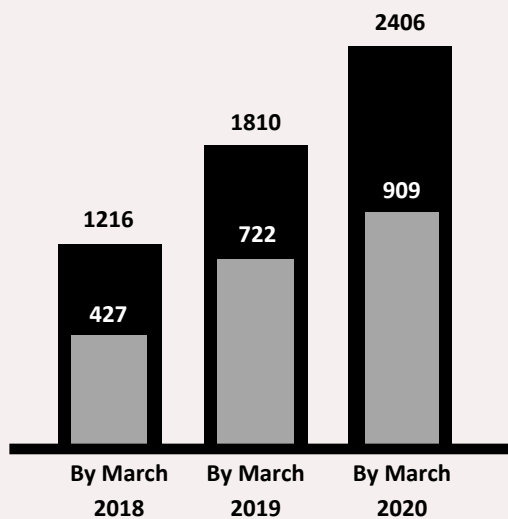
Number of adult meal units distributed to workers during the pandemic

25,000

Number of masks distributed to workers during the pandemic

225

Number of migrant workers assisted in getting back to their hometowns during the early days of the pandemic.



■ Total number of workers SII helped with ESIC healthcare and compensation benefits

■ Number of workers SII helped with ESIC compensation claims

Figure 1: Injured workers assisted by SII with their ESIC healthcare and compensation

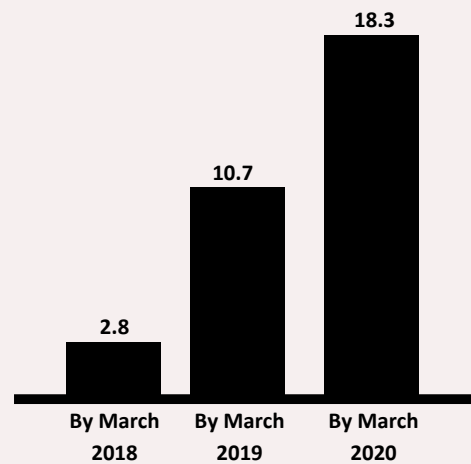


Figure 2: Value of compensation (INR crore) received by injured workers with SII support

Safe in India Foundation: Impact in Pictures



Brajesh Kumar, 32 was injured on a moulding machine in February 2016. Tired of going from pillar to post to get ESIC compensation, he returned to his village. SII continued to follow up, and Brajesh stayed in touch with SII. He now has received his pension of INR 3326 per month sanctioned in March 2020, four years after the accident!

SII has helped over 250 other injured workers like Brajesh receive monthly pensions.

SII engages with various stakeholders to ensure workplace safety for workers like Brajesh.

Here, SII engages in a multi-stakeholder discussion on CRUSHED 2019 with the Ministry of Labour and Employment (Safety and ESIC), Maruti, DG FASLI, NSC, NLI, ISH, Haryana, ACMA, SIAM in August 2019.



SII hosts worker support discussions to improve awareness of various services and benefits available to them and to listen to their experiences with workplace safety.



3

Indian Auto Industry and its Injury-Prone Supply Chain



Indian Auto Industry and its Injury-Prone Supply Chain

Majority of these accidents happen in the auto sector supply chain and it is therefore important to appreciate the scale and size of this industry to understand the impact of these accidents on large number of Indians and the Indian worker productivity needed for an Atma-nirbhar India.

The Indian auto industry has grown dramatically over the last several decades. It now contributes 7.1% to India's GDP³ and 22% to its manufacturing GDP⁴, a number that is expected to increase to 40% of the manufacturing GDP⁵. **The industry employs nearly 35 million people, which amounts to about 9% of India's working population.**

The major auto clusters in India are Gurgaon/NCR, Chennai-Bangalore, Maharashtra-Gujarat, and West Bengal, with Haryana accounting for almost 50% of the production of passenger cars, motorcycles and tractors.



Sources: Industry Interactions; KPMG in India analysis

Figure 3: Auto sector clusters in India

A 2013 report by KPMG⁶ stated that the industry is expected to grow by 9.2% in OEMs and 15.6% in auto components until 2022. Although the industry registered a negative growth of 14.73% in 2019-20⁷, due to a general slowdown in sales and the COVID-19 lockdown in late March 2020, its exports still registered a growth of around 2.95% in the same period, demonstrating its continued growth potential. In addition, after the lockdown, some auto manufacturers have already begun reporting increased sales in August 2020 compared to August 2019. Clearly, the auto industry will continue to be an important driver of India's GDP and employment. Without improving working conditions in the auto sector, a very large part of Indian population will remain accident and injury prone and Indian manufacturing sector behind modern times.

Improving working conditions in their supply chain by professionalizing it will thus not only mean fewer accidents for millions of Indians, but also a much-needed improvement in worker productivity.

3 <https://www.investindia.gov.in/sector/automobile>

4 <https://www.makeinindia.com/article/-/v/make-in-india-sector-survey-automobile>

5 Automotive Mission Plan 2026

6 KPMG Report Human Resource and Skill Requirements in the Auto and Auto Components Sector (2013-17, 2017-22)

7 <http://www.siam.in/statistics.aspx?mpgid=8&pgidtrail=9>

A black and white photograph of a group of men sitting in a circle on a patterned rug in a room with large windows. One man in the center is wearing a white hard hat. A semi-transparent red overlay covers the middle of the image, containing a large white number '4' and text. The background shows a room with a water cooler, a potted plant, and a shelf with papers.

4

Continued Crush Injuries in the Auto Sector

The flow of injured workers from the
auto sector continued in 2019-20

4.1 The proportion of injured workers in Gurgaon and Faridabad from the auto sector increased in 2019-20

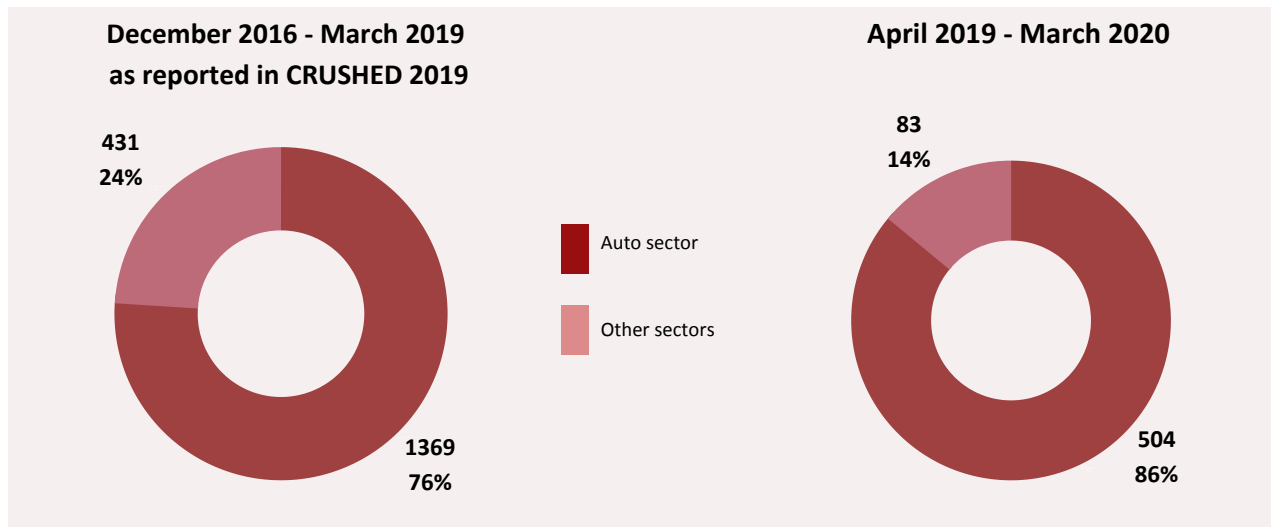


Figure 4: Injuries in the auto sector versus other sectors among workers assisted by SII

CRUSHED 2019 contained worker injury data from November 2016 to March 2019. During that period, 76% of the 1,800 injured workers that SII assisted were from the auto sector. **In 2019-20, SII assisted 587 injured workers in Gurgaon and Faridabad, of which 504 workers (86%) were from the auto sector.**

Overall, large number of accidents and crush injuries continued to take place in 2019-20 in the auto sector. It is also worth noting that these are only those accidents that have come to the attention of SII's single-location Worker Assistance Centre. There are undoubtedly a much larger number of accidents that have not been reported to SII.

Also, although SII does not have accident data for other auto clusters in India, it is reasonable to assume high number of accidents in those clusters too. This is because the processes and machinery used in the auto sector— power press machines and injection moulding machines to form rubber and plastic components, for example—are similar across the country. A good example is Faridabad, where an SII pilot, for only one day a week for three months, assisted 91 injured workers from the auto sector over four months. **That is, SII found around nine workers a day on average over these brief visits.**

With suppliers competing to receive orders from OEMs, the cost advantage that OEMs receive, very often, appears to come at a cost to the supply chain workforce and/or the work environment. From SII's discussions with workers, supply chain players and safety professionals, **it appears that OEMs' prime focus remains cost, quality, and timely delivery; working conditions for workers are not a factor in their negotiations.**

In addition, most OEMs would rather have safety principles trickle down the supply chain—that is, expect their Tier 1 suppliers to take safety principles down to Tier 2 and so on—without significant measures in place to ensure that this is really done down the supply chain.



4.2 Poor and unsafe working conditions continued in the auto sector in 2019-20

In CRUSHED 2019, SII analysed data based on the total number of workers assisted in the period November 2016 to March 2019. However, SII now has accident information for three continuous financial years, which provides additional insights into working conditions in factories.

Figure 5 presents an analysis based on the year of accident and is more representative of any changes in working conditions in factories than analysis based on the year SII assisted those workers. (Workers often seek assistance from SII after the year of the accident, once they have exhausted their own efforts with avenues such as the company HR, contractors, and ESIC.)

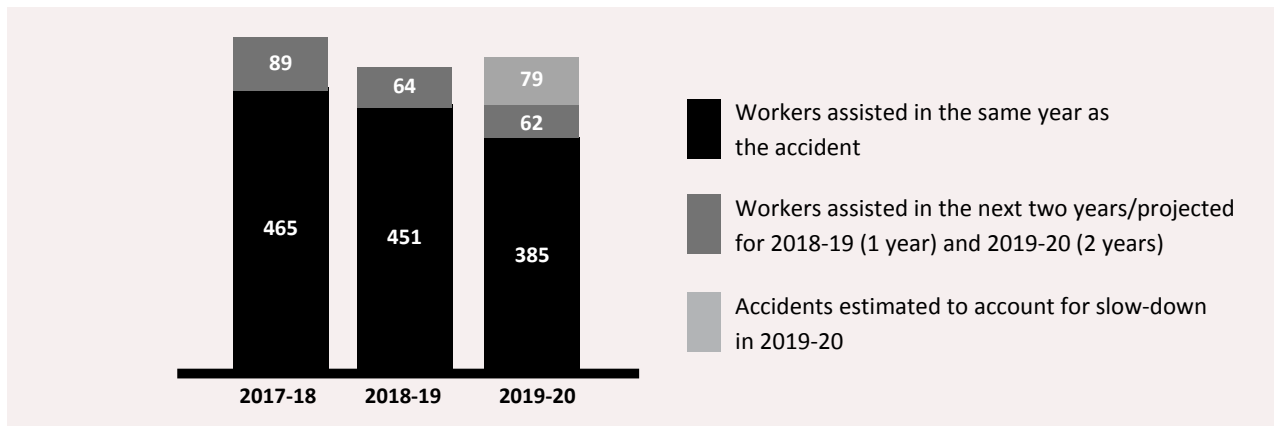


Figure 5: Accident data by year of accident (Gurgaon and Faridabad).

Although the number of accidents reported to SII in 2019-20 reduced to 385, the actual number of accidents per production unit in that year is likely to be higher than 2018-19 after correcting for about 16% accidents that come to SII after the year of the accident and another about 18% drop in industry production during that period.

SII therefore believes that safety conditions in these factories have not only not improved in 2019-20 but have possibly worsened. SII is hopeful that OEMs have started taking corrective action following the launch of CRUSHED 2019 in August 2019 and expects to see improvements from 2020-21 (after correcting for COVID-19-related drop in production).

❗❗ At the organizational and national level too, these accidents are loss making for our economy. Given the high incidents, and lack of awareness and action to prevent these injuries, I am convinced that a very large proportion of these accidents can be stopped with little additional cost and a more than commensurate improvement in productivity and financial gains too. ❗❗

Prof. Errol D'Souza, IIM Ahmedabad Director
at the CRUSHED 2019 IIMA launch event



5

**Under-Reported
Accidents and Reducing
Factory Inspections as
per Official Records**

5.1 Publicly available accident data for India and Haryana is only until 2017; Haryana reported less than 10% of accidents that SII knows of since then, just in Gurgaon

The Labour Bureau⁸, which is under the Ministry of Labour and Employment, hosts country-level data on accidents in factories in the public domain, but it reports accident data only until 2014. Standard Reference Note⁹ issued by DGFASLI, also under the Ministry of Labour and Employment, also reports national accident data but only until 2017 as seen in Figure 6.

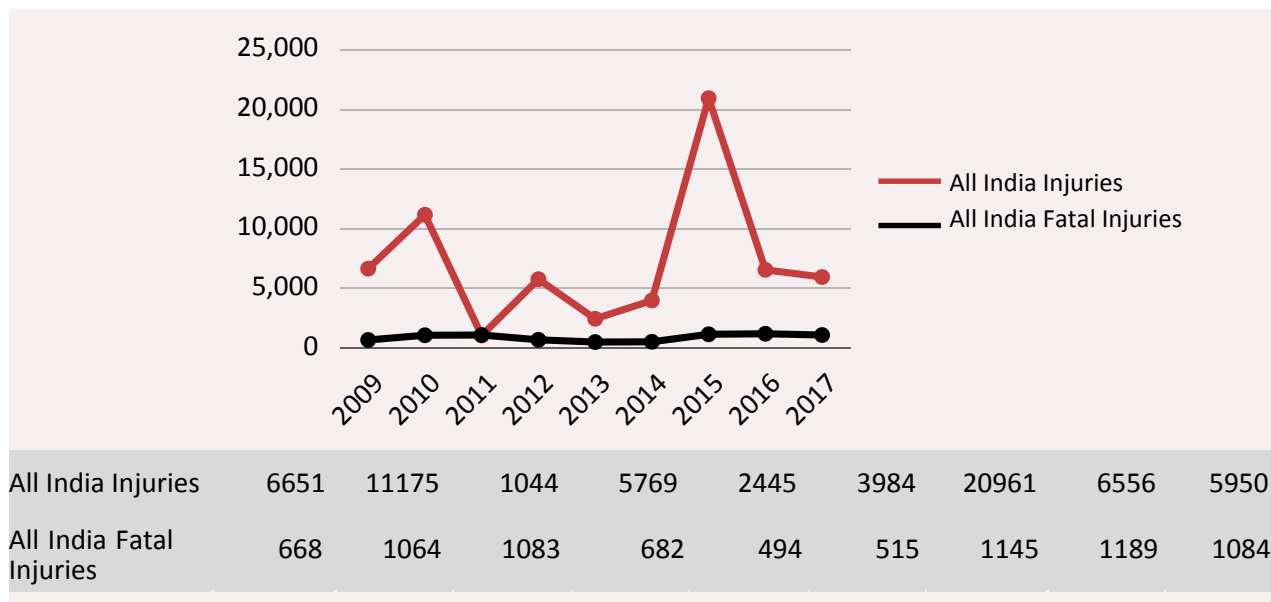


Figure 6: Publicly available industrial injury data in factories in India

Haryana State does not publish its accident data on its own domain; however, its data is available through DGFASLI. This data shows an unrealistically small and inaccurate number of accidents, as seen in Figure 7.

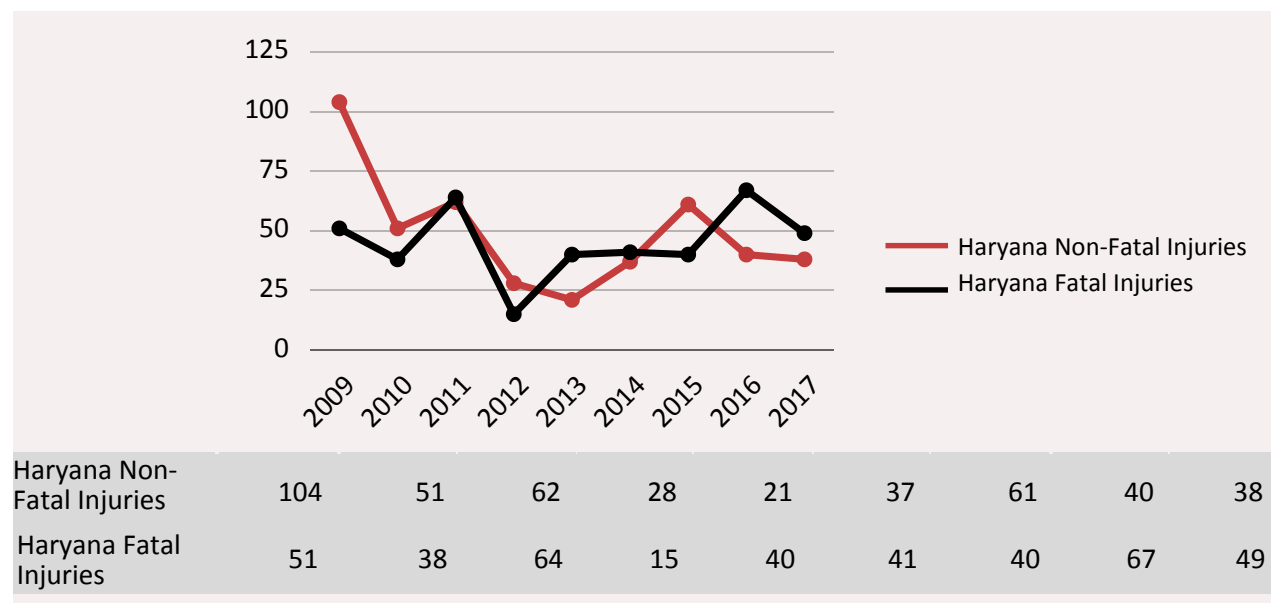


Figure 7: Publicly available injury data for Haryana

⁸ Labour Bureau implements Central Sector Scheme “Labour & Employment Statistical System (LESS)” having multiple components including national data on Accident, Safety and Absenteeism. The statistics are published in the form of Pocket book on Labour Statistics.

⁹ DGFASLI Standard Reference Note 2016 and 2017

During 2009-2017, Haryana has reported generally reducing accidents. In 2017, Haryana reported only 38 non-fatal injuries, which is less than 10% of injured workers that only the relatively small, single-location Worker Assistance Centre managed by SII in Manesar, Gurgaon, supported since then.

The state—and therefore central—government data on accidents is clearly incomplete and grossly under-reported.

In SII's meetings with the Gurgaon district Industrial Health and Safety Division (ISH), officials verbally advise that "the problem is addressed as soon as information of accident is received". This is obviously unclear and subject to misuse: Should the government not have to report accidents that are "addressed"? What exactly does "addressing the problem" mean?

Lack of updated and accurate information of industrial accidents in the public domain is non-compliant with the National OSH Policy, which has an objective to "...improve the coverage of work related injuries, fatalities and diseases and provide for a more comprehensive data base for facilitating better performance and monitoring."

Clearly, this inordinate delay in reporting accident data and the inaccuracy of numbers render any downstream accident analysis ineffective and reduce the effectiveness and credibility of any proposed corrective actions.

What SII heard from workers on safety inspections



[Click here to listen to a discussion with injured workers on their experience with factory audits. \(2:17 minutes\)](#)

In focus group discussions with SII, many workers said:

- They have never seen government inspectors coming in for inspection.
- Many OEM inspectors visit a "designated audit area". Some just stay in the "office area" during the visit and leave.
- Some shop floor areas are kept out of bounds for inspectors, who do not insist on inspecting such areas.
- Many factories ask injured workers not to report for duty on the day of inspection.

5.2 Factory inspections reduced, while the industry grew and probably the accidents increased

Haryana's 'Transparent Inspection Policy 2016' states the following regarding the required frequency of factory inspections:

- Every Major Accident Hazardous (MAH) unit shall be inspected once in a year.
- All the Hazardous units involving risk of fire, explosion and toxic release are to be inspected once in every two-years.
- The non-hazardous units are to be inspected once in every five years, except the units exempted in para-1 (I to V) of the Policy: 'Exemption of low risk Factories from Labour compliance inspections under all Labour Laws.'

However, power press units are currently not classified under the 'Hazardous Units' as defined under Section 2(cb) of The Factories Act, 1948 despite these large number of accidents in the auto-component units.

In addition, Figure 8, based on DGFALSI data¹⁰, illustrates that the number of inspections done in Haryana in the five years from 2011 to 2017 shows a downward trend.

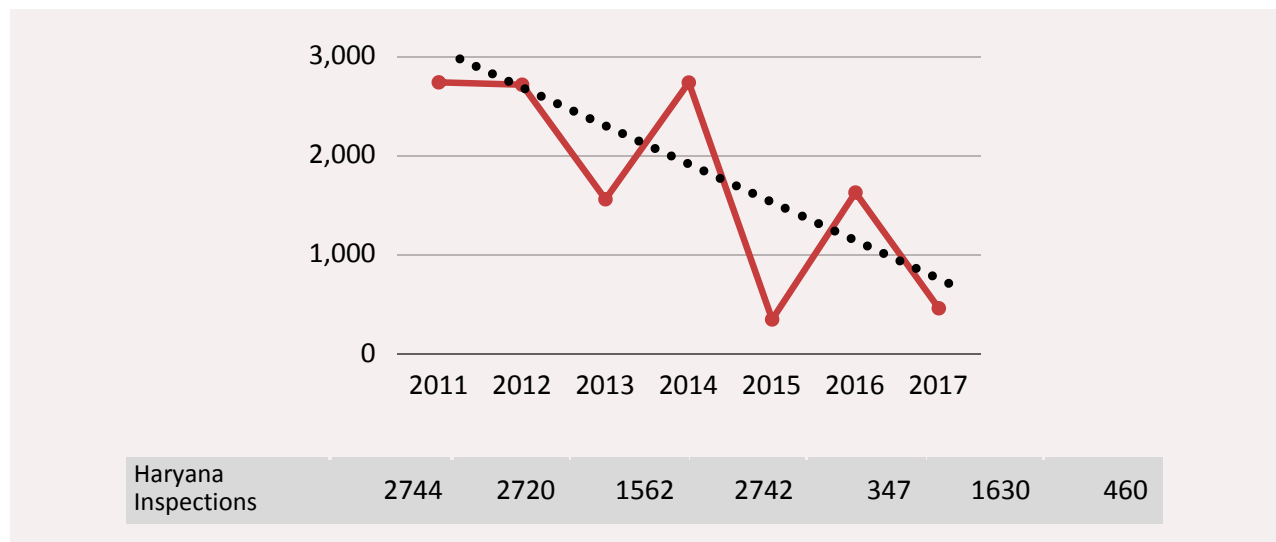


Figure 8: Trend line depicting sharply reducing number of factory inspections conducted in Haryana

Although the September 2020 dashboard on Haryana Government's Central Inspection System website states that 4,556 factories are to be inspected by the Labour Department, and 2,864 have been inspected, SII has not been able to obtain confirmation from department functionaries on whether these inspections are for a 12-month period or longer. SII's focus group discussions with workers also suggest that the injured workers have not witnessed any government inspections (See Section 5.1, which includes a video of a worker focus group on audits/inspections).

A reduction in inspections may be desired by businesses, but ultimately if working conditions deteriorate due to reduction in controls, Indian manufacturing runs the risk of remaining behind global competition in the medium to long term. **Given the findings in this report, SII believes that targeted inspections that are based on smart use of accident data need to increase and help Indian manufacturing professionalise.**



6

**Analysis of Injured
Workers' Information
Reveals Several Flaws
in the Auto Sector
Supply Chain**

6.1 Most injured workers were in factories supplying to the three largest OEMs in the region

95% of the 504 injured auto sector injured workers that SII assisted in 2019-20 reported that they were working in factories supplying to one or more of the three largest OEMs in the region: Maruti, Hero and Honda. This is in fact marginally higher than the 93% reported in CRUSHED 2019.

6.2 Maruti continues to have the largest share of accidents; Hero shows the worst trend; and Honda has a large number of accidents, too

In CRUSHED 2019, SII analysed the proportion of accidents per OEM based on 1,369 auto sector injured workers it assisted until then. Figure 9 analyses the trend for the three largest OEMs in the region over three years, not based on the workers assisted in the year but on accidents that occurred each year.

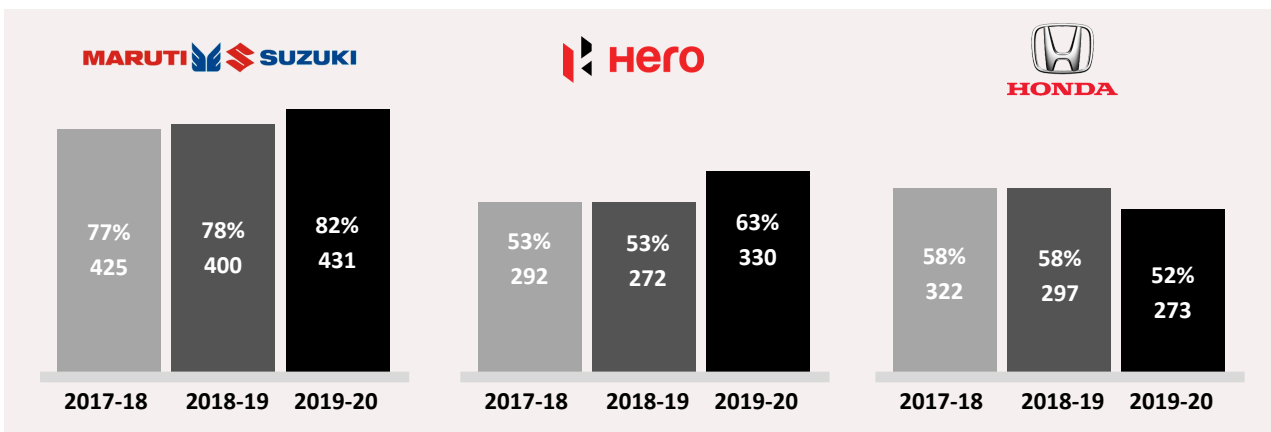


Figure 9: Proportion of accidents (percentage, number) in Gurgaon and Faridabad for the three largest OEMs in the region over three years. Sum exceeds 100% since many factories serve multiple OEMs.

The data in Figure 9 includes projected numbers as mentioned in Section 4.2. It shows:

- Accidents in Maruti’s supply chain increased marginally as a proportion due to SII’s pilot in Faridabad for a few additional days in the year. Its number of accidents remain the highest, likely because it has the largest value supply chain footprint in the region.
- **Hero’s supply chain now has the second highest number of accidents—was the third highest in 2018-19—and it shows the highest proportionate increase.**
- The proportion of accidents in Honda’s supply chain has reduced. However, since there is no evidence of action taken by Honda yet, the problem may worsen again, and the numbers remain too large to be ignored.

As SII’s engagement with OEMs began only in the second half of 2019, it hopes to see tangible improvements from 2020-21.

6.3 Other OEMs (Ashok Leyland, Eicher, Escorts, JCB, Mahindra, Tata, TVS and Yamaha), too, need to join hands to save hands

19% of injured workers reported that their factories also supply to other OEMs including Ashok Leyland, Eicher, Escorts, JCB, Mahindra, Tata, TVS, and Yamaha. The numbers for each of them may be low in comparison because their largest supplier base is not in Gurgaon-Faridabad.

That said, they need to participate in this initiative, too, to ‘Join Hands to Save Hands’ sooner rather than later to help improve worker’s lives, their productivity, and their supply chains.

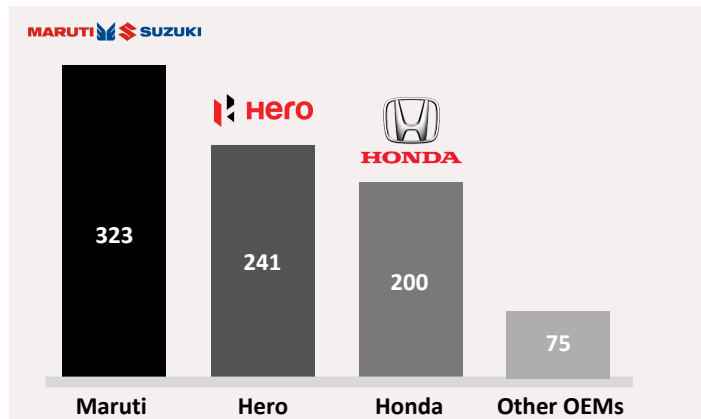


Figure 10: Number of accidents in Gurgaon and Faridabad by OEM in 2019-20. Sum exceeds total accidents since workers’ factories often supply to more than one OEM.

6.4 Sectoral intervention is therefore needed, in NCR and nationally, to implement reforms throughout the long auto sector supply chain

OEMs share a large proportion of their supply chain. One-third of the injured workers reported that their factories supplied to all three of the largest regional OEMs—Maruti, Hero and Honda—while about a quarter reported that their factories supplied to two of the three OEMs.

In addition, as stated above almost all of the 19% of the accidents in other OEMs’ supply chain come from almost the same factories as being used by one or more of the same three large OEMs.

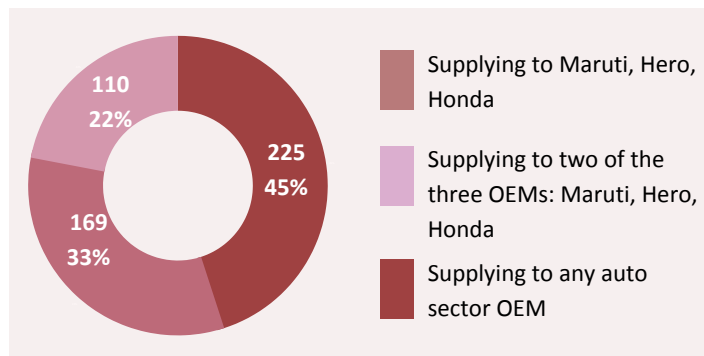


Figure 11: Factories supplying to the three largest regional OEMs, as advised by injured workers

Clearly, at least three largest OEMs in the region need to work in collaboration to prevent these accidents in Gurgaon, while other OEMs, too, should join hands to save hands across all Indian auto-clusters as this is a national issue as mentioned in Section 4.1.

“I just want you to talk to higher level officials... companies should demand safety of workers”



Click here to listen to Manmohan Bajpai, 42, an injured worker, at the IIM Ahmedabad launch of CRUSHED 2019. (4:13 minutes)

6.5 Nature of injuries worsened in 2019-20

A shocking majority of workers continue to lose their fingers and/or hands permanently or loss of hands and fingers, and sadly, the nature of injuries worsened in 2019-20.

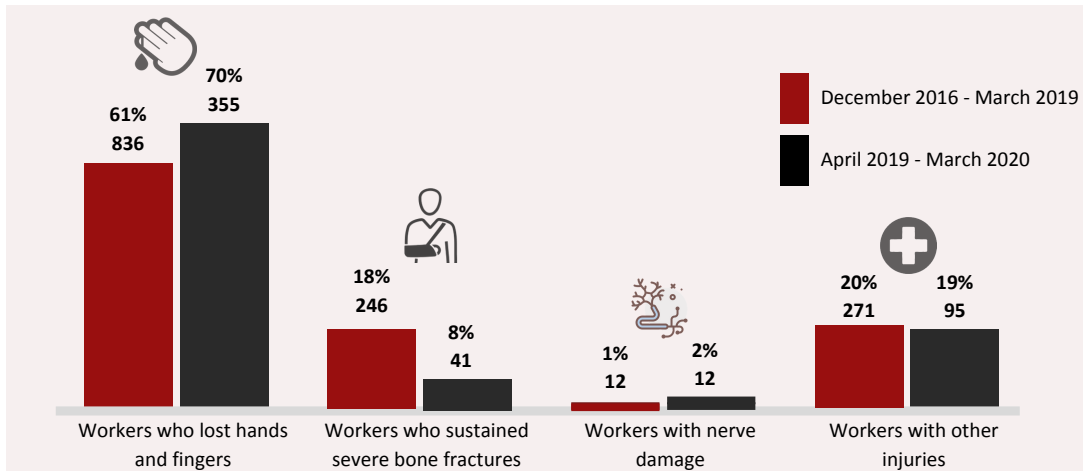


Figure 12: Number and percentage of the severity of worker injuries

6.6 Power presses (a “dangerous machine” under the Punjab Factory Act) contributed even more to crush injuries and disabilities in 2019-20

In 2019-20, power presses not only continued to cause the highest number of injuries but did worse: this machine was the reason for 59% of worker injuries—up from the 52% reported in CRUSHED 2019. Moulding machine is the second most dangerous machine, causing 8% of the accidents.

Other machines that contribute to accidents include milling machine, hobbing machine, broaching machines, flattening machine, spot welding machine, grinders, cutters, and trolleys.

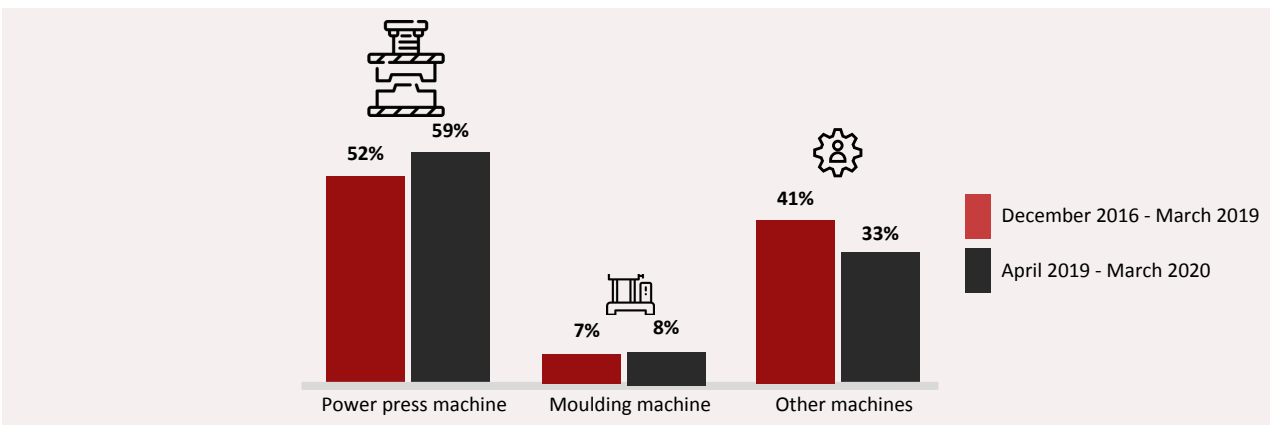


Figure 13: The most dangerous machines

Clearly, as mentioned in CRUSHED 2019, if the stakeholders focussed first on power presses and their safety, there could be a material impact on these accidents. SII understands from auto industry experts that only a proportion of the auto-component manufacturers in the supply chain use power presses, thereby making the problem much more manageable. **In addition, power press components constitute less than 7-10% of an automobile cost which implies an insignificant cost difference to a vehicle even if some of the safety initiatives increased the cost marginally.**

SII has therefore prioritised power press-related interventions in its interactions with stakeholders and in its efforts to collect data from injured workers.

6.7 Reasons for accidents are worse for power presses

6.7.1 Reasons for accidents are worse for power presses

CRUSHED 2019 presented the reasons for accidents on all types of machines. In 2019-20, SII focussed on understanding the reasons specifically for power press accidents, because over half of crush injuries occur on power presses (see Section 6.6).

The comparison in Figure 14 shows that the reasons for accidents are far more severe for power presses than reported in CRUSHED 2019.

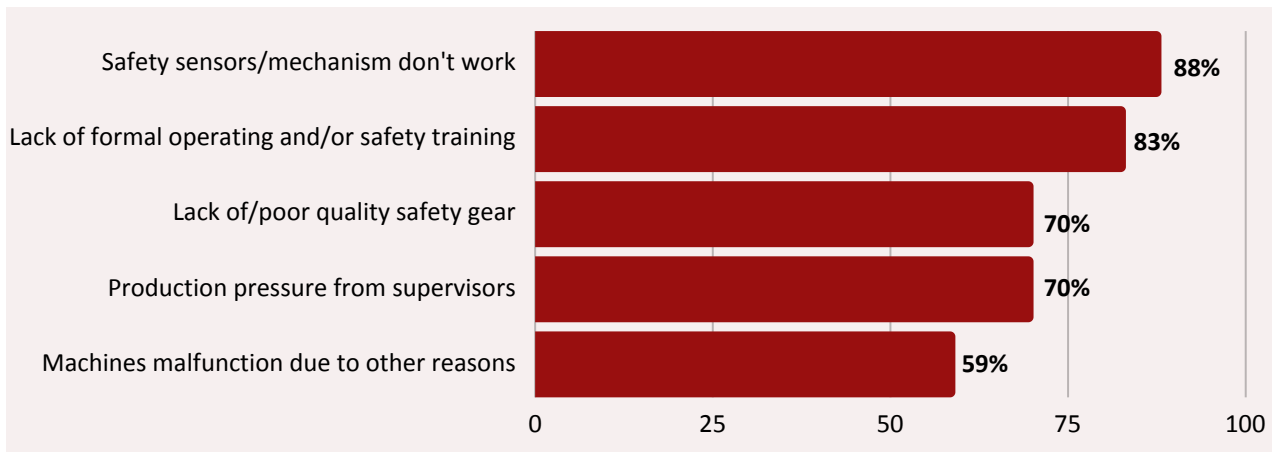


Figure 14: Reasons for power press accidents

Valuable specific feedback from workers on the reasons for their injuries on power presses



Lack of formal adequate training

Most workers that SII supported were trained only by their co-workers. Others state that they “received on-the-job training from their supervisors”, “learnt by observation” or “learnt on their own”.

Ram, 36, and Mohit, 23, share their stories:

“हेल्परी करते हुए और चलती हुयी मशीन को देखते हुए सीख गए। किसी ने मुझे सिखाया नहीं। मैंने अपने आप ही देखकर सीख लिए”

“I learnt while working as a helper and watching the machine run. I never received any training; I learn it by observation all by myself.”

“सुपरवाइजर ने पहले दिन एक बार चला कर दिखा दिया और बोला की इसी तरह चलती है, चलाओ और प्रोडक्शन निकालो”

“The supervisor showed me how to run the machine only once on my first day. He then told me to operate it and produce.”



Malfunctioning/missing safety sensors

Many machines that had sensors did not work when required, leading to accidents. In some instances, the sensor was bypassed to produce faster.



Malfunctioning machines

Machines are often very old, poorly maintained, and are rarely, if ever, inspected by a trained person.

As a result, the workers learn to “check” these machines themselves, though they are not qualified or trained to do so. Despite poor maintenance and lack of inspection, workers are often forced to work on the same machines.

Valuable specific feedback from workers on the reasons for their injuries on power presses (continued)



Dangerous 'double stroke'

Most accidents on power presses are caused by 'double stroke', which the workers believe is a result of:

- Issues with the key(s): "The key breaks, it gets stuck, it wears out so much." A worker said: "चाभी फ्री हो गयी थी, तो डबल स्ट्रोक हो गया था".
- "The key was released, and it resulted in double stroke".
- Issues with spring(s): "The spring breaks", "spring gets stuck", "spring is often loose"
- Issues with bolt(s): "The bolt breaks or falls out"
- Issues with pedal switch: "Pedal was loose", "Pedal was not working", "Pedal got stuck"



Unsafe die

Several workers reported instances of the die being loose or falling. This could be for a number of reasons—for example, dies are often fitted incorrectly by untrained or inadequately trained workers.



Inadequate/poor safety gear

Many workers mentioned that safety gear is given to them when there is an audit. "Once the audit is over, no one cares".

Nand Raj, 40, shares:

"सेफ्टी ऑडिट के लिए जब लोग आते हैं तो कम्पनी से जूते, दस्ताने, ग्लव्स, हेलमेट, इयर सेफ्टी सब कुछ मिल जाता है लेकिन जैसे ही जाते हैं सब पहले जैसा ही हो जाता है।"

"When there is a safety audit, the company provides us with shoes, gloves, helmets, ear safety and everything else, but as soon as the auditors leave, these are taken back and everything is back to what it was."



Production pressure from supervisors

Many supervisors continue to force workers to work on malfunctioning machines.

Vijay, 37, shares his story:

"पावर प्रेस पहले से खराब था। सुबह पाली में एक श्रमिक का हाथ कट चुका था। शाम को विजय का भी हाथ की उंगली कट गयी थी। मशीन खराब थी। डबल स्ट्रोक हो गया था"

"Power press machine already had some problem. A worker had already lost his hand in the morning shift. Then I lost my finger in the evening shift. The machine continued giving double stroke."

6.7.2 Reasonable power press laws exist, but many auto ancillaries are likely non-compliant and should be punished per law

The Punjab Factory Rules, 1952 classifies the power press as a ‘dangerous machine’ in Rule 56 of the Schedule VIII framed u/s 23(2) of The Factories Act.

Rule 2 (point 3) of Schedule VI of the Punjab Factory Rules, 1952 defines the power press as ‘a machine used in metal or other industries for moulding, pressing, blanking, raising, drawing and similar other purpose.’

In addition to this schedule that applies to this ‘dangerous machine’, poorly maintained machines of all types are punishable by law under Section 287 of the Indian Penal Code (IPC).

Section 287 of the Indian Penal Code

‘Whoever does, with any machinery, any act so rashly or negligently as to endanger human life, or to be likely to cause hurt or injury to any other person, or knowingly or negligently omits to take such order with any machinery in his possession or under his care as is sufficient to guard against any probable danger to human life from such machinery, shall be punished with imprisonment of either description for a term which may extend to six months, or with fine which may extend to one thousand rupees, or with both.’

The description of the machine conditions as shared by workers (reproduced in Section 6.7.1) leads SII to believe that many factories in which accidents were reported should be punishable under IPC Section 287.

CRUSHED 2019 highlighted inadequate compliance with safety regulations under The Factories Act, 1948 despite the fact that supply chain factories are part of the organized sector.

The government has powers under section 85, 87A (see Annexure 12.4) of The Factories Act to apply the Act to manufacturing units, even if the units are not registered. Labour Bureau website has only “Statistics of Factories 2012”, which shows 1,133 factories were reported in Haryana under section 85 during 2012 and no reports are available after that. Gurgaon district ISH Division has also advised SII verbally that it has not used section 85 or 87A of The Factories Act in the recent past.

Section 91A (see Annexure 12.4) of the Act allows DGFASLI, DGHS, officers authorised by the state government, or the CIF Office to conduct safety and occupational health surveys. SII is aware of only a firecracker industry survey and a silicosis survey by DGFASLI in the recent past.

Regulatory breaches that lead to accidents in factories can potentially result in claims of criminal or civil negligence as also stated in CRUSHED 2019 are listed on the following page.

No.	Breach	Legal provisions
1	Asking an untrained or unskilled helper to do the job of a skilled operator (at least a quarter of injured workers are helpers working as operators)	As per Section VI of the Punjab Factory Rules, 1952: (1) The name of such person operating the power press shall be entered in Form 7A (2) Sub-paragraph (2) defines the training to be given to the persons operating the power press
2	Allowing operation of machines without requisite sensors or safety guards or forcing workers to operate malfunctioning machines (88% of power press machines did not have sensors. See Section 6.7 in this report.)	Under Section 7A of The Factories Act, every occupier must 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.
3	Selling machines without required safety features or labelling such features as optional	Under Section 7B of The Factories Act, every person who designs, manufactures, imports or supplies any article for use in any factory shall: (a) ensure, so far as is reasonably practicable, that the article is so designed and constructed as to be safe and without risks to the health of the workers when properly used; (b) carry out or arrange for the carrying out of such tests and examination

Table 1: Legal provisions to penalize factories for regulatory breaches



Several factories in the auto sector operate like sweatshops: They either assign an untrained helper to do the job of a skilled operator or do not make required safety guards available. This is compounded by the fact that the machines such workers work on are sold with essential safety features labelled as optional.

6.7.3 Pending Factory Act violation cases continued to increase from 2011 to 2017 while convictions and penalties did not (data not available since 2017)

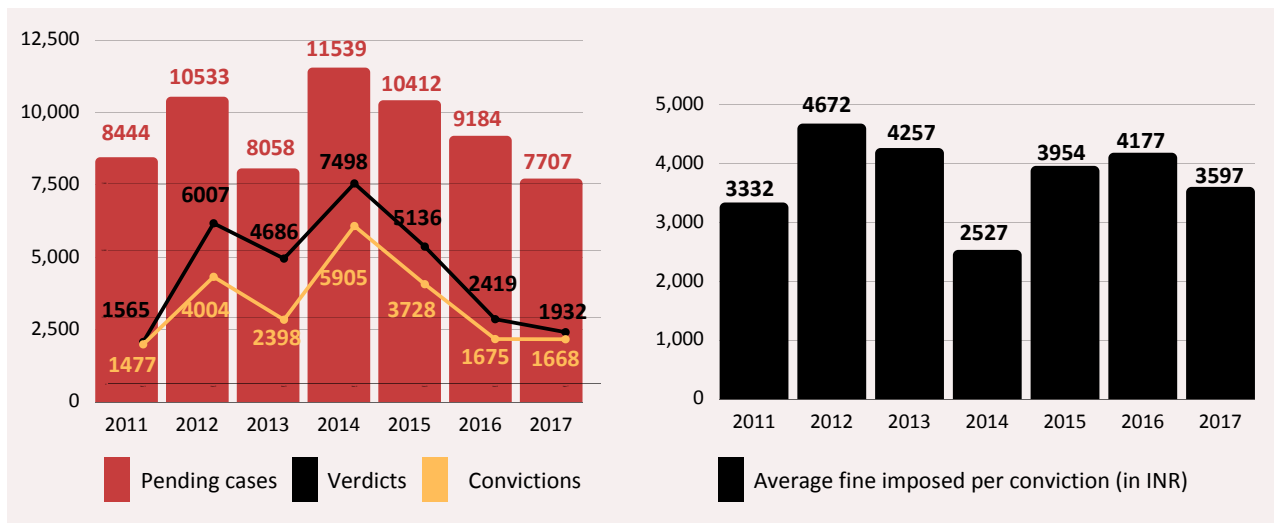


Figure 15: Prosecutions and convictions in Haryana under Section 92 and 96A

The above data shows that in the period 2011-17:

- The number of pending cases continued to increase, and the proportion of verdicts continued to be low (around 31%) until 2017, indicating tardy corrective action.
- **Of the verdicts, a very large proportion (around 71%) were convictions indicating high incidence of violations.**
- The average fine imposed per conviction was only INR 3,668, which is too small an amount to serve as an effective deterrent to comply with industrial safety laws.
- SII is unaware of any imprisonments as a result of these violations, because this data is not reported. It is also possible that no prison sentences were given.
- Data of convictions and penalty information not updated for the year 2018 and 2019 (see Annexure 12.3) indicates the lack of importance given to this critical indicator of the steps taken by the government to improve safety standards in the industry.

6.7.4 Power press safety BIS Standards are neither cogent nor include adequate safety standards

Annexure 12.6 lists the current standards advised by the BIS for various operational and a few safety aspects of power press machines.

These standards are supplemented by many other standards for each part of the machine. However, they do not converge into one standard that manufacturers must adhere to, when they produce and/or sell power press machines.

The result is that many power press machines are sold with crucial safety features as optional features.

Department of Heavy Industries has advised that they are now developing Omnibus Technical Regulation for Machine Safety. SII is engaging with the department to include power presses in the machine list.

6.8 Workers continue to be young, migrant, contractual and non-unionised

An overwhelming majority of the injured workers in the auto sector supply chain remain young migrant contract workers who are inadequately represented by unions, local politicians or legal agencies. Details are in Figure 16; practically none of these workers are represented by any union. The largest national labour union, BMS, is one of the smallest in this region.

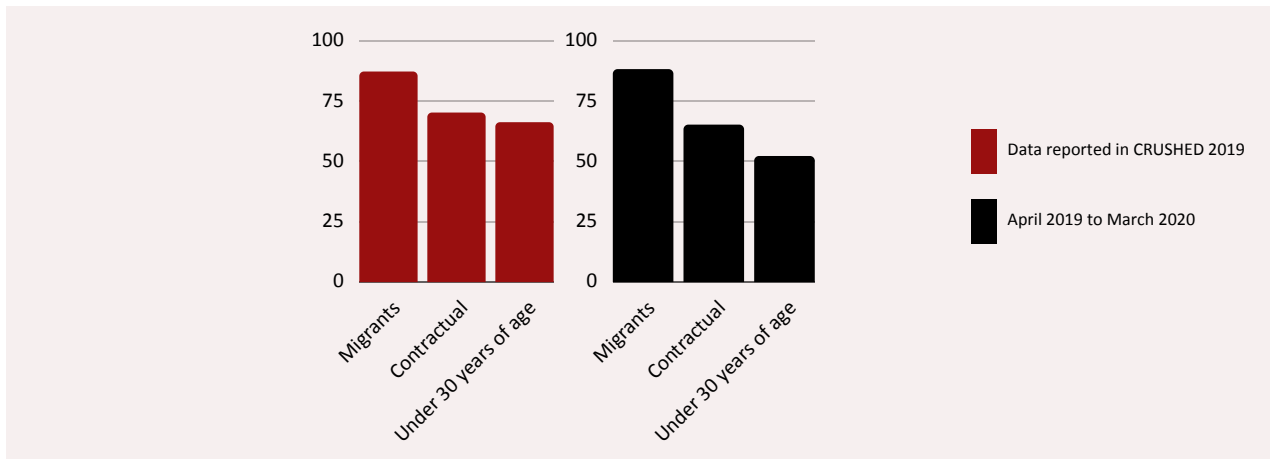


Figure 16: Injured worker demographic and employment type

These injured workers also work on low wages: **36% of these workers were paid less than INR 9,000 per month, which is below the skilled worker minimum wage.** They are also forced to do jobs beyond their technical proficiency—at least a quarter of them were helpers doing the work of operators—and work in environments that rarely, if at all, have any systems to upskill them. These vulnerabilities get especially pronounced during distressful times, such as the COVID-19 pandemic.

Contract workers employed directly by OEMs and the OEMs' work policies for them

OEMs, themselves, have a high proportion of contract workers; in the top six OEMs analysed by SII, contract workers were 49% to 73% of their employee base. Of these, only Bajaj and Mahindra have publicly specified policies for contract workers employed in their own premises. For instance, Bajaj policies require contract workers to be trained on health and safety and be provided with safe and secure workplace, amongst other requirements. Mahindra conducts special training programme on health and safety for contract workers. However, such requirements are not uniformly presented across OEMs or their supply chain.



An SII survey in June 2020 brought to the forefront the dire living conditions of migrant workers in Gurgaon. Nearly half of those surveyed were unemployed, most had to borrow money to pay for essentials, and over half were willing to do a lesser paying job to make ends meet.

Unsurprisingly, COVID-19 pandemic was not among this group's top concern; money was.

Read more at www.safeinindia.org/berozgaari.

6.9 Habitual offenders continue to injure large number of workers and need to be dealt with urgently by OEMs and the government

In 2019-20, SII received accident reports from workers in over 280 factories that manufacture components for the auto sector, increasing the total number of factories in SII’s database to over 800.

Of these 280 factories reported in 2019-20, there are several habitual offenders: 144 (35%) of the accidents took place in only 31 (12%) of factories, each with three or more accidents that only SII is aware of. The actual number of accidents in these factories is much higher than the number of workers SII assists.

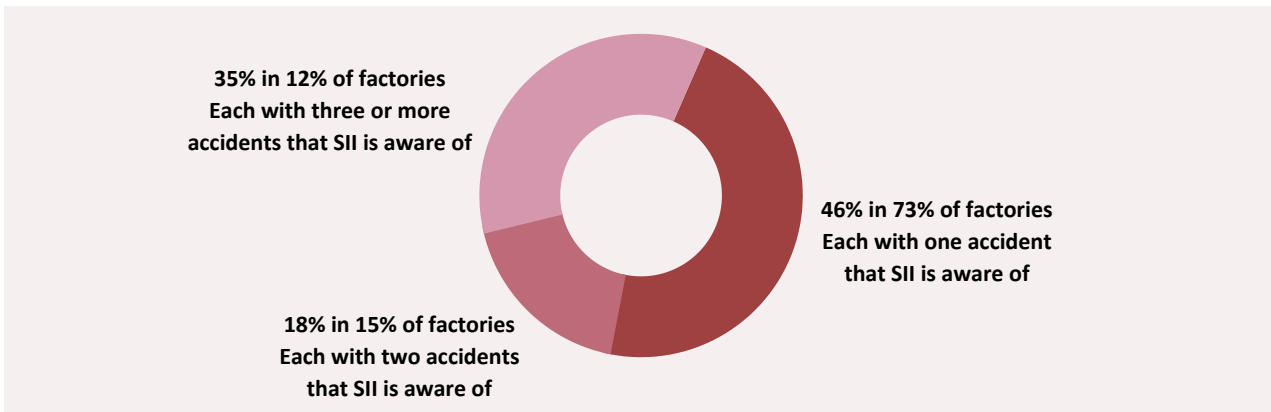


Figure 17: Accident percentage versus percentage of factories in which they occurred, demonstrating how habitual offenders continue to injure workers

Habitual offenders continue to injure workers – Bhagirath and Raj Kumar have seen far too many in theirs

Bhagirath, 45, has worked in the same factory since 2013 and states that his factory has “injured at least 300 workers”.

Raj Kumar, 37 years old from Madhubani, Bihar, works in another habitual offender factory since 2007. He states that “50-60 workers have been injured in his factory”. His colleague Pawan has himself “seen 10 workers getting injured in the past two years”.

Mohan Paswan lost his fingers first. And then he lost his whole palm.

Mohan Paswan, 34, lost four fingers of his left hand in 2017 on a 75-tonne power press while making auto parts. However, no new safety measures were taken. As a result, he lost the palm of the same hand performing the same kind of job on a 30-tonne power press in 2019. Only after that did the factory install a yellow arm safety guard.

“There are companies that do not want safety for workers”



Click here to listen to Dables Kumar, 23, an injured worker, at the IIM Ahmedabad launch of CRUSHED 2019. (3:21 minutes)

The information on these offenders is available with ESIC. With timely action from these factories, hundreds of workers could have saved their hands and/or fingers. Clearly, the sector needs to urgently improve worker safety in factories that are habitual offenders.

6.10 Almost a quarter of these factories are ACMA members

22% of these factories—the same proportion as the earlier report—are members of ACMA, which is the apex body representing the interests of the Indian auto component industry.

Since ACMA's membership of over 830 manufacturers (which comprises mostly Tier 1 and some Tier 2) contributes to more than 85% of the auto component industry's¹¹ turnover in the organized sector, **ACMA is a key stakeholder in reducing these accidents and making safety a priority in the supply chain of its members.**

ACMA therefore needs to take active leadership in its members to prevent these accidents and set an example for suppliers to ACMA members.

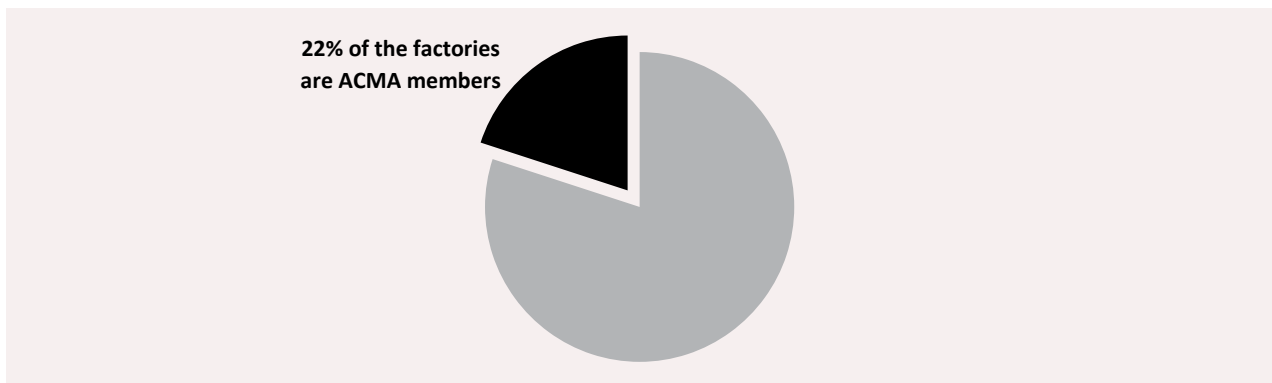


Figure 18: Percentage of the factories who are ACMA members



Several factories do not adopt safety practices for "dangerous machines" such as the power press machine despite regulatory requirements. Using a safety guard, such as the one in this picture, is one way.

SII urges ACMA to leverage its power, especially with its members, to ensure such safety measures are taken and worker accidents are prevented.



7

Poor Pre- and Post-Accident ESIC Compliance by Factories Makes Matters Worse for Workers



Poor Pre- and Post- Accident ESIC Compliance by Factories Makes Matters Worse for Workers

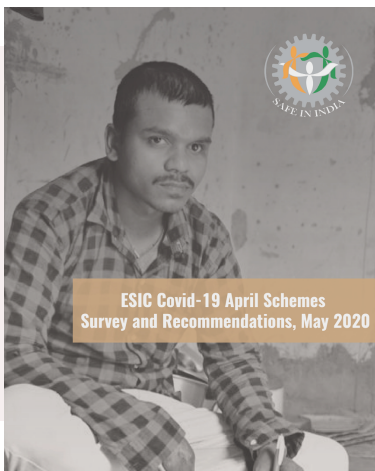
Information provided by the 1,369 workers that SII supported with ESIC healthcare and/or compensation until March 2019 pointed to several pre- and post-accident ESIC compliance issues as reported in CRUSHED 2019. The consequences of this are poor primary, secondary and tertiary healthcare for the workers and their family and huge delays and/or loss of compensation in case of sicknesses/injuries due to inadequate ESIC documentation and delayed registrations.

In the new 500+ injured workers assisted by SII in 2019-20, these issues appear to have worsened:

- **Almost all (81%) 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, which is sometimes months or years before accidents. (CRUSHED 2019 reported 65% until 2018-19)
- **A majority (59%) were taken to (mostly small) private hospitals first and only later to the better ESIC hospitals as should have been the case.** Though the proportion marginally reduced—CRUSHED 2019 reported 62% until 2018-19—the number of instances remains alarmingly high. This, SII believes, is to avoid reporting accidents to ESIC in time, “manage” the ESIC registration, etc. process in this time before sending partially (and not always appropriately) treated workers to ESIC hospitals.

This is a serious issue: Despite the hazardous working conditions in many factories, workers and their families are not provided benefits they have a right to. These benefits are extremely valuable for workers, especially migrants, who do not have extended local networks of support and often go back to their villages in case of serious ailments.

ESIC also helps employees by insisting on an annual ESIC check-up—also proposed in the new OSH draft Code—so that timely action can be taken to ensure a healthy workforce. In addition, ESIC has a wealth of data on millions of workers, their health and their work-related sicknesses and injuries. **SII has been recommending to ESIC and ISH to share this data and use it for prevention of work-related illnesses, for identifying habitually offending factories, for determining hotspots (such as locations, industries) of sicknesses and injuries.**



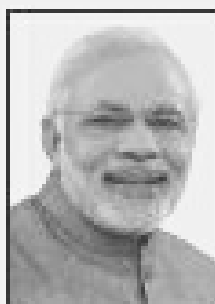
What's the point of government schemes like the new ESIC COVID19 relief measures, if workers don't know about them in time?

An SII survey in May 2020 identified that a majority of eligible workers did not know of the ESIC benefits or relief measures they are eligible for. Due to this lack of awareness, eligible workers often receive subpar healthcare and lose out on much-needed financial relief.

Read the report at www.safeinindia.org/report-to-esic.



PRIME MINISTER OF INDIA



MESSAGE

8 National Guidelines for Responsible Business Conduct, and a missed SDG Target-Setting for OSH Accountability

Our motto, *Atmanirbhar Bharat*, has been a guiding principle for us as we strive to build a self-reliant India by ensuring that the business and government partnership is not only profitable but also socially responsible. We have seen an unhealth creator for their shareholders, but it has the potential to go beyond profit and instead invest in the well-being of the community. The philosophy of *Atmanirbhar Bharat* captures the business responsibility towards society.

A new philosophy of business, *Atmanirbhar Bharat*, is an emerging trend in India, which has also been imbibed in traditional Indian businesses since time immemorial. In order to contribute to the core business of *Atmanirbhar Bharat*, the Government has obligated businesses to set up a *Responsible Business Conduct (RBC)* framework for all classes of companies. Besides, this universal obligation across all classes of companies, those meeting the criteria in terms of turnover, net worth, and profit are obligated to set apart a portion of their profits for *Corporate Social Responsibility (CSR)* activities.

Responsible Business Conduct is a globally recognized concept founded on the idea that businesses can perform better when engaged in re-vitalizing the society from which they extract resources for production. The National Guidelines on Responsible Business Conduct, 2018 (NGRBC), which is an improvement over the existing National Voluntary Guidelines on Social, Environmental & Economic Responsibilities of Business, 2011 (NVEGs), are a means of nudging businesses to contribute towards wider development goals while seeking to maximize their profits. The NGRBC is dovetailed with the United Nations Guiding Principles on Business & Human Rights (UNGPs). The NGRBC intends to not just make companies more responsible and accountable but also to create a whole ecosystem to 'Protect', 'Respect' & 'Remedy' as envisaged in the UNGPs.

I sincerely hope that the NGRBC would usher a new philosophy of responsible and sustainable business.

(Narendra Modi)

New Delhi
December 10, 2018



8.1 Auto sector OEMs should now comply with the new NGRBC issued in April 2019 to improve worker safety in their supply chain

This section serves as a brief introduction to NGRBC and SII's work in this area. A detailed NGRBC report will be published after SII obtains the 2019-20 financial reports of the ten largest OEMs in India.

CRUSHED 2019 reported a review of the BRRs of Maruti, Hero and Honda, which demonstrated no evidence of any significant safety measures declared by them in their BRRs for their deep supply chains. SII also reported that it had started communicating with the six largest OEMs and IICA to identify areas where the then-extant NVG (National Voluntary Guidelines) adoption was inadequate.

In April 2019, India's Ministry of Corporate Affairs (MCA) issued the NGRBC, replacing NVG, to comply with the United Nations Guiding Principles on Business and Human Rights (UNGP-B&HR). NGRBC, no more voluntary, encourages Indian businesses to not only follow these guidelines in their own businesses but also to encourage and support their supply chain in becoming responsible.

SII therefore analysed the BRRs of Maruti, Bajaj, Mahindra, Eicher, Hero and Honda to understand their safety policies for their supply chain as declared by them in their BRRs against the requirements of the NGRBC from 2017-18 onwards. The aim was to identify gaps and best practices and share proactively with OEMs to help them improve BRRs. This analysis showed:

- **The OEMs do not consistently cover the required safety policies for their complete supply chain.**
The current best practice was in Mahindra, who have issued a commercial consequence policy to their vendors for poor safety practices and have confirmed to SII that they will now include "lower tiers of supply chain". All other OEMs either do not have a declared policy or the published policies are unclear on the supply chain tiers that are under their purview.
- **There are some supply chain-related good practices that are followed by individual OEMs.**
For example, Maruti includes Tier 2s in their safety assessments. For contract workers in their own premises, Bajaj has a 'Charter of Fair and Responsible Workplace Guidelines'.
- **Many OEMs quote their 'Code of Conduct' as the compliance document** confirming their actions taken for the well-being and human rights of all employees including those in the value chain. However, in almost all cases, except Mahindra and Hero, the Codes of Conduct are only for OEM's own senior management and not even for all their employees. They do not appear to be applicable to the respective supply chains at all.

Following this analysis, SII has been communicating with the six OEMs (Maruti, Hero, Honda, Mahindra, Bajaj, and Eicher) since April 2019 and SEBI since January 2020. Brief findings on the six OEMs are in Table 2. SII is unable to independently verify the implementation of these publicly stated (and/or other publicly unstated) policies and hopes that the civic community and other partners observe for actual progress against their declarations.

NGRBC	Maruti	Hero	Honda	Mahindra	Bajaj	Eicher
Formal response to SII analysis	No written response yet but verbally advised that they have addressed SII's concerns in the forthcoming 2019-20 Annual Report	No response	No response	Formal response received	No response	Formal response received
BRR in SEBI format	Yes	Yes	Not found in public domain	Yes	No	No
Principle 3 about "well-being in supply chain". For example, Safety Policy and governance process in supply chain. Many OEMs claim to have addressed this in their Code of Conduct.	Maruti OSH policy includes vendors	Hero safety policy now includes suppliers and contracts in a briefly worded policy note	Safety policy not found in public domain	"Supplier contract can be terminated on safety standard compromise"	"To Promote SHE awareness to those who work for and on behalf of Bajaj"	Safety policy not in public domain
	Not clear if all Tier 2/3/4 included	Not clear if Tier 1/2/3/4 included		Updating safety policies to include lower tiers of supply chain	Not clear if Tier 2/3/4 included	
	Code of Conduct referred in BRR only for own senior management personnel	Code of Conduct referred in BRR only for its own employees	Code of Conduct referred in BRR not available in public domain	Code of Conduct mentions "For every single person working for and with the company"	Code of Conduct referred in BRR for own Directors and members of senior management	Only for own directors and senior management
		Has MD, CEO's message		A separate Code of Conduct for Suppliers. Also, has Chairman's message	Signed by Executive Director	
	Grievance redressal mechanism not mentioned for contractual/temporary workers	Grievance redressal mechanism not mentioned for contractual/temporary workers	Grievance redressal mechanism not available in public domain	Grievance redressal mechanism available for both regular and contractual workers	Grievance redressal mechanism not mentioned for contractual workers	No mention of grievance redressal policy

NGRBC	Maruti	Hero	Honda	Mahindra	Bajaj	Eicher
Principle 5 about having in place a standalone human rights policy	"Started working on standalone Human Rights Policy" mentioned in BRR	"Committed to protect and safeguard HR" mentioned in BRR	Not available in public domain	BRR policy has included human rights for the company and part of supplier selection process	"Strives to uphold HR" mentioned in BRR Legal compliance report to the Board mentioned in BRR	"Human Resource principles are as per HR law of the land." Mentioned in BRR
Good practice	Tier 2 also part of safety assessment system	None that SII was able to identify	Not found in public domain	BRR Policy signed by Executive Director and President - Grp HR	Cluster Kaizen competitions on SH. Awaiting confirmation on whether the clusters include Tier 2/3/4. Charter of Fair & Responsible Workplace Guidelines for Contract Labour	"Eicher does not deal with parties with known poor record of Industrial safety" OSH is a material topic but does not mention suppliers

Table 2: NGRBC compliance analysis based on information declared by OEMs in their BRRs of 2017-18 and 2018-19

SII had asked SEBI in January 2020 to simplify the BRR format, analyse industry-submitted BRRs annually to assess the implementation of NGRBC principles, and share best practices on actions taken by them, if any, on these BRRs and their (in)adequacies. No formal response has been received. However, in August 2020, SEBI circulated their BRR Committee Report, which includes an analysis of BRRs and recommendations on BRR format, for public feedback. SII will also send its suggestions and hope this improves BRR submissions and results in compliance with NGRBC.

In parallel to the above, MCA is also the nodal Ministry for the development of a National Action Plan (NAP) on Business & Human Rights, which is work-in-progress, and a unique opportunity to advocate inclusion of issues relevant to SII's constituency. Furthermore, the National Human Rights Commission (NHRC), in 2019, established a Core Group on Business Environment and Human Rights, as an important mechanism to review B&HR issues and mechanisms in the country, with particular reference to access to effective judicial and non-judicial remedy for victims of human rights violations by companies.

SII will continue monitoring progress on the NGRBC principles, identify gaps and best practices, raise the issue with SEBI/MCA and report annually. SII will also analyse and comment on BRRs for 2019-20 in the next few months.

8.2 NITI Aayog should include SDG Indicator 8.8 to measure and report India’s performance on worker safety for India’s own long term good

The UNSDG 8 aims to “Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”. Under UNSDG 8 is an indicator 8.8 that states the following on OSH: “Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.”

Unfortunately, India did not choose to have specific targets against the above SDG Indicator 8.8.

This appears to imply a lack of desire to aim to plan and measure against the safety improvements needed. At the bare minimum, there should have been a target for reporting safety-related data—for example, accidents and fatalities—which, as stated in Section 5, has not been done consistently since 2016.

However, in the mapping of Central Sector Schemes, NITI Aayog has listed the following centrally sponsored schemes for realisation of Indicator 8.8:

1. Labour Welfare Schemes
2. Social Security for Unorganised Workers
3. Schemes for awareness generation, occupational health and enforcement of labour laws, etc.

In a separate section, to show achievement of SDG goal 8 of “employment and decent work”, NITI Aayog has instead selected indirect targets 8.1, 8.5 and 8.10 (See Table 3¹²). From these, **it appears that the government believes that trickle-down effect, financial inclusion and increase in agricultural productivity will improve the safety of industrial workers; it is difficult to agree with this given SII’s experience.**

SDG GLOBAL TARGET	INDICATOR SELECTED FOR SDG INDIA INDEX	NATIONAL TARGET VALUE FOR 2030
8.1 Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 percent gross domestic product growth per annum in the least developed countries	1. Annual growth rate of GDP per capita (at constant price of 2011-12)	10
8.5 Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all	2. Average unemployment rate per 1000 persons for males and females	14.83
8.10 By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment	3. Percentage of households with a Bank account	100
	4. Number of ATMs per 1,00,000 population	50.95

Table 3: Indicators from the SDG India Index Baseline Report

SII believes that improvement in safety from the currently low levels in Indian manufacturing will raise overall productivity, and exclusion of Indicator 8.8 is a missed opportunity that a large part of the Indian population will live to rue.



9

Stakeholder Engagement After CRUSHED 2019

9.1 Engagement with OEMs (Maruti, Hero, Honda, Bajaj, Mahindra, Eicher); Maruti the most proactive and Hero, the least.

SII has been communicating with six OEMs since the launch of the CRUSHED 2019 report to discuss and agree associated recommendations, including those regarding NGRBC.

9.1.1 Maruti Suzuki India Limited (“Maruti”)

Maruti was a constructive participant in the CRUSHED 2019 report launch event in August 2019 at IIMA and at the Ministry of Labour. Since then, it has engaged well with SII in the following aspects:

- It continues to engage with SII regularly through data sharing, albeit limited and has committed to ensure worker interest where SII shares any (limited) information.
- It has formally advised that it has conducted interventions in machine safety infrastructure, such as cam guards and safety curtains, and safety audits in Tier 2 suppliers in the NCR in 2019-20. It also plans to identify other unsafe clusters nationally and improve them.
- It has now made additional supply chain OSH statements in its 2019-20 financial reports in response to our BRR analysis.
- It has also formulated a standalone policy on human rights and has committed to implementing it in a phased manner across its supply chain.

SII has also received some anecdotal feedback in late 2019/early 2020 on improvements from workers in Maruti’s supply chain about their power presses being fitted with cam guards and increased frequency of safety-related conversations in their factories. Similar anecdotal feedback has been received from Maruti supplier(s) about Maruti sharing CRUSHED 2019 findings at their annual supplier forum.

On discussions regarding NGRBC compliance too, SII is gratified to see a few improved supply chain OSH statements in Maruti’s 2019-20 Annual Report addressing some of SII’s feedback on previous years’ BRRs; mainly:

- To improve occupational safety in the plants of its indirect suppliers, it has undertaken a “multi-stakeholder initiative programme, along with Tier 1 and an NGO. 300 Tier 2 suppliers of sheet metal and moulded parts were audited to identify gaps and countermeasures were implemented. 4,366 press machines and 1,981 moulding machines were improved.”
- It has added Compliance Month in its stakeholder engagement with suppliers, which now includes “capability of supply chain, safety practices....and skill development for employees of supplier partners”.
- The ‘Material topics’ section now has a categorical mention of “Promoting safety culture, employee wellbeing and workplace ergonomics across the value chain” and “Institutionalising a ‘zero accident’ philosophy across the value chain”.

Clearly some of these are policy announcements that need to be backed by robust, continuous and sincere action. Although SII does not yet have hard evidence of the impact of these actions yet, these are encouraging, and it is great to see Maruti taking a lead in starting these actions since CRUSHED 2019.

9.1.2 Hero MotoCorp Limited (“Hero”)

Interactions with Hero have not led to any initiatives or systemic change that SII is aware of. **The lack of active engagement from Hero is particularly disappointing** because they are the only mainly Indian-owned OEM among the top three in Gurgaon. This also seems to reflect in the large increase in the proportion of accidents in their supply chain in 2019-20 as mentioned in Section 6.2 of this report.

On the issue of NGRBC compliance, SII’s conversations with Hero have been similarly lackadaisical. However, SII has now noticed a short statement on Hero’s safety policy on their website: “promoting safety and health awareness amongst employees, suppliers and contractors”.

SII is hopeful that this is a sign of actions to be taken by Hero in the near future and will continue to engage and monitor progress. Ultimately, any real improvements should reflect in SII’s, ESIC’s and industry accident data.

9.1.3 Honda Motorcycles and Scooters Pvt Ltd (“Honda”)

Numerous interactions that SII has had with the Honda team on recommendations in CRUSHED 2019 have yet to result in any systemic approach, known to SII, from Honda to prevent accidents. Honda has, however, now agreed to participate in a quarterly meeting with SII to discuss their actions.

In the last meeting in February 2020, Honda explained that they audit their Tier 1s and will ask the Tier 1s to ensure that lower tiers are audited. This is not adequate, and SII is disappointed by Honda’s lack of more robust action. **The matter has now been escalated to Honda’s Group CEO in Japan.**

On the issue of NGRBC compliance, Honda appeared uninformed. **They were also not aware of their own group’s membership of the AIAG sustainability in supply chain practice.**

SII looks forward to seeing progress in the forthcoming period.

9.1.4 Mahindra and Mahindra Limited (“Mahindra”)

SII engaged with Mahindra on NGRBC compliance and they have formally responded to SII’s queries. Their response is captured in Table 2 in Section 8.1.

9.1.5 Eicher Motors Limited (“Eicher”)

Eicher has also formally responded to SII’s NGRBC-related queries and their response is captured in Table 2 in Section 8.1.

9.1.6 Bajaj Auto Limited (“Bajaj Auto”)

Bajaj Auto has not yet responded formally to SII’s queries and letter on NGRBC compliance.

Suppliers to three major OEMs - Maruti, Hero MotoCorp and Honda account for bulk of 1,369 injured workers

Are the three auto majors doing enough to streamline their supply chain? Is there scope them to do more? Views are divided and the jury is still out

Sumant Banerji | August 11, 2019 | Updated 19:38 IST



Of the 1,369 workers that have been chronically injured by an NGRBC-related, 943 were in factories supplying to 446 to Hero MotoCorp and 723 to H&E.

When contacted by the media, Maruti Suzuki and Hero MotoCorp agreed there was a problem in the supply chain and said they have taken various steps to address the issue. Maruti elaborated on the measures taken to ensure safety in supply chain. Honda Motorcycle and Scooters India did not respond to the questions sent to them and refused to participate in this story. Seen here, a preview of the Business Today story from August 2019 on this subject.

9.2 Engagements with industry associations (SIAM and ACMA) has started well

9.2.1 SIAM

SIAM has engaged with SII since October 2019. SII is encouraged by these early discussions and the following in-principle agreements to be executed in the short term:

- Joint development of brief safety guidelines for the auto sector supply chain to prevent accidents and increase productivity.
- SII will present its findings and safety recommendations for the supply chain at appropriate SIAM fora to discuss and agree on pragmatic solutions.
- Develop a safety skill-building initiative in partnership with Automotive Skill Development Council (ASDC), which will be supported by SIAM and ACMA.

Other more material recommendations to be pursued with SIAM are in Section 10.4.

9.2.2 ACMA

ACMA has been communicating with SII since 2019, and SII was invited to present its recommendations as part of the 'Safer Drives' pavilion at the ACMA Expo 2020. Other significant actions that were agreed upon, but have slowed down due to COVID-19, are:

- ACMA will work with SII to develop awareness material to prevent accidents in the supply chain.
- ACMA will identify, amongst its members, two small factories that SII will help turn around to safer factories for a case study on best practices to increase productivity with worker safety practices.

Other more material recommendations to be pursued with ACMA are in Section 10.4.

“ ACMA, Director General Vinnie Mehta said that ACMA efforts were a drop in the ocean and lot more needs to be done. There has to be a top down approach. The smaller factories will realise the need for safety when their clients ask how many accidents have taken place. ”

From a Business Today story published during the launch of CRUSHED 2019



SII at the 'Safer Drives' pavilion at the ACMA Expo 2020.


SII is hopeful that ACMA's reach can help pass along safety awareness practices through the auto sector supply chain.

9.3 Engagement with the central government and its agencies, and the Haryana state government: some (slow) progress.

9.3.1 Central government and its relevant agencies: Some progress but very slow


SII has very frequently interacted with the Central Government Ministry of Labour, and periodically with MSME, MCA/IICA and the Department of Heavy Industries to take forward several recommendations in CRUSHED 2019, which were also previously discussed with the Hon'ble Labour Minister and his team.

संतोष कुमार गंगवार
Santosh Kumar Gangwar



सत्यमेव जयते

श्रम एवं रोजगार राज्य मंत्री (स्वतंत्र प्रभार)
भारत सरकार
Minister of State Labour & Employment
(Independent Charge)
Government of India



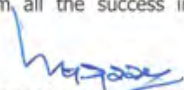
MESSAGE

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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Figure 19: Message from the Hon'ble Minister of Labour and Employment on the launch of CRUSHED 2019

The progress until now:

- SII's repeated requests to form a joint government-industry working group to address the issue has resulted in the **constitution of a government bodies-only committee under DGFASLI**. However, SII has not been able to get a copy of this report and may therefore have to seek it under RTI.

In the interim, SII hopes that the following initial steps, which were already agreed upon in-principle, will be taken by DGFASLI:

- Develop simplified training material for power press, for use by small and micro enterprises.
- Develop simpler and more practical safety standards and safety audit protocols for MSMEs (currently too complicated for most MSMEs).
- SII has had extensive discussions with the Labour Ministry's OSH and Social Security Code drafting team, has provided detailed input, and awaits the final OSH Code to determine if its recommendations were accepted. See Section 9.3.2.
- Pre-COVID, **SII had signed an MOU with the MSME Ministry** to serve as a knowledge partner for safety in manufacturing SMEs. SII will take this forward with the recently appointed new DC MSME.
- **SII has been inducted as a member of the BIS Metal Forming Machines Sectional Committee**, where it aims to pursue the development of standards such as power press safety standards. BIS is now in the process of developing safety standards for machines on the lines of the European Machinery Directive.
- After participation in a CRUSHED 2019 stakeholder meeting, **NSC has created a plan of organizing day-long programs at a national level on the theme 'Safety in Automotive Industry' in 2020-21.**

A number of other material recommendations are pending and are listed in Section 11 below. SII will continue to follow through those.

9.3.2 Engagement on the proposed OSH Code. Will it reduce accidents?

The proposed OSH Code was a great opportunity to assure worker safety—and therefore professionalism and productivity—at the workplace. In fact, India has a well-written OSH Policy since 2009.

Objectives of the OSH Policy, 2009

- Continuous reduction in the incidence of work-related injuries, fatalities, diseases, disasters and loss of national assets.
- Improved coverage of work-related injuries, fatalities and diseases and provide for a more comprehensive data base for facilitating better performance and monitoring.
- Continuous enhancement of community awareness regarding safety, health and environment at workplace related areas.
- Continually increasing community expectation of workplace health and safety standards.



However, the situation on the ground has never been consistent with this Policy. To ensure that the new OSH Code delivers these well-founded objectives, SII has recommended several improvements to the draft Code since December 2019.

SII's key recommendations are:

1. Include a Preamble to make the vision and objectives of the Code clear and aligned to worker interest, as much as it is to business growth.
2. Clearly state workers' right to a safe workplace and stay aligned to the OSH Policy 2009 and its objectives, which are mentioned earlier.
3. Be universal in its aim, even if implemented in phases, to provide workplace safety to every Indian worker. (The current draft maintains coverage of establishments above 10 employees.)
4. Provide for simpler/clearer safety standards and safety audit protocols for MSME—currently too onerous—which can be then strengthened over time in a phased manner.
5. Include national standards for machines and minimum mandatory safety features. (These are currently not part of the draft Code.)
6. Promote the use of technology and data that is already available with government agencies such as ESIC to improve accident reporting and prevention of injuries, work-related illnesses, and deaths. (These are currently not part of the draft Code.)
7. Ensure transparency and accountability of accident reporting and increase the penalties, which are insignificant in many instances. (The proposal in the draft Code is to dilute this further.)
8. Mandate participation of workers in safety audits.

SII has also requested the OSH parliamentary committee to ask itself the following questions before the OSH Code is finalized:

1. Will the new Code reduce the thousands of mutilating accidents reported by SII? If yes, how?
2. Does the Code empower Indian workers to report (at least highly) unsafe conditions and accidents at their manufacturing units and other business enterprises, hopefully confidentially, to the right government agencies, which will take action? If the worker is not empowered, why not?
3. Are the right government agencies being made more accountable for accidents, and how? For example, inspection is a key instrument to make the Indian industry safer, and it should therefore become more professional and accountable. Does the new Code achieve that, or will an alternative make the industry safer? Similarly, will the Code make the ISH system accountable for reporting accurately the accidents and fatalities at all manufacturing units irrespective of the size?
4. Will the new Code improve and mandate Indian Standards (IS) for locally manufactured and imported machines with inbuilt safety features, such as power presses that cause 58% of hand-mutilating injuries in Gurgaon? If not, why?
5. Does the Code promote internationally accepted safety standards, such as those defined by ILO? If the Code does not intend to, why not, when there is an established good practice internationally?

SII's view is that the OSH Code, as it is proposed currently, does not address the above-mentioned concerns that are rooted in its experience in assisting thousands of injured workers. SII will therefore continue to assess the impact of any changes in the new OSH Code, when passed and/or enforced by the Parliament and report whether it will help reduce accidents.

9.3.3 Haryana State

Haryana’s ISH division attended the CRUSHED 2019 report launch event at the Central Labour Ministry in August 2019.

More recently, the above-mentioned DGFASLI-constituted committee met in Gurgaon, where SII presented its findings and recommendations. However, since then, SII has received no confirmation or evidence of any actions taken by ISH Haryana, which is responsible for industrial safety of workers in the state.

Nevertheless, SII is delighted that the **Haryana state government has announced in August 2020¹³ the formation of a committee “under the leadership of an IAS officer for addressing accidents maiming workers”**. SII is pursuing this; as at September 2020, no additional information is available on this committee.



Haryana government sets up committee on factory accidents maiming workers

Shubhra Pant | TNN | Updated: Aug 4, 2020, 13:37 IST

47% HAD NO SAFETY GEAR, SHOWED SURVEY
Key findings of 2 Safe In India surveys from 2015 and 2019

20 workers on an average lose their limbs daily in the automotive sector	87% workers were migrants from Bihar and Uttar Pradesh	65% workers injured were less than 30 years of age and 47% didn't have proper safety gear
93% workers injured in the automobile sector make parts for the biggest original equipment manufacturers (OEMs)	83% of these accidents happened due to the malfunctioning of the safety sensor in the factory	70% of these workers are contractual workers

GURUGRAM: The Haryana government has set up a committee headed by a senior IAS officer to check accidents at the production lines of factories, deputy chief minister Dushyant Chautala said, after receiving a string of complaints.

Over the years, industrial accidents on shop floors have left scores of workers maimed in the prime of their lives, substantially reducing their capacity to work and without commensurate compensation that can support them.

“This committee (comprising three members) will visit factories where such accidents have been reported. If the management is found guilty on its part, strict action will be taken against it,” said Chautala, who heads JJP, BJP’s alliance partner in the Haryana government. Chautala, who also holds the labour portfolio, added that the recent complaints about factory workers having lost their fingers while at work had come from some industrial units in Faridabad.

Figure 20: Article in the Times of India on the committee being set up to check factory accidents

9.3.4 Engagement with ILO

SII has been in dialogue with ILO and has participated in their consultations on labour codes. ILO has also offered to participate in training sessions and review worker learning material that SII will organise/develop.

SII expects ILO to take up OSH in India with much more rigour in its tripartite forums.

9.3.5 Engagement with labour unions

BMS and NTUI participated in the CRUSHED 2019 report launch event. BMS circulated the report and its findings in their internal and external meetings. SII has not pursued labour unions intensively yet, because most workers it assists are not part of any union. However, it intends to explore union-related actions in the forthcoming period.

13 <https://timesofindia.indiatimes.com/city/gurgaon/haryana-government-sets-up-committee-on-factory-accidents-maiming-workers/articleshow/77339462.cms>



10

**High-Level
Recommendations
to Reach Zero
Accidents – Make
in India Safely**

As stated in CRUSHED 2019, reducing the accidents nationally is not an insurmountable problem.

In fact, as mentioned earlier, efforts to reduce these accidents will also improve the professionalism and productivity of the Indian auto sector to support the Indian government's vision of atmanirbharta and to compete globally not only in low-end production but to create more value-added products. Most countries—China, Vietnam, Thailand, and Sri Lanka, for example—that are India's competitors in production in several sectors have better social indicators and OSH practices than those that SII has observed in Gurgaon.

SII proposes the following practical recommendations to various stakeholders with the intention of eliminating the problem in 5-10 years, with a one-third reduction in 2-3 years. SII expects changes to be driven mainly by OEMs with the support of SIAM and ACMA, because OEMs have financial leverage over their supply chains and, in practice, higher influence than the government or its agencies.

10.1 Creation of a multi-stakeholder (industry + government) task force to improve worker safety in the auto sector supply chain

SII continues to see immense value in a multi-stakeholder approach to drive scalable and efficient solutions. This is advantageous considering:

- Majority of suppliers are common to several OEMs.
- There is high potential to share best practices.
- Worker safety is a common requirement across all OEMs, and a multi-stakeholder approach will create a level playing field and a common platform to discuss and resolve issues.
- A common platform will receive more/better support from relevant government agencies.
- It will enable India to professionalise this important sector faster.

SII envisions the following role of each stakeholder in this joint task force:

- **OEMs** use their technical expertise and commercial power in their supply chain to identify problems, recommend feasible solutions for increased professionalism, and to thus improve working conditions, reduce hazards and increase productivity.
- **Central Labour Secretariat** use their offices to implement these recommendations by providing the required guidance and support to DGFASLI, creating this multi-stakeholder task force to drive OSH improvements in the auto sector, and developing applicable policy interventions. One such intervention is updating The Factory Act or including dedicated guidance for auto sector/power press in the OSH Code industry section. **Another is using ESIC data to identify hot-spots for inspections and improvements.**
- **DGFASLI** uses its role as the central government's safety advisory to coordinate and guide this task force. In addition, it creates safety training material and more practical safety audit guidelines for the auto sector supply chain with specific initial focus on power presses. It also conducts an annual survey of the auto sector under Section 91A of The Factories Act in auto clusters throughout India to identify the extent of the problem and develop sectoral guidelines for auto ancillaries.
- **State government** provides infrastructure for recognising prior learning and skill improvement facilities for workers specifically in MSME in accordance with the needs of the industry and as required under NSDC's RPL scheme. It also improves inspection of MSME factories to help prevent accidents. Such inspections should also be driven at least by ESIC accident data.
- **Civil society organisations** such as SII bring the ground reality, evidence of working conditions and accidents, and worker insights to the table.

SII hopes that the committee announced by the Haryana State Government in August 2020 in response to accidents in the sector will be structured along these lines.



10.2 Recommendations to OEMs: Take responsibility of the required actions to improve safety in your supply chain

SII is hopeful that SIAM's vision of 'Building the Nation, Responsibly' will help this cause by encouraging auto sector OEMs to make tangible improvements to worker safety in their supply chain by taking collaborative action.

- **Creation of a joint industry-level task force/agreement**

To address this issue, along the lines of The Bangladesh Accord and The Alliance created by the garment industry after the Rana Plaza incident, where over 1,000 workers died in a fire¹⁴. This initiative has led to improving safety in around 2,250 garment supply chain factories with over 3.2 million workers, through a well-governed audit process. Around 2,000 other factories, which continued to fail safety protocols, have lost on businesses from international buyers in Europe and the USA.

While such an approach may take some time, individual OEMs can also take a number of other actions:

- **Monitoring, reporting and rewarding safety in supply chain:**

- Ideally in collaboration with other OEMs but at least individually, announce to the Tier 1/2/3/4 supply chain that compliance with safety standards **is non-negotiable and unsafe practices or accidents can lead to cancellation of orders.**
- Develop a self-assessment and self-disclosure mechanism for suppliers in at least Tiers 1 to 4 that includes safety aspects of factories/machines.
- Conduct periodic random audits covering samples of Tiers 1/2/3/4 and share good practices.
- Report specifically and clearly on safety and worker incidents in the supply chain in the BRR.
- Reward especially Tier 2/3/4 suppliers that uphold worker safety culture and show evidence.
- Encourage supply chain to provide the right number and quality of PPE to workers.
- Senior Head Office executives should visit Tier 1/2/3/4 suppliers regularly to sensitize themselves about their reality on the ground.

- **Safety awareness and training:**

- Ideally in collaboration with other OEMs but at least individually, create a platform to share best safety practices, including:
 - Collateral for safety and safe machine operations.
 - A facility to answer safety-related questions from the supply chain.
 - Legal requirements on worker safety in factories.
 - Case studies highlighting safely run Tier 2/3/4 factories.
- Ideally in collaboration with other OEMs but at least individually, develop safety standards and polices for their own or the sector's supply chain centred on the theme 'Better working conditions improve productivity, quality and reliability of supply'.
- Support ASDC in launching a national programme for recognising workers' prior learning and a certification programme for workers in the supply chain. As at September 2020, SII is in the process of designing a pilot programme in Gurgaon.

- **Improve regulatory compliance**

- Instruct all suppliers to ensure ESIC registration is done for all workers in their supply chain
- Publish their OSH policies, including for their supply chain, and ensure that contract workers are covered under such policies, as required under NGRBC.

10.3 Recommendations to government bodies

In continuation of SII's recommendation to government agencies in CRUSHED 2019:

10.3.1 Ministry of Labour

- Create a joint industry-government task force as described in Section 10.1 above.
- Ensure that the new labour codes provide safety to every Indian worker and reduce workplace accidents. See Section 9.3.2.
- **Improve accountability of safety-related government agencies** for preventing accidents and for improving inspections based on accurate accident reporting.
 - DGFASLI should develop simpler safety-audit protocols for MSMEs and specifically auto ancillaries, given the findings in this report.
 - Develop simpler inspection protocols for MSMEs, which include recommendations to improve safety.
 - Publish names of factories exempted from labour compliance inspections in the public domain.
 - Increase penalty for habitual offenders.
 - Set up a confidential helpline for workers to report unsafe conditions and accidents in factories.
 - Ensure machine manufacturers comply with safety standards.
 - Design cost-effective technical solutions for power presses through DGFASLI.
- **Improve accident data reporting and use of data for improving safety.**
 - State Government should plan inspections based on ESIC accident data, and ISH can hold factories accountable by advising corrective actions and penalising them if such actions are not implemented.
 - States should publish accident data of factories in the public domain in real time.
- Drive a culture of industrial safety in India through actions such as:
 - Introduce a practical policy for training of contract and migrant workers.
 - Conducting safety surveys and studies across sectors and sizes of factories.
 - Design and cascade safety messages to small factories in regional languages.
 - Award smaller enterprises, too, for adopting safe practices.
 - Set up worker assistance centres in industrial zones to:
 - Inform workers of safety best practices, social security schemes, and legal rights, including in regional languages.
 - Support identification of workers to help them in distress situations like COVID-19.
 - Offer legal aid, if needed.

10.3.2 MCA/SEBI/NITI Aayog

- **MCA**: Communicate NGRBC principles to all businesses, beginning with listed companies.
- **SEBI**: Simplify the BRR format. The proposed format is too complicated in SII's opinion. SEBI should also annually analyse the BRRs submitted and report their findings, in public domain, on gaps, best practice and compliance with NGRBC.
- **NITI Aayog**: Include its plans, collection of data so as to be able to have a baseline and subsequently set a target for Indicator 8.8 of SDG 8.



10.3.3 Ministry of Industry

Implement some of the recommendations for Central Ministry above—for example:

- Set safety standards for elementary and sophisticated machines, starting with power presses.
- Ensure capability, with Ministry of MSME, in the power press (and indeed any high-impact machine) manufacturers to deliver fail-safe machines.
- Ensure that every industrial zone/cluster has designated spaces for worker assistance centres as recommended above to the Ministry of Labour.
- Improve public display of industry-and worker-related information. This could include information on machine standards and location of worker assistance centres in industrial zones.

10.3.4 Ministry of Skill Development

- Set up a workers' skill assessment and enhancement centre at each industrial zone as recommended earlier.
- Ensure that such centres maintain or have access to a database of the skills required for blue-collar jobs in the industrial zone.
- Ensure that such centres are open to all blue-collar job aspirants and should be able to advise workers on their career pathway so that both the industry and the workers benefit.

10.3.5 Ministry of MSME

- Make the currently long list of general safety standards for all machines, industries, and sizes of factories simpler and more specific to different types and sizes of factories—for example, a simple checklist for a power press MSME that is practical to use. The current guidance is complex and too onerous to implement in MSMEs.
- Institute sectoral studies on safety and professionalism in improving MSME productivity: a well-run power press shop can be more productive than a badly run one despite some investment in safety.

10.4 Recommendations to SIAM and ACMA

SIAM and ACMA have agreed to a number of recommendations from SII, which SII will pursue. See Section 9.2. In addition, SII recommends the following:

- Bring the industry together to create the joint task force for OEMs and other stakeholders as recommended above.
- Set up a permanent joint safety team/working group among SIAM, ACMA and SII to showcase good practices and train members on strategic and tactical costs of accidents and how to reduce them.
- Establish industry standards for safety in the auto sector.
- Integrate worker safety and health as core organizational values of its members.
- Reward smaller factories that follow safe working practices.
- Identify habitual offenders and advise corrective actions to improve their safety system.
- Support ACMA members in complying with NGRBC for long-term business success.

“The industry is looking forward to sound development which means, increase in production, sales, exports and more localization of parts including electronics. It means self-reliant i.e. Atmanirbhar Bharat.”

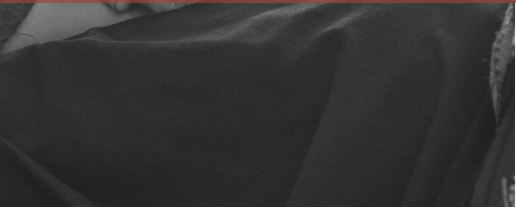
Mr. Kenichi Ayukawa, President Elect, SIAM, and Managing Director and CEO, Maruti Suzuki India at the September 2020 SIAM Annual Convention

“I am also very grateful to Piyush ji [Hon'ble Union Minister of Commerce & Industry and Railways, Government of India] for recognising the auto component industry as a champion sector that maximises its potential in exports.”

Mr. Deepak Jain, ACMA President at the September 2020 SIAM Annual Convention



The Way Forward is Together





This report highlights continuation of this large problem and the urgent need to accelerate action. It is possible that COVID-19 challenges will push the worker safety issue again to sidelines. However, that would be a shame and loss of another opportunity to professionalise and improve Indian auto sector quicker.

How long does India want to be a home to sweat shops? Is India's demographic dividend meant to upskill and upgrade its manufacturing base or create and continue exploiting cheap labour? If the leaders of this mammoth industry, who have millions of Indians employed by them, directly and indirectly, do not lead their suppliers to take it forward, are they not complicit in keeping India backwards?

As this report repeatedly recommends that the solution needs us to "Join hands to save hands".

SII will continue to push for worker safety in the auto sector specifically and improvement in working conditions generally and undertakes to take the following actions in the next year:

- Report its accident data and other on the ground observations regularly to key stakeholders in the industry and the government for discussions and corrective action.
- 'CRUSHED' report editions will be published annually reporting any progress and lessons learnt.
- Work constructively with key stakeholders to bring about, hopefully synergized, safety improvements in the supply chain factories, especially the ones in the lower tiers of the chain.
- Empower large numbers of workers by educating them about ESIC and safety best practices, particularly on machine safety.
- Publish its analysis and recommendations on compliance of auto sector with NGRBC.
- Publish its analysis and recommendations on Power Press issues in India, with the aim to promote technical and non-technical solutions Facilitating dialogue with relevant agencies to analyse and rationalize power press safety standards in India.
- Increase public awareness of the issue.



SII also brings the issue of worker safety to the public forum via its social media channels to improve awareness. Seen here is a snapshot of SII's Facebook page.

Follow SII on its Facebook, Twitter, or YouTube channels or visit <http://safeinindia.org> to stay posted.



12

Annexure





12.1 Abbreviations Acronyms, and Glossary

Abbreviations and Acronyms

ACMA	Automotive Component Manufacturers Association
AIAG	Automotive Industry Action Group
ASDC	Automotive Skill Development Council
BIS	Bureau of Indian Standards
BMS	Bhartiya Mazdoor Sangh
BRR	Business Responsibility Report
CIF	Chief Inspector of Factories
DGFASLI	Directorate General Factory Advisory Services and Labour Institutes
DGHS	Director General of Health Services
DHI	Department of Heavy Industries
ESIC	Employee State Insurance Corporation
IICA	Indian Institute of Corporate Affairs
IPC	Indian Penal Code
IS	Indian Standards
ISH	Industrial Safety and Health
MAH	Major Accident Hazardous
MCA	Ministry of Corporate Affairs
MSME	Micro, Small and Medium Enterprises
NAP	National Action Plan
NHRC	National Human Rights Commission
NSC	National Safety Council
NTUI	NTUI New Trade Union Initiative
NVG	National Voluntary Guidelines
NGRBC	National Guidelines for Responsible Business Conduct
OEM	Original Equipment Manufacturer
OSH	Occupational Safety and Health
RPL	Recognition of Prior Learning
SEBI	Securities and Exchange Board of India
SDG	Sustainable Development Goals
SIAM	Society of Indian Automobile Manufacturers
SII	Safe in India Foundation
SHE	Safety, Health, and Environment
TIC	Temporary Identity Certificate
UNGP-BH&R	United Nations Guiding Principles on Business & Human Rights

Glossary

Contract workers

Workers that are hired through a contractor and are not permanently employed

File; Worker file

A record of compensation assistance provided by SII to injured workers, at their request

Organized sector

Generally comprises all enterprises which are either registered or come under the purview of an Act such as The Factories Act, 1948, Mines and Minerals (Regulation and Development) Act, 1957, the Companies Act, the Central/State Sales Tax Acts, the Shops and Establishment Acts of the State Governments, and ESIC

Sensors

Safety devices that stop the operation of machines if the operator's hand or another body part is in the range of the die, thereby preventing accidents. Different sensors have different reaction time.

Tiers

A supply chain is made up of several tiers. Tier 1 is the immediate supplier to OEM, Tier 2 to Tier 1, Tier 3 to Tier 2 and so on. These cascading tiers constitute the OEM supply chain.

Crush injury

Injury caused due to the physical crushing of a body part, typically if the part is caught in between components of a machine

Migrant worker

A worker who has come to their place of employment from their hometown, typically from a different state

Power press

A machine that is used to punch, bend, or shear a metal piece using a tooling or a die

Supply chain

A system of organizations involved in making different components of the main product, which is assembled at the OEM. In this report, supply chain refers to the factories that manufacture components for the automobile industry OEMs.

Unorganized

All unincorporated enterprises and household industries which are informal sector, are not regulated by acts that apply to the organized sector, and do not maintain annual reports presenting the profit and loss and balance sheets. NCEUS and NSS have definitions that slightly vary.

12.2 Sources of Information Used in this Report

All analysis presented in this report is based on data obtained from ESIC-registered workers who have suffered crush injuries to their hands and/or fingers. Although SII has data on over 1,800 injured workers, the analysis in this report is only for 1,369 workers from the auto sector, except in instances where significant sample studies have been done in the past two years, to prove/disprove several hypotheses.

The following table lists all data sources used in different sections of this report:

Section Title	Database Referenced for April 2019 - March 2020 Data
<ul style="list-style-type: none"> • SII Impact • 4.1 The proportion of injured workers in Gurgaon and Faridabad from the auto sector increased in 2019-20 • 6.1 Most injured workers were in factories supplying to the three largest OEMs in the region • 6.3 Other OEMs (Ashok Leyland, Eicher, Escorts, JCB, Mahindra, Tata, TVS and Yamaha), too, need to join hands to save hands • 6.4 Sectoral intervention is therefore needed, in NCR and nationally, to implement reforms throughout the long auto sector supply chain • 6.5 Nature of injuries worsened in 2019-20 • 6.6 Power presses (a “dangerous machine” under the Punjab Factory Act) contributed even more to crush injuries and disabilities in 2019-20 • 6.8 Workers continue to be young, migrant, contractual and non-unionised • 6.9 Habitual offenders continue to injure large number of workers and need to be dealt with urgently by OEMs and the government • 7 Poor Pre- and Post-Accident ESIC Compliance by Factories Makes Matters Worse for Workers (ESIC cards) 	<ul style="list-style-type: none"> • Paramarsh data of 2,406 workers since inception of SII • Paramarsh data of 1,810 injured workers from November 2016 to March 2019 • Paramarsh data of 504 injured workers, 413 in Gurgaon and 91 in Faridabad, in 2019-20
<ul style="list-style-type: none"> • 4.2 Poor and unsafe working conditions continued in the auto sector in 2019-20 • 6.2 Maruti continues to have the largest share of accidents; Hero shows the worst trend; and Honda has a large number of accidents, too • 6.7.1 Reasons for accidents are worse for power presses 	<ul style="list-style-type: none"> • Paramarsh data of 1,369 auto sector workers reported in CRUSHED 2019 and 504 in 2019-20 analysed based on year of accident. • Projection done for: <ul style="list-style-type: none"> ◦ next year’s walk-ins based on present numbers. ◦ slowdown in 2019-20. • Study data for reasons of accidents of 94 files of workers injured while operating power press
<ul style="list-style-type: none"> • 6.10 Almost a quarter of these factories are ACMA members • 7 Poor Pre- and Post-Accident ESIC Compliance by Factories Makes Matters Worse for Workers (treated first in private hospitals) 	<p>Data of 152 files of workers injured in auto sector supply chain</p>

Table 4: Report sources. CRUSHED 2019 data sources are not mentioned here.

12.3 Supplementary Data

The following table presents additional data relating to Section 6.7.3: Pending Factory Act violation cases continued to increase from 2011 to 2017 while convictions and penalties did not (data not available since 2017) and is sourced from DGFASLI Standard Reference Note.

Year	Pending from Previous Year	Launched During the Year	Decided During the Year	% of Prosecutions Decided	Convictions	% of Convictions	Pending and Current Cases	Imprisonment	Total Fine Imposed (INR)	Fine Imposed per Conviction (INR)
1	2	3	4	5	6	7	8	9	10	11
				4/(2+3)		6/4	2+3-4			10/6
2018/19	Information unavailable for 2018-19									
2017	7,694	1,945	1,932	20%	1,668	86%	7,707	*	59,99,500	3,597
2016	8,617	2,986	2,419	21%	1,675	69%	9,184	*	69,95,950	4,177
2015	9,585	5,963	5,136	33%	3,728	73%	10,412	*	1,47,42,100	3,954
2014	8,795	10,242	7,498	39%	5,905	79%	11,539	*	1,49,23,450	2,527
2013	8,032	4,712	4,686	37%	2,398	51%	8,058	*	1,02,09,234	4,257
2012	8,784	7,756	6,007	36%	4,004	67%	10,533	*	1,87,05,200	4,672
2011	5,760	4,249	1,565	16%	1,477	94%	8,444	*	49,21,000	3,332
Total					20,855				7,64,96,434	3,668

Table 5: Prosecutions and convictions in Haryana under Section 92 and 96A



12.4 Powers Vested in Government Agencies to Apply Factories Act and Undertake Safety Surveys

85. Power to apply the Act to certain premises.

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

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

87A. Power to prohibit employment on account of serious hazard.

(1) Where it appears to the Inspector that conditions in a factory or part thereof are such that they may cause serious hazard by way of injury or death to the persons employed therein or to the general public in the vicinity, he may, by order in writing to the occupier of the factory, state the particulars in respect of which he considers the factory or part thereof to be the cause of such serious hazard and prohibit such occupier from employing any person in the factory or any part thereof other than the minimum number of persons necessary to attend to the minimum tasks till the hazard is removed.

(2) Any order issued by the Inspector under sub-section (1) shall have effect for a period of three days until sub-section (2), shall have the right subsequent order.

(3) Any person aggrieved by an order of the Inspector under sub-section (1), and the Chief Inspector under sub-section (2), shall have the right to appeal to the High Court.

(4) Any person whose employment has been affected by an order issued under sub-section (1), shall be entitled to wages and other benefits and it shall be the duty of the occupier to provide alternative employment to him wherever possible and in a manner prescribed.

(5) The provisions of sub-section (4) shall be without prejudice to the rights of the parties under the Industrial Disputes Act, 1947 (14 of 1947).

91A. Safety and occupational health surveys.

(1) The Chief Inspector, or the Director General of Factory Advice Service and Labour Institutes, or the Director General of Health Services, to the Government of India, or such other officer as may be authorised in this behalf by the State Government or the Chief Inspector or the Director General of Factory Advice Service and Labour Institutes or the Director General of Health Services may, at any time during the normal working hours of a factory, or at any other time as is found by him to be necessary, after giving notice in writing to the occupier or manager of the factory or any other person who for the time being purports to be in charge of the factory, undertake safety and occupational health surveys and such occupier or manager or other person shall afford all facilities for such survey, including facilities for the examination and testing of plant and machinery and collection of samples and other data relevant to the survey.

(2) For the purpose of facilitating surveys under sub-section (1) every worker shall, if so required by the person conducting the survey, present himself to undergo such medical examination as may be considered necessary by such person and furnish all information in his possession and relevant to the survey.

(3) Any time spent by a worker for undergoing medical examination or furnishing information under sub-section (2) shall, for the purpose of calculating wages and extra wages for overtime work, be deemed to be time during which such worker worked in the factory.

92. General penalty for offences.

Save as is otherwise expressly provided in this Act and subject to the provisions of section 93, if n, or in respect of, any factory there is any contravention of any of the provisions of this Act or of any rules made thereunder or of any order in writing given thereunder, the occupier and manager of the factory shall each be guilty of an offence and punishable with imprisonment for a term which may extend to two years or with fine which may extend to one lakh rupees or with both, and if the contravention is continued after conviction, with a further fine which may extend to one thousand rupees for each day on which the contravention is so continued.

Provided that where contravention of any of the provisions of Chapter IV or any rule made there under section 87 has resulted in an accident causing death or serious bodily injury, the fine shall not be less than twenty five thousand rupees in the case of an accident causing death, and five thousand rupees in the case of an accident causing serious bodily injury.

96A. Penalty for contravention of the provisions of sections 41B, 41C and 41H.

(1) Whoever fails to comply with or contravenes any of the provisions of sections 41B, 41C or 41H or the rules made thereunder, shall, in respect of such failure or contravention, be punishable with imprisonment for a term which may extend to seven years and with fine which may extend to two lakh rupees, and in case the failure or contravention continues, with additional fine which may extend to five thousand rupees for every day during which such failure or contravention continues after the conviction for the first such failure or contravention.

(2) If the failure or contravention referred to in sub-section (1) continues beyond a period of one year after the date of conviction, the offender shall be punishable with imprisonment for a term which may extend to ten years.

Note: 41B,41C and 41H are provisions related to hazardous process.



12.5 National Guidelines for Responsible Business Conduct (NGRBC) Regarding Safety in Value Chain

NGRBC is issued by the Ministry of Corporate Affairs and is applicable to all businesses in India. It has nine principles with defined core elements. The summary has been tabulated at the end of this Annexure.

NGRBC is composed of nine principles, each of which has multiple core elements. SII notes that Elements 1, 3, and 8 of Principle 3 and all elements of Principle 5 should serve as guiding principles for OEMs to be responsible for the safety of workers in its supply chain.

NGRBC also requires that the top 1,000 BSE-listed companies submit an Integrated BRR with their annual reports to SEBI, to report their compliance with NGRBC. SII analysed the BRRs from 2017-18 and 2018-19 submitted by the top five OEMs and Honda Motorcycles & Scooters India Private Limited ("Honda") to assess their compliance with relevant NGRBC principles and elements and to identify publicly declared policies and processes in their supply chain. Details are in Section 9 of this report.

No.	Name of the company	Turnover in Crore	Profit after tax in Crore	Market capitalisation in Crore	Ranking BSE As of 24 July, 2020
1	Maruti Suzuki India Limited ("Maruti")	86,020.30	7,500.00	1,81,266.16	13
2	Bajaj Auto Limited ("Bajaj Auto")	31,899.27	4,675.18	86,409.33	33
3	Mahindra and Mahindra Limited ("Mahindra")	53,614.00	4,796.04	74,429.94	38
4	Eicher Motors Limited ("Eicher")	9,794.48	2,054.44	56,796.65	48
5	Hero MotoCorp Limited ("Hero")	34,341.79	3,384.87	54,749.02	50

Table 6: Financial data of the top five OEMs

Principle 3 of NGRBC

Title: Businesses should respect and promote the well-being of all employees, including those in their value chains.

Description: This principle encompasses all policies and practices relating to the equity, dignity and well-being, and provision of decent work, of all employees engaged within a business or in its value chain, without any discrimination and in a way that promotes diversity. The principle recognizes that the well-being of an employee also includes the wellbeing of her/his family.

Principle 3 has 10 core elements; however, SII has identified core elements 1, 3 and 8 to be relevant to safety.

Principle 5 of NGRBC

Title: Businesses should respect and promote human rights

Description: The principle is informed by the Constitution of India and the UNGP B&HR in articulating the responsibility of businesses to respect human rights. It also requires businesses to avoid causing or contributing to adverse human impacts and be responsive and address such impacts when they occur.

Principle 5 has 5 core elements, including that businesses should promote the awareness and realization of human rights across its value chain.

Details of core elements considered for SII's analysis

Core elements of Principle 3

NGRBC Principle 3 has 10 core elements. Core elements 1,3 and 8 are:

1. The Governance Structure should ensure that the business complies with all regulatory requirements pertaining to its employees, and that there are **systems and processes** in place to **enable this** to be done by **its value chain partners**.
2. Businesses should promote and respect the right to freedom of association, participation of workers, and collective bargaining of all employees including **contract and casual labour** and should provide access to appropriate **grievance redressal mechanisms**.
3. Businesses should provide a workplace "**environment that is safe**, hygienic, accessible" which upholds the dignity of the employees.

Core elements of Principle 5

NGRBC Principle 5 outlines five core elements to guide businesses to have governance structures to:

1. Ensure **its employees are aware of the human rights** content of the Constitution of India, Declaration of Human Rights and its application to businesses in the UNGP.
2. Ensure the business has in place such policies, structures and procedures that demonstrate respect for the human rights of **all stakeholders** impacted by its business. This includes carrying out human rights due diligence.
3. To ensure **corrective action** is taken if their business causes, contributes or is otherwise linked to adverse human rights impact.
- 4. Promote the awareness and realization of human rights across its value chain.**
5. Ensure that all individuals and groups whose human rights are impacted by them have access to effective **grievance redressal mechanisms**.

12.6 Indian Standards for Power Press

No.	Indian Standard Reference (Year)	Description of Indian Standard
1	IS 4592:2002 ISO 6899:1984	Acceptance Conditions of Open Front Mechanical Power Presses – Testing of Accuracy (First Revision)
2	IS 7468:1974	Recommendation on Preferred Strokes for Mechanical and Hydraulic Presses
3	IS 7469:1974	Recommendation on Preferred Capacities for Mechanical and Hydraulic Presses
4	IS 8064:2002	Method of Designation of Mechanical and Hydraulic Presses (Second Revision)
5	IS 8711:2002	Gap Frame Open Front Mechanical Presses – Capacity Ratings and Dimensions (First Revision)
6	IS 10644:1983	Recommendation on Preferred Shut Heights for Mechanical Presses
7	IS 12852:1989	Gap Frame Hydraulic Presses up to 4000 KN – Recommendation on Preferred Capacities and Dimensions
8	IS 14757:2000	Recommendations on Preferred Capacities and Dimensions for Straight-Sided Column Type and Four Pillar Type Hydraulic Presses
9	IS 14877 (Part 1): 2000	Hydraulic Presses – Straight Sided Column/C-Frame Type: Part 1 Test Chart for Geometrical Accuracy
10	IS 14877 (Part 2): 2002	Hydraulic Presses – Straight Sided Column/C-Frame Type: Part 2 Test Chart for Technical (Performance) Evaluation of Presses and Press Brakes
11	IS 15318:2003 ISO 8540:1993	Open Front Mechanical Power Presses – Vocabulary
12	IS 15744:2007	Angular Deflection for 'C' Frame Mechanical Presses – Specification
13	IS 15745:2007	Deflection for straight sided mechanical presses – Specification
14	IS 15746:2007	Angular Deflection for 'C' Frame Hydraulic Presses – Specification
15	IS 15747:2007	Angular Deflection for Straight Sided Hydraulic Presses – Specification
16	IS 9474.1980	Specifications for Principles of Mechanical Guarding of Machinery
17	IS 17277:2019	2019/ISO 16092-1 General Safety Requirements on safety of power press
18	PGD 35 (13467)	Safety Requirements for Hydraulic Power Press under publication

Table 7: Indian standards for power press machines



Injury Data of 1,873 Workers Supported by SII

The red font in the table indicates that workers have lost a body part





SI No	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

Sl No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
57	33	Finger	Three	Lost	Power press	Hero, Honda, Maruti Suzuki
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



SI No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
113	28	Forearm	Four	Lost	Power press	Maruti Suzuki
114	30	Finger	Three	Lost	Power press	Maruti Suzuki
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

Sl No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
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
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



SI No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
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
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

SI No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
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
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



Sl No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
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
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	

SI No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
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
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



SI No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
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
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

SI No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
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
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



SI No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
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
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

SI No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
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
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



Sl No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
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
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

SI No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
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
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	NA	Finger	Two	Lost	Power press	Maruti Suzuki



SI No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
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
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

SI No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
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
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



SI No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
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
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

SI No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
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
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



SI No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
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
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

Sl No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
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
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



Sl No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
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
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

Sl No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
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	
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	



SI No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
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
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

Sl No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
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
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	



Sl No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
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
1370	21-30	Finger	Four	Lost	Power press	Maruti, Other
1371	21-30	Finger	One	Lost	Power press	Maruti, Other
1372	31-40	Finger	Four	Lost	Power press	Maruti, Other
1373	31-40	Finger	Three	Lost	Power press	Maruti, Other
1374	21-30	Palm	One	Injured	Others	Maruti, Other
1375	31-40	Finger	Four	Lost	Power press	Hero, Maruti, Other
1376	21-30	Finger	One	Lost	Power press	Hero, Honda
1377	21-30	Finger	Three	Lost	Power press	Maruti
1378	Above 40	Finger	One	Lost	Others	Other
1379	Above 40	Finger	One	Lost	Others	Hero, Honda
1380	18-20	Finger	Two	Lost	Power press	Honda, Maruti, Other
1381	18-20	Finger	One	Lost	Power press	Maruti, Other
1382	21-30	Finger	Four	Lost	Power press	Maruti
1383	31-40	Finger	One	Lost	Power press	Hero, Honda, Maruti
1384	21-30	Finger	One	Lost	Power press	Hero, Honda, Maruti, Other
1385	31-40	Finger	Three	Lost	Power press	Maruti
1386	21-30	Finger	One	Lost	Power press	Hero, Honda, Maruti, Other
1387	Above 40	Finger	Two	Lost	Power press	Maruti
1388	31-40	Finger	One	Lost	Others	Maruti, Other
1389	31-40	Finger	Three	Lost	Power press	Hero, Honda, Maruti
1390	Above 40	Finger	One	Lost	Others	Maruti, Other
1391	21-30	Finger	One	Lost	Others	Maruti, Other
1392	21-30	Finger	One	Injured	Others	Maruti, Other
1393	21-30	Finger	Two	Lost	Power press	Maruti
1394	21-30	Finger	Three	Lost	Power press	Maruti, Other
1395	21-30	Palm	One	Lost	Power press	Hero, Honda, Maruti, Other
1396	31-40	Forearm	One	Lost	Power press	Maruti
1397	21-30	Finger	Four	Lost	Power press	Hero, Honda, Maruti, Other
1398	31-40	Finger	Three	Lost	Power press	Hero, Maruti, Other

Sl No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
1399	Above 40	Finger	Two	Lost	Power press	Maruti
1400	Above 40	Finger	Three	Lost	Power press	Maruti, Other
1401	31-40	Finger	One	Lost	Power press	Hero, Maruti, Other
1402	Above 40	Finger	Two	Lost	Power press	Maruti, Other
1403	21-30	Finger	One	Lost	Power press	Hero, Honda, Maruti
1404	31-40	Finger	Five	Lost	Others	Maruti, Other
1405	31-40	Forearm	One	Other	Others	Hero, Maruti, Other
1406	21-30	Finger	One	Lost	Power press	Honda, Maruti, Other
1407	21-30	Forearm	One	Other	Others	Maruti, Other
1408	Above 40	Finger	One	Lost	Others	Maruti, Other
1409	21-30	Finger	Two	Lost	Power press	Maruti, Other
1410	21-30	Finger	One	Injured	Others	Honda, Maruti
1411	31-40	Finger	One	Lost	Moulding Machine	Hero, Honda, Maruti, Other
1412	Above 40	Forearm	One	Lost	Moulding Machine	Other
1413	31-40	Forearm	Two	Lost	Power press	Maruti, Other
1414	21-30	Finger	One	Lost	Others	Maruti, Other
1415	31-40	Palm	One	Lost	Power press	Maruti, Other
1416	31-40	Finger	One	Lost	Power press	Maruti, Other
1417	31-40	Finger	One	Lost	Power press	Maruti, Other
1418	21-30	Finger	Two	Lost	Power press	Maruti, Other
1419	21-30	Finger	Two	Lost	Power press	Maruti, Other
1420	21-30	Palm	One	Lost	Power press	Maruti, Other
1421	31-40	Finger	Two	Lost	Others	Hero, Honda, Maruti
1422	18-20	Forearm	One	Lost	Others	Maruti
1423	21-30	Palm	One	Lost	Power press	Maruti, Other
1424	Above 40	Finger	One	Lost	Power press	Maruti
1425	Above 40	Forearm	One	Lost	Power press	Maruti, Other
1426	Above 40	Finger	One	Lost	Power press	Hero, Honda, Maruti, Other
1427	31-40	Palm	One	Lost	Power press	Maruti, Other
1428	31-40	Finger	One	Lost	Power press	Maruti, Other
1429	31-40	Finger	One	Lost	Power press	Maruti, Other
1430	21-30	Finger	Two	Lost	Power press	Maruti, Other
1431	21-30	Finger	Two	Lost	Power press	Maruti, Other
1432	21-30	Palm	One	Lost	Power press	Maruti, Other
1433	31-40	Finger	Two	Lost	Others	Hero, Honda, Maruti
1434	18-20	Forearm	One	Lost	Others	Maruti
1435	21-30	Palm	One	Lost	Power press	Maruti, Other
1436	Above 40	Finger	One	Lost	Power press	Maruti
1437	Above 40	Forearm	One	Lost	Power press	Maruti, Other
1438	Above 40	Finger	One	Lost	Power press	Hero, Honda, Maruti, Other
1439	21-30	Finger	One	Lost	Power press	Maruti, Other
1440	21-30	Finger	Two	Injured	Others	Maruti, Other
1441	31-40	Finger	One	Lost	Road Accident	Maruti, Other
1442	31-40	Finger	One	NA	Power press	Maruti, Other
1443	18-20	Finger	One	Lost	Power press	Maruti, Other
1444	21-30	Finger	One	Lost	Power press	Maruti, Other
1445	18-20	Forearm	Two	Lost	Power press	Maruti, Other
1446	Above 40	Forearm	One	Lost	Power press	Maruti
1447	31-40	Forearm	One	Injured	Others	Maruti, Other
1448	31-40	Finger	Two	Lost	Power press	Hero, Honda, Maruti, Other
1449	21-30	Finger	Two	Lost	Power press	Hero, Maruti, Other
1450	Above 40	Finger	Three	Lost	Power press	Maruti, Other
1451	Above 40	Finger	Three	Lost	Power press	Hero, Honda, Maruti, Other
1452	Above 40	Finger	One	Lost	Power press	Hero, Maruti, Other
1453	Above 40	Finger	One	Lost	Power press	Hero, Maruti, Other
1454	31-40	Finger	One	Lost	Power press	Hero, Honda, Maruti, Other



Sl No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
1455	Above 40	Finger	One	Lost	Power press	Maruti, Other
1456	18-20	Finger	One	Lost	Power press	Maruti, Other
1457	21-30	Forearm	One	Injured	Moulding Machine	Maruti, Other
1458	21-30	Finger	One	Lost	Power press	Maruti, Other
1459	Above 40	Forearm	Two	Fractured	Moulding Machine	Maruti, Other
1460	31-40	Forearm	One	Lost	Power press	Maruti, Other
1461	21-30	Lower leg	One	Fractured	Road Accident	Hero, Honda, Maruti
1462	31-40	Finger	One	Lost	Power press	Hero, Honda
1463	21-30	Lower leg	One	Fractured	Others	Maruti
1464	31-40	Finger	Three	Lost	Power press	Honda
1465	21-30	Eye	One	Injured	Others	Hero, Maruti
1466	21-30	Finger	One	Injured	Others	Hero, Honda, Maruti, Other
1467	31-40	Finger	Four	Lost	Power press	Hero, Honda, Maruti
1468	31-40	Finger	One	Lost	Others	Hero, Honda, Maruti
1469	31-40	Finger	Two	Injured	Others	Hero, Honda, Maruti
1470	21-30	Finger	One	Other	Moulding Machine	Hero, Honda, Maruti
1471	21-30	Finger	Three	Lost	Power press	Maruti, Other
1472	31-40	Finger	Two	Lost	Others	Maruti
1473	31-40	Finger	One	Lost	Power press	Maruti
1474	31-40	Finger	Four	Lost	Power press	Hero, Maruti
1475	Above 40	Finger	Three	Lost	Power press	Maruti
1476	31-40	Finger	One	Lost	Power press	Hero, Honda, Maruti
1477	31-40	Finger	One	Injured	Power press	Hero, Honda, Maruti
1478	21-30	Finger	One	Lost	Others	Hero, Honda, Maruti
1479	21-30	Forearm	One	Fractured	Others	Hero, Honda, Maruti
1480	Above 40	Forearm	One	Fractured	Others	Maruti
1481	21-30	Finger	One	Other	Power press	Maruti
1482	31-40	Forearm	One	Injured	Power press	Hero, Honda, Maruti
1483	21-30	Lower leg	One	Fractured	Others	Maruti
1484	31-40	Finger	One	Lost	Power press	Hero, Honda, Maruti
1485	21-30	Finger	One	Other	Others	Hero, Honda, Maruti
1486	Above 40	Finger	Two	Lost	Power press	Maruti
1487	21-30	Finger	Three	Lost	Others	Honda, Maruti
1488	21-30	Finger	One	Lost	Moulding Machine	Hero, Honda, Maruti
1489	31-40	Finger	One	Lost	Others	Honda, Maruti, Other
1490	21-30	Finger	One	Injured	Others	Hero, Honda, Maruti
1491	21-30	Finger	Two	Lost	Power press	Maruti
1492	Above 40	Palm	One	Injured	Power press	Other
1493	31-40	Finger	One	Injured	Others	Maruti
1494	21-30	Finger	One	Injured	Power press	Maruti
1495	31-40	Forearm	One	Lost	Power press	Hero, Honda, Maruti
1496	31-40	Finger	One	Injured	Others	Hero, Honda, Maruti
1497	18-20	Forearm	One	Other	Others	Hero, Honda, Maruti
1498	21-30	Finger	Two	Lost	Others	Hero, Honda, Maruti
1499	Above 40	Lower leg	One	Fractured	Others	Other
1500	21-30	Palm	One	Other	Others	Hero, Honda, Other
1501	Above 40	Finger	Three	Lost	Moulding Machine	Hero, Honda, Maruti, Other
1502	31-40	Forearm	One	Lost	Others	Hero, Honda, Maruti
1503	21-30	Finger	Three	Lost	Power press	Hero, Honda, Maruti
1504	Above 40	Finger	One	Lost	Others	Maruti
1505	31-40	Finger	One	Lost	Power press	Maruti
1506	21-30	Finger	Two	Lost	Moulding Machine	Maruti
1507	Above 40	Palm	One	Injured	Power press	Other
1508	18-20	Finger	Two	Lost	Others	Hero, Honda, Maruti
1509	31-40	Finger	One	Injured	Others	Honda, Maruti, Other
1510	Above 40	Finger	One	Lost	Others	Hero, Honda

Sl No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
1511	Above 40	Finger	One	Lost	Power press	Hero, Honda, Maruti, Other
1512	31-40	Finger	Three	Lost	Power press	Hero, Honda, Maruti
1513	31-40	Finger	One	Lost	Power press	Other
1514	21-30	Finger	One	Fractured	Others	Maruti
1515	31-40	Finger	Two	Lost	Power press	Hero, Maruti
1516	21-30	Leg finger	Four	Other	Others	Other
1517	Above 40	Finger	One	Injured	Others	Maruti
1518	21-30	Finger	Three	Lost	Power press	Honda, Maruti
1519	21-30	Finger	One	Lost	Others	Hero, Honda
1520	Above 40	Finger	One	Injured	Power press	Hero, Honda
1521	Above 40	Forearm	One	Fractured	Others	Maruti, Other
1522	21-30	Finger	Three	Lost	Others	Hero, Honda, Maruti
1523	21-30	Lungs	NA	Other	Others	Maruti
1524	21-30	Finger	Two	Lost	Power press	Maruti
1525	31-40	Finger	Three	Lost	Power press	Maruti
1526	31-40	Finger	Two	Lost	Power press	Honda, Maruti
1527	21-30	Finger	One	Injured	Others	Honda
1528	31-40	Finger	Three	Lost	Power press	Maruti
1529	31-40	Finger	Two	Lost	Others	Hero, Honda, Maruti
1530	31-40	Finger	One	Lost	Power press	Maruti
1531	21-30	Finger	One	Injured	Others	Maruti, Other
1532	31-40	Forearm	One	Lost	Power press	Maruti
1533	21-30	Finger	One	Injured	Others	Other
1534	21-30	Finger	One	Fractured	Others	Other
1535	21-30	Finger	One	Injured	Power press	Maruti
1536	Above 40	Finger	Four	Lost	Others	Hero
1537	Above 40	Finger	Four	Lost	Power press	Maruti
1538	31-40	Finger	Two	Lost	Others	Hero, Honda, Maruti, Other
1539	18-20	Finger	One	Injured	Others	Hero, Honda, Maruti, Other
1540	21-30	Finger	One	Injured	Power press	Hero, Other
1541	31-40	Finger	Three	Injured	Power press	Hero, Maruti
1542	Above 40	Finger	Four	Lost	Power press	Hero, Honda, Maruti
1543	31-40	Finger	Two	Lost	Power press	Hero, Honda, Maruti
1544	18-20	Lower leg	One	Fractured	Others	Maruti
1545	21-30	Finger	Two	Lost	Power press	Maruti
1546	Above 40	Lower leg	One	Fractured	Others	Maruti
1547	31-40	Finger	One	Lost	Power press	Honda, Maruti, Other
1548	18-20	Finger	Two	Lost	Power press	Honda, Maruti, Other
1549	31-40	Finger	Two	Lost	Power press	Honda, Maruti
1550	31-40	Finger	Three	Lost	Power press	Hero, Honda
1551	31-40	Finger	Three	Lost	Power press	Maruti
1552	31-40	Finger	One	Lost	Power press	Hero, Honda, Maruti
1553	31-40	Finger	One	Lost	Power press	Hero, Honda, Maruti
1554	21-30	Finger	Three	Lost	Others	Maruti
1555	31-40	Forearm	One	Fractured	Others	Honda, Maruti, Other
1556	31-40	Finger	One	Lost	Power press	Maruti, Other
1557	31-40	Lower leg	One	Fractured	Others	Maruti
1558	31-40	Finger	One	Injured	Others	Other
1559	18-20	Finger	Two	Injured	Others	Other
1560	21-30	Finger	One	Lost	Others	Maruti, Other
1561	Above 40	Finger	Four	Lost	Power press	Hero, Honda
1562	31-40	Finger	Three	Injured	Road Accident	Hero, Honda, Maruti
1563	21-30	Forearm	One	Injured	Moulding Machine	Hero, Honda, Maruti, Other
1564	31-40	Finger	Two	Lost	Others	Maruti
1565	31-40	Lower leg	One	Fractured	Others	Hero, Honda, Maruti
1566	21-30	Finger	One	Injured	Others	Hero, Honda, Other



SI No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
1567	18-20	Finger	Two	Lost	Power press	Hero, Honda, Maruti, Other
1568	21-30	Finger	Two	Fractured	Moulding Machine	Hero, Honda, Maruti, Other
1569	31-40	Lower leg	One	Fractured	Road Accident	Hero, Honda, Maruti, Other
1570	31-40	Palm	Two	Injured	Others	
1571	21-30	Finger	Two	Lost	Moulding Machine	Hero, Honda, Maruti, Other
1572	21-30	Finger	Two	Lost	Others	Maruti, Other
1573	31-40	Finger	One	Lost	Power press	Maruti
1574	18-20	Lower leg	One	Injured	Others	Maruti
1575	21-30	Finger	Two	Lost	Power press	Hero, Honda
1576	31-40	Finger	One	Lost	Others	Hero, Maruti
1577	21-30	Lower leg	Two	Injured	Others	Maruti
1578	31-40	Lower leg	One	Fractured	Others	Maruti, Other
1579	21-30	Finger	Two	Lost	Moulding Machine	Hero, Honda, Maruti, Other
1580	21-30	Finger	One	Injured	Others	Maruti
1581	21-30	Finger	One	Lost	Others	Maruti
1582	21-30	Finger	Two	Injured	Power press	Hero
1583	18-20	Finger	One	Lost	Power press	Maruti, Other
1584	31-40	Finger	One	Lost	Power press	Maruti
1585	18-20	Finger	Two	Lost	Power press	Hero, Honda, Maruti
1586	21-30	Finger	One	Lost	Others	Hero, Honda, Maruti
1587	18-20	Finger	One	Lost	Others	Hero, Maruti
1588	18-20	Finger	Two	Lost	Power press	Hero, Honda, Maruti
1589	Above 40	Neck	NA	Injured	Power press	Hero, Honda
1590	18-20	Finger	One	Lost	Power press	Hero, Honda, Maruti
1591	21-30	Forearm	One	Injured	Others	Hero, Other
1592	21-30	Finger	Three	Injured	Others	Honda, Maruti, Other
1593	18-20	Finger	One	Lost	Others	Honda, Maruti
1594	21-30	Finger	NA	Injured	Power press	Other
1595	Above 40	Forearm	One	Injured	Others	
1596	31-40	Finger	Two	Injured	Moulding Machine	Hero, Honda, Maruti
1597	18-20	Finger	One	Lost	Others	Hero, Honda, Maruti
1598	Above 40	Finger	One	Injured	Power press	Maruti
1599	31-40	Finger	One	Injured	Power press	Other
1600	31-40	Finger	One	Injured	Others	
1601	18-20	Finger	Two	Lost	Power press	Hero, Honda, Maruti
1602	18-20	Finger	Two	Lost	Power press	Hero, Honda, Maruti
1603	Above 40	Finger	Two	Lost	Power press	Hero, Honda, Maruti
1604	31-40	Finger	Three	Lost	Power press	Maruti
1605	21-30	Finger	One	Lost	Power press	Honda, Maruti
1606	21-30	Finger	Two	Lost	Power press	Maruti
1607	21-30	Finger	Two	Lost	Power press	Maruti, Other
1608	31-40	Forearm	One	Fractured	Others	Hero, Maruti
1609	21-30	Finger	Three	Lost	Power press	Maruti
1610	21-30	Forearm	One	Injured	Moulding Machine	Hero, Honda, Maruti
1611	31-40	Finger	One	Fractured	Road Accident	
1612	18-20	Forearm	One	Injured	Others	Maruti
1613	21-30	Finger	One	Lost	Power press	Hero, Honda, Maruti
1614	31-40	Finger	One	Lost	Power press	Maruti
1615	31-40	Finger	One	Lost	Power press	Hero, Honda, Maruti
1616	Above 40	Finger	One	Lost	Moulding Machine	Honda, Maruti
1617	21-30	Finger	One	Injured	Power press	Hero, Honda, Maruti
1618	21-30	Finger	One	Lost	Power press	Hero, Honda, Maruti
1619	18-20	Finger	One	Lost	Power press	Hero, Honda, Maruti
1620	Above 40	Finger	Four	Lost	Power press	Hero, Honda, Maruti
1621	31-40	Finger	One	Lost	Others	Hero, Honda, Maruti
1622	21-30	Finger	One	Injured	Others	Hero, Honda, Maruti

Sl No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
1623	21-30	Finger	One	Injured	Moulding Machine	Hero, Maruti
1624	21-30	Finger	One	Lost	Moulding Machine	Hero, Honda, Maruti
1625	21-30	Finger	Three	Lost	Power press	Hero, Honda, Maruti
1626	21-30	Finger	Five	Lost	Power press	Honda, Maruti, Other
1627	21-30	Finger	One	Lost	Power press	Honda, Maruti
1628	21-30	Finger	One	Lost	Others	Hero, Honda
1629	31-40	Finger	One	Lost	Power press	Hero, Honda, Other
1630	31-40	Finger	One	Injured	Others	Maruti
1631	18-20	Finger	Two	Lost	Power press	Maruti, Other
1632	18-20	Finger	Four	Lost	Power press	Hero, Honda
1633	18-20	Finger	Two	Lost	Others	Maruti
1634	21-30	Finger	One	Lost	Power press	Honda, Maruti
1635	21-30	Finger	Two	Lost	Power press	Honda, Maruti
1636	21-30	Forearm	One	Lost	Power press	Maruti
1637	21-30	Finger	One	Lost	Moulding Machine	Maruti
1638	21-30	Finger	One	Lost	Power press	Hero, Honda
1639	Above 40	Finger	One	Lost	Power press	Hero, Honda, Maruti, Other
1640	31-40	Forearm	One	Injured	Others	Maruti
1641	21-30	Finger	Four	Lost	Power press	Hero, Honda, Maruti
1642	31-40	Lower leg	One	Injured	Others	Maruti
1643	18-20	Finger	Two	Lost	Power press	Maruti
1644	31-40	Forearm	One	Other	Moulding Machine	Hero, Honda, Maruti
1645	21-30	Finger	One	Lost	Moulding Machine	Hero, Maruti
1646	21-30	Finger	Two	Lost	Power press	Maruti
1647	Above 40	Finger	One	Lost	Power press	Hero, Honda, Maruti
1648	31-40	Finger	Two	Lost	Power press	Maruti, Other
1649	21-30	Forearm	Two	Other	Others	Maruti
1650	21-30	Finger	Two	Lost	Others	Maruti
1651	31-40	Finger	Two	Injured	Others	Other
1652	Above 40	Finger	One	Lost	Power press	Hero, Honda, Maruti
1653	Above 40	Finger	One	Lost	Power press	Hero, Honda, Maruti
1654	21-30	Finger	One	Injured	Others	Hero, Honda, Maruti, Other
1655	21-30	Finger	One	Lost	Others	Maruti
1656	Above 40	Finger	One	Fractured	Power press	Hero, Honda, Maruti
1657	21-30	Finger	One	Lost	Power press	Hero, Honda, Maruti, Other
1658	21-30	Finger	One	Lost	Moulding Machine	Hero, Maruti
1659	31-40	Finger	One	Lost	Others	Other
1660	21-30	Finger	Three	Lost	Power press	Hero, Maruti
1661	21-30	Finger	Two	Lost	Power press	Hero, Maruti
1662	18-20	Forearm	One	Injured	Moulding Machine	Hero, Honda, Maruti
1663	31-40	Finger	One	Lost	Power press	Hero, Maruti
1664	21-30	Finger	Two	Lost	Others	Hero, Honda
1665	Above 40	Finger	One	Lost	Power press	Hero, Honda, Maruti
1666	31-40	Finger	Two	Lost	Power press	Hero, Honda, Maruti
1667	21-30	Finger	One	Lost	Power press	Hero, Honda, Maruti, Other
1668	Above 40	Finger	One	Lost	Others	Hero, Honda, Maruti, Other
1669	21-30	Finger	Two	Lost	Power press	Hero, Honda, Maruti, Other
1670	31-40	Finger	One	Lost	Power press	Maruti
1671	Above 40	Finger	One	Lost	Power press	Maruti
1672	21-30	Finger	Two	Lost	Power press	Maruti
1673	18-20	Finger	One	Lost	Power press	Hero, Honda, Maruti
1674	31-40	Lower leg	One	Fractured	Others	Hero, Honda, Maruti
1675	31-40	Finger	One	Lost	Others	Hero, Honda, Maruti
1676	21-30	Forearm	One	Injured	Others	Hero, Honda, Maruti, Other
1677	18-20	Finger	One	Lost	Power press	Hero, Maruti
1678	21-30	Finger	Four	Lost	Power press	Hero, Maruti



Sl No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
1679	21-30	Finger	Four	Lost	Power press	Maruti
1680	18-20	Palm	One	Injured	Power press	Hero
1681	31-40	Finger	One	Lost	Power press	Hero
1682	21-30	Finger	One	Lost	Power press	Hero, Honda, Maruti
1683	21-30	Finger	One	Lost	Others	Other
1684	21-30	Finger	One	Lost	Others	Hero, Honda, Maruti
1685	21-30	Finger	One	Injured	Power press	Hero, Honda, Maruti
1686	Above 40	Finger	One	Lost	Power press	Honda, Maruti
1687	18-20	Finger	Two	Lost	Power press	Hero, Maruti
1688	18-20	Finger	Three	Lost	Power press	Hero, Honda, Maruti
1689	31-40	Finger	One	Lost	Power press	Hero, Maruti
1690	31-40	Finger	Two	Injured	Others	Maruti
1691	21-30	Finger	Three	Injured	Moulding Machine	Hero, Maruti
1692	21-30	Finger	Two	Lost	Power press	Maruti
1693	18-20	Finger	Two	Injured	Others	Hero, Honda, Maruti
1694	21-30	Finger	One	Lost	Power press	Hero, Honda, Maruti
1695	21-30	Finger	Three	Lost	Power press	Other
1696	21-30	Finger	Two	Lost	Power press	Maruti
1697	Above 40	Finger	One	Lost	Power press	Hero, Honda, Maruti
1698	21-30	Finger	One	Injured	Others	Maruti
1699	Above 40	Finger	Three	Lost	Power press	Hero, Honda, Maruti
1700	31-40	Finger	One	Lost	Power press	Hero, Honda, Maruti
1701	21-30	Finger	One	Lost	Power press	Maruti
1702	21-30	Finger	Two	Lost	Power press	Maruti
1703	31-40	Finger	Two	Lost	Power press	Maruti
1704	31-40	Finger	Two	Lost	Power press	Hero, Honda
1705	31-40	Finger	Four	Lost	Power press	Honda, Maruti
1706	18-20	Finger	One	Lost	Moulding Machine	Maruti
1707	31-40	Finger	Three	Lost	Power press	Hero, Honda, Maruti
1708	21-30	Finger	Three	Lost	Power press	Maruti
1709	Above 40	Finger	Three	Lost	Power press	Honda, Maruti, Other
1710	21-30	Finger	One	Lost	Power press	Maruti
1711	21-30	Finger	One	Lost	Power press	Hero, Honda, Maruti, Other
1712	21-30	Finger	Two	Lost	Power press	Maruti
1713	21-30	Finger	One	Lost	Others	Hero, Honda, Maruti
1714	Above 40	Finger	Three	Lost	Power press	Honda, Maruti, Other
1715	21-30	Finger	One	Lost	Power press	Maruti
1716	21-30	Finger	One	Lost	Power press	Hero, Honda, Maruti, Other
1717	21-30	Finger	Two	Lost	Power press	Maruti
1718	21-30	Finger	One	Lost	Others	Hero, Honda, Maruti
1719	Above 40	Finger	Four	Lost	Power press	Hero, Honda, Maruti
1720	21-30	Lower leg	One	Fractured	Others	Hero, Honda, Maruti
1721	21-30	Finger	Two	Lost	Power press	Hero, Honda, Maruti
1722	21-30	Finger	Three	Lost	Power press	Hero, Honda, Maruti
1723	21-30	Finger	Two	Injured	Power press	Hero, Honda, Maruti
1724	21-30	Finger	One	Lost	Power press	Maruti
1725	Above 40	Finger	One	Lost	Power press	Hero, Honda, Maruti
1726	21-30	Forearm	One	Injured	Others	Hero, Honda, Maruti
1727	21-30	Finger	One	Lost	Moulding Machine	Hero, Honda, Maruti
1728	21-30	Finger	Two	Lost	Power press	Hero, Honda
1729	31-40	Forearm	One	Injured	Moulding Machine	Hero, Honda
1730	18-20	Finger	Two	Lost	Power press	Hero, Honda
1731	Above 40	Finger	One	Injured	Power press	Maruti
1732	31-40	Forearm	One	Fractured	Others	Hero, Honda, Maruti
1733	21-30	Finger	One	Lost	Others	Hero, Honda, Maruti
1734	31-40	Finger	One	Lost	Power press	Maruti

Sl No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
1735	21-30	Finger	One	Lost	Power press	Hero, Honda, Maruti
1736	31-40	Finger	One	Lost	Others	Hero, Maruti
1737	Above 40	Finger	Two	Lost	Power press	Hero, Honda, Maruti
1738	21-30	Finger	One	Injured	Power press	Other
1739	31-40	Finger	One	Lost	Others	Maruti
1740	31-40	Finger	One	Lost	Power press	Hero, Other
1741	31-40	Forearm	One	Injured	Moulding Machine	Maruti
1742	21-30	Finger	Five	Lost	Power press	Hero, Honda, Maruti
1743	31-40	Finger	Three	Lost	Power press	Hero, Honda, Maruti
1744	21-30	Finger	Three	Lost	Power press	Hero, Honda, Maruti
1745	31-40	Finger	Two	Injured	Power press	Hero, Honda, Maruti
1746	21-30	Finger	One	Injured	Others	Maruti
1747	18-20	Finger	One	Injured	Others	Hero
1748	Above 40	Finger	One	Lost	Others	Hero, Maruti
1749	21-30	Finger	One	Lost	Power press	Hero, Honda, Maruti
1750	Above 40	Finger	Three	Lost	Power press	Honda, Maruti
1751	31-40	Lower leg	One	Injured	Others	Hero, Honda, Maruti
1752	21-30	Finger	Two	Lost	Power press	Honda, Maruti
1753	31-40	All Body	NA	Other	Others	Maruti, Other
1754	21-30	Finger	One	Lost	Others	Maruti
1755	Above 40	Finger	Three	Lost	Power press	Maruti
1756	31-40	Finger	One	Lost	Moulding Machine	Maruti
1757	21-30	Finger	One	Lost	Power press	Maruti
1758	Above 40	Finger	One	Lost	Others	Hero, Honda
1759	18-20	Finger	One	Lost	Power press	Hero
1760	18-20	Finger	One	Lost	Power press	Hero, Honda, Maruti
1761	31-40	Finger	One	Fractured	Others	Hero, Honda, Maruti
1762	21-30	Forearm	One	Injured	Moulding Machine	Hero, Honda, Maruti, Other
1763	21-30	Finger	One	Lost	Power press	Honda, Maruti
1764	31-40	Finger	One	Injured	Moulding Machine	Hero, Honda, Maruti
1765	21-30	Forearm	One	Injured	Power press	Hero, Honda, Maruti
1766	Above 40	Forearm	One	Fractured	Others	Hero, Honda, Maruti
1767	31-40	Finger	One	Lost	Power press	Honda, Maruti
1768	21-30	Finger	Four	Lost	Power press	Honda, Maruti
1769	21-30	Finger	One	Lost	Others	Hero, Honda
1770	21-30	Finger	One	Lost	Power press	Other
1771	21-30	Finger	One	Lost	Moulding Machine	Hero, Honda, Maruti
1772	21-30	Finger	One	Lost	Power press	Hero, Honda, Maruti
1773	31-40	Finger	One	Lost	Others	Hero, Honda, Maruti
1774	21-30	Finger	One	Lost	Power press	Hero, Honda
1775	31-40	Finger	One	Lost	Power press	Maruti, Other
1776	Above 40	Finger	One	Lost	Power press	Maruti, Other
1777	21-30	Finger	One	Injured	Others	Maruti
1778	21-30	Forearm	One	Fractured	Others	Hero, Honda, Maruti
1779	18-20	Finger	Two	Injured	Others	Maruti
1780	21-30	Finger	Two	Injured	Others	Hero, Honda, Maruti
1781	21-30	Finger	Three	Lost	Power press	Honda, Maruti
1782	31-40	Finger	Two	Lost	Power press	Maruti
1783	18-20	Finger	Four	Lost	Power press	Hero, Honda, Maruti
1784	Above 40	Finger	Two	Lost	Power press	Honda, Maruti
1785	31-40	Finger	One	Lost	Power press	Honda, Maruti
1786	21-30	Lower leg	One	Fractured	Others	Hero, Honda, Other
1787	21-30	Finger	One	Injured	Others	Maruti
1788	31-40	Finger	One	Lost	Power press	Hero, Honda, Maruti
1789	31-40	Finger	Three	Injured	Others	Maruti
1790	21-30	Finger	Three	Lost	Power press	Honda, Maruti, Other



SI No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
1791	31-40	Lower leg	One	Fractured	Others	Maruti
1792	31-40	Eye	One	Lost	Others	Maruti
1793	31-40	Finger	One	Lost	Others	Maruti
1794	Above 40	Finger	Two	Lost	Power press	Hero, Honda
1795	21-30	Finger	Four	Lost	Power press	Maruti
1796	21-30	Finger	One	Lost	Others	Maruti
1797	Above 40	Finger	Two	Lost	Power press	Hero, Honda, Maruti
1798	21-30	Finger	One	Lost	Power press	Maruti
1799	21-30	Finger	One	Lost	Others	Hero, Honda, Maruti
1800	21-30	Finger	Two	Lost	Power press	Hero, Honda, Maruti
1801	31-40	Finger	Two	Injured	Others	Hero, Honda, Maruti
1802	21-30	Finger	Four	Lost	Power press	Hero, Honda, Maruti
1803	21-30	Finger	One	Lost	Power press	Other
1804	21-30	Forearm	One	Injured	Others	Hero, Honda, Maruti
1805	18-20	Forearm	One	Fractured	Others	Honda, Maruti
1806	31-40	Forearm	One	Injured	Moulding Machine	Maruti
1807	21-30	Finger	Four	Lost	Power press	Hero, Honda
1808	31-40	Finger	One	Injured	Power press	Other
1809	18-20	Finger	Two	Lost	Power press	Hero, Honda
1810	21-30	Finger	One	Injured	Power press	Honda, Maruti
1811	21-30	Finger	Two	Lost	Power press	Honda
1812	21-30	Finger	Three	Lost	Power press	Honda, Maruti
1813	21-30	Finger	NA	Injured	Power press	Maruti
1814	Above 40	Finger	Four	Lost	Power press	Maruti
1815	21-30	Finger	One	Lost	Power press	Hero, Honda, Maruti, Other
1816	31-40	Finger	One	Lost	Power press	Hero, Honda
1817	21-30	Finger	One	Lost	Moulding Machine	Maruti, Other
1818	31-40	Finger	Three	Lost	Power press	Hero, Honda, Maruti
1819	31-40	Collarbone	One	Fractured	Road Accident	Honda, Maruti, Other
1820	Above 40	Lower leg	One	Fractured	Others	Hero, Honda
1821	Above 40	Forearm	One	Fractured	Others	Hero, Honda, Maruti, Other
1822	Above 40	Finger	One	Lost	Others	Hero, Honda, Maruti
1823	21-30	Finger	One	Lost	Moulding Machine	Hero, Honda
1824	21-30	Finger	One	Lost	Power press	Maruti
1825	21-30	Finger	Two	Lost	Others	Hero
1826	Above 40	Finger	One	Lost	Power press	Maruti
1827	31-40	Finger	One	Lost	Moulding Machine	Hero, Honda, Other
1828	21-30	Finger	One	Lost	Power press	Hero, Honda
1829	Above 40	Forearm	One	Fractured	Road Accident	Hero, Honda, Maruti, Other
1830	21-30	Finger	Four	Lost	Power press	Hero, Honda
1831	31-40	Finger	One	Lost	Power press	Hero, Honda, Maruti
1832	31-40	Forearm	One	Lost	Power press	Honda, Maruti
1833	31-40	Forearm	One	Injured	Others	Honda, Maruti
1834	21-30	Forearm	One	Injured	Others	Honda, Maruti
1835	Above 40	Finger	One	Lost	Power press	Hero, Honda, Maruti
1836	31-40	Finger	One	Lost	Power press	Hero, Honda, Maruti
1837	Above 40	Forearm	One	Lost	Power press	Hero, Honda, Maruti
1838	31-40	Lower leg	One	Fractured	Others	Hero
1839	Above 40	Head	One	Injured	Road Accident	Other
1840	21-30	Finger	One	Lost	Power press	Hero, Honda, Maruti
1841	21-30	Finger	Two	Lost	Power press	Hero, Maruti
1842	21-30	Forearm	One	Injured	Moulding Machine	Maruti
1843	21-30	Finger	One	Lost	Others	Hero, Honda, Maruti
1844	21-30	Finger	Two	Lost	Others	Honda, Maruti
1845	31-40	Finger	One	Lost	Power press	Hero, Honda, Maruti, Other
1846	31-40	Forearm	One	Fractured	Others	Hero, Honda, Maruti

SI No	Age (yrs)	Injured Body Part	No. of limbs/fingers lost/damaged	Type of Injury	Machine	Component brand advised by the workers
1847	Above 40	Finger	Two	Lost	Power press	Maruti
1848	31-40	Finger	Two	Lost	Road Accident	Hero
1849	31-40	Finger	One	Lost	Power press	Hero, Honda, Maruti
1850	21-30	Finger	One	Lost	Power press	Hero, Honda, Maruti, Other
1851	21-30	Finger	One	Lost	Power press	Hero, Honda, Maruti, Other
1852	21-30	Finger	One	Lost	Others	Maruti
1853	31-40	Finger	One	Fractured	Others	Hero, Honda, Maruti, Other
1854	21-30	Finger	Two	Injured	Others	Maruti
1855	31-40	Finger	Two	Lost	Power press	Hero, Honda, Maruti
1856	31-40	Finger	One	Injured	Power press	Honda, Maruti
1857	Above 40	Finger	One	Lost	Others	Hero, Honda, Maruti, Other
1858	21-30	Forearm	One	Fractured	Others	Hero, Honda, Maruti
1859	31-40	Finger	Two	Lost	Power press	Hero, Honda, Maruti
1860	21-30	Finger	One	Lost	Moulding Machine	Maruti
1861	31-40	Finger	Three	Lost	Power press	Hero, Maruti
1862	31-40	Finger	Three	Lost	Power press	Hero, Honda, Maruti
1863	31-40	Finger	Four	Lost	Power press	Hero, Honda, Maruti, Other
1864	21-30	Finger	One	Fractured	Power press	Honda, Other
1865	Above 40	Forearm	One	Fractured	Others	Maruti
1866	21-30	Finger	One	Lost	Moulding Machine	Hero, Maruti
1867	31-40	Finger	Four	Lost	Power press	Maruti, Other
1868	21-30	Finger	One	Injured	Others	Hero, Honda
1869	31-40	Finger	One	Lost	Power press	Hero, Honda, Maruti
1870	21-30	Finger	Two	Lost	Power press	Hero, Honda, Maruti
1871	21-30	Finger	One	Lost	Power press	Hero, Honda, Maruti
1872	21-30	Forearm	One	Fractured	Others	Honda, Maruti, Other
1873	21-30	Finger	One	Lost	Road Accident	Honda, Maruti

I appreciate this Report, as such Reports provide guidance and gives a framework for future working.

- Shri Santosh Gangwar, Hon'ble Minister of Labour and Employment, India on CRUSHED 2019

If Industries have to prosper, it will be difficult to achieve it without labour safety.

- Shri Ashok Sangwan
Divisional Commissioner, Gurgaon
at the launch of CRUSHED 2019

Safety aspect should be bought to a national debate.

- CK Saji Narayanan
President BMS
at the launch of CRUSHED 2019

Safe In India is a tremendous effort, we hope this Report continues to strengthen awareness, force managements across to adhere to safety practices.

- Joydeep Sengupta
Senior Partner, Mckinsey and Co

I fail to understand the professional Integrity of professionals.

- Ashim Roy
Ex Secretary, NTUI,
at the launch of CRUSHED 2019

Temporary and contracted workers in any sector are vulnerable and same is the case in auto sector. The fact that Safe In India has focussed on this class of workers will continue to bring positive change in their lives.

- Gopal Sarma
Senior Partner, Bain and Co.

At the organizational and national level too, these accidents are loss making for our economy... am convinced that a very large proportion of these accidents can be stopped with little additional cost and a more than commensurate improvement in productivity and financial gains too.

- Prof. Errol D'souza
Director IIM Ahmedabad

Safety and health of workers has a direct and positive impact on Productivity and Economic & Social development... Workplace safety is therefore very important and the Indian Automobile Manufacturers and SIAM are fully committed towards safety and wellbeing of Workers.

- Rajesh Menon
Director General, SIAM

Following the spirit of NGRBC, we are additionally updating the supplier management policy to lay added stress on including the further upstream supply chain in this effort.

- Executive management
Mahindra and Mahindra Limited

It was very important for someone to raise the voice for safety of in manufacturing sector. That is why I support Safe In India wholeheartedly.

- Partha Sinha
President Times of India Group

There are several important transformations which have happened due to Industrial Associations. Somehow safety, occupational hazards, living conditions got left out. Bring it inside their purview.

- Sunil Parekh
Ex Head, CII Gujarat
at the launch of CRUSHED 2019

Even as the lawmakers are changing labour laws, industrial accidents, often fatal, have been occurring especially in engineering industries like auto. Safe India has been engaged in a serious, consistent and significant campaign to promote safe workplaces.

- Prof Shyam Sunder
XLRI, Jamshedpur

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