SAFE IN INDIA

CRUSHED 2025

SAFE IN INDIA'S 7TH ANNUAL REPORT ON WORKER SAFETY IN THE INDIAN AUTOMOTIVE MANUFACTURING SECTOR

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A Safe in India Foundation's Report

Letter to Chairmen of

Worker Safety is Good for India, Indians and Business

For the seventh year, our **CRUSHED** report presents uncomfortable evidence: thousands of workers in your supply chains still lose their fingers, hands, livelihoods, and dignity, to preventable accidents.

We commend the few brands making progress. But the pace is slow, and "zero-accident" reporting often hides problems rather than solving them.

This year's report marks a turning point.

The **Government of India's Economic Survey 2024–25** endorses what we have long advocated: unsafe workplaces are not just a human tragedy but a drag on productivity and India's global competitiveness. These injuries, a sign of unprofessional manufacturing, contribute to India's low labour productivity (ranked 130th) and MSME productivity (half of emerging market average). The Survey calls for professionalizing MSMEs and improving OSH as key to quality, resilience, and growth.

Our evidence aligns: over 8,500 injured workers have come to us, 78% from auto-component factories, mostly on illegally operated power presses. Women remain disproportionately at risk. Many employers falsify records and deny even basic ESIC entitlements.

This report also uncovers new evidence on labour code reforms and recurring factory-level patterns. It is evident that while the business, friendly relaxations of the new codes are taking hold, the limited protections for workers are largely being ignored.

You and your supply chains, spanning thousands of factories, 10+ million workers, and contributing one-third of India's manufacturing GDP, have the expertise, resources, and influence to drive this change. It is your opportunity, and responsibility, to improve lives, strengthen manufacturing practices, and accelerate India's progress.

We urge you to act decisively. Key recommendations from Chapter 8:

- Make boards accountable for safety; publish clear MIS on supply chain accidents; stop business with repeat offenders.
- Professionalize MSME suppliers, starting with Tiers 1 and 2, enforce ESIC and OSH compliance, align with (often your own) global best practices.
- Create a joint task force with the government and launch industry-wide skills and safety training programmes, especially on high-risk machines, backed by honest audits.
- Enforce a robust Supplier Code of Conduct on OSH across all tiers, with transparent reporting and grievance mechanisms.
- Include non-permanent workers equally in your OSH policies, ESIC coverage, and safety rewards.

India cannot build a globally competitive manufacturing sector on an assembly line of broken fingers.

Together, let's build one based on **professionalism, productivity, and dignity for all.**

On behalf of Safe in India

Sandeep Sachdeva
Co-Founder & CEO
Safe in India Foundation

Abbreviations and Acronyms

ACMA	Automotive Component Manufacturers Association of India
ASDC	Automotive Skills Development Council
BIS	Bureau of Indian Standards
BRR	Business Responsibility Report
CII	Confederation of Indian Industry
DG FASLI	Directorate General Factory Advice Service and Labour Institutes
ESG	Environmental, Social, and Governance
ESIC	Employees' State Insurance Corporation
GDP	Gross Domestic Product
ILO	International Labour Organization
ISH	Industrial Safety and Health
ISO	International Organization for Standardization
MOU	Memorandum of Understanding
MSME	Micro, Small, and Medium Enterprises
NEEM	National Employability Enhancement Scheme
NGRBC	National Guidelines on Responsible Business Conduct
OEM	Original Equipment Manufacturer
OSH	Occupational Safety and Health
OSH & WC	Occupational Safety, Health, and Working Conditions
SCoC	Supplier Code of Conduct
SDG	Sustainable Development Goals
SIAM	Society of Indian Automobile Manufacturers
SII	Safe in India Foundation
SOP	Standard Operating Procedure

Table of Contents

Executive Summary

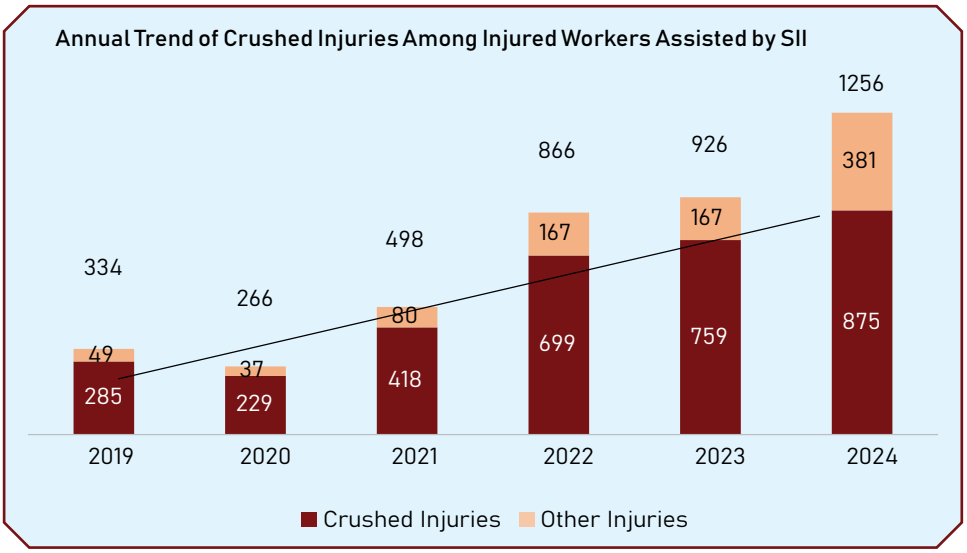
CRUSHED2025, **the seventh annual edition**, continues to find and draw attention to the ongoing grave injuries in the supply chain of top 10 automobile brands but now adds sections on:

- In-depth analysis of auto factories with frequent accidents, exposing systemic, persistent injuries occurring year after year without abatement and
- Data driven findings that reveal the disparities between policy aspirations and the on-ground realities, with respect to the new Labour Codes.

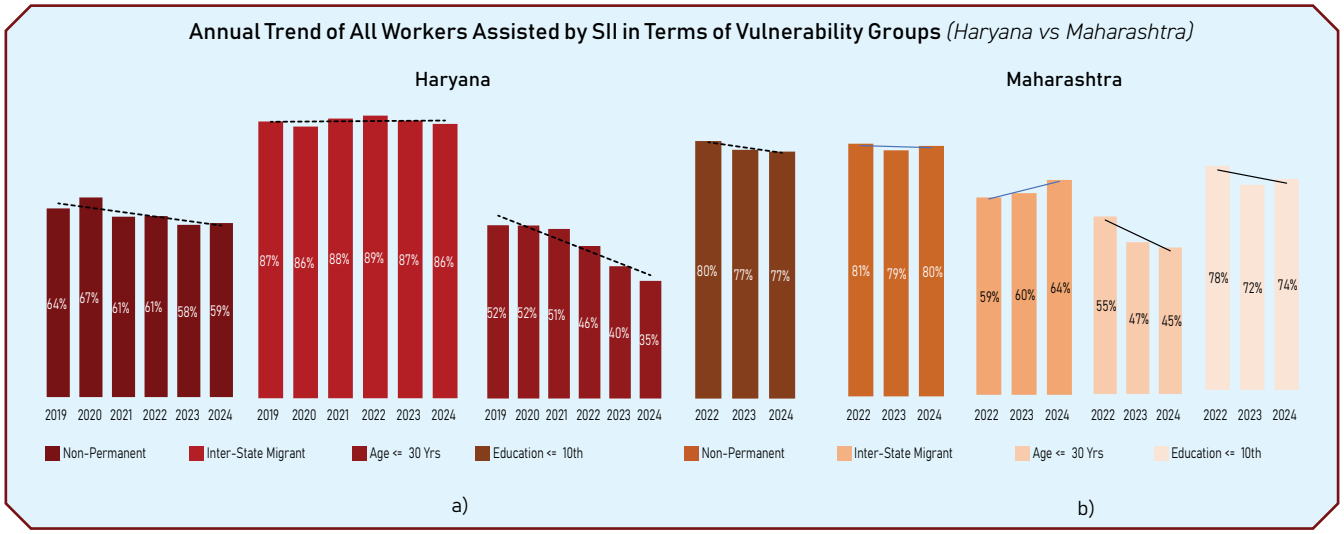
1. **Economic Survey 24-25 recommends that worker safety as good for business –** Improving OSH data systems, linking safety to productivity, offering compliance incentives, building MSME capacity through shared safety resources and training, and integrating OSH norms into ESG-based procurement to strengthen industrial safety and accountability. **(more details in Chapter 1)**

Other key findings of the report based on the experiences of 7,000+ injured workers in automotive sector supply chain, assisted by SII:

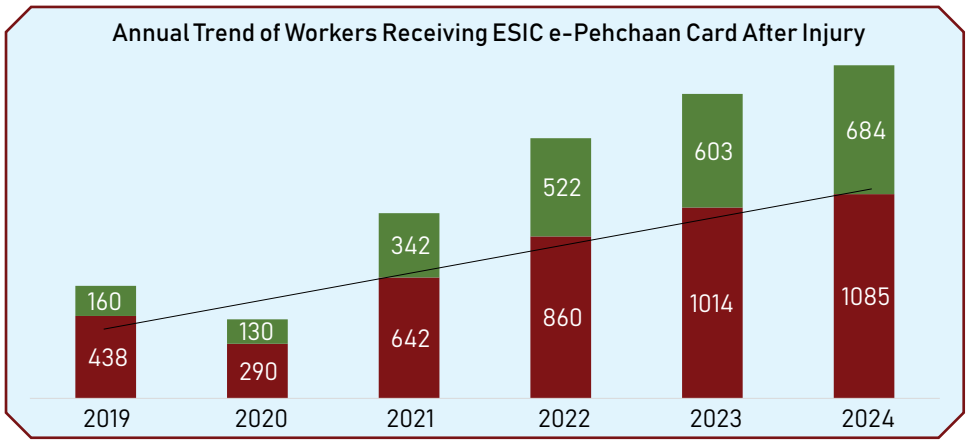
2. **Thousands of workers continue to lose their fingers (crush injuries) in the automotive sector supply chain** (Chapter 2)



3. **There is no significant change in the high vulnerability (migrants, lowly educated and contractual) levels over the years except for fewer injured being young, a good sign indeed** (Chapter 2)

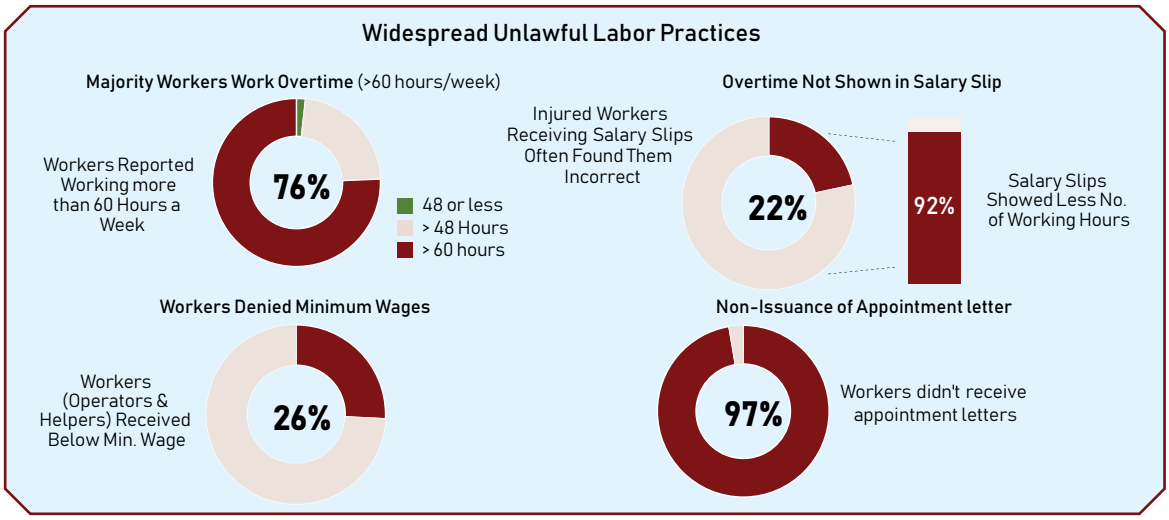


4. **Majority of injured workers receiving their ESIC e-Pehchaan cards after their accident has not improved significantly over the years** (Chapter 2)

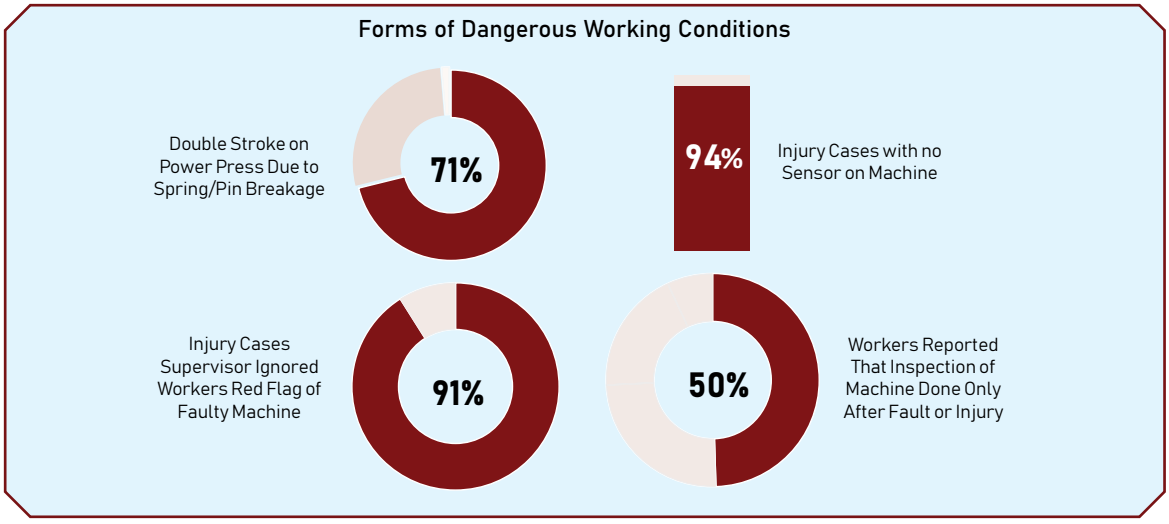


The new Labour Codes aim to transform worker protections, yet the data/analysis reveals significant gaps between legislative intent and ground-level realities.

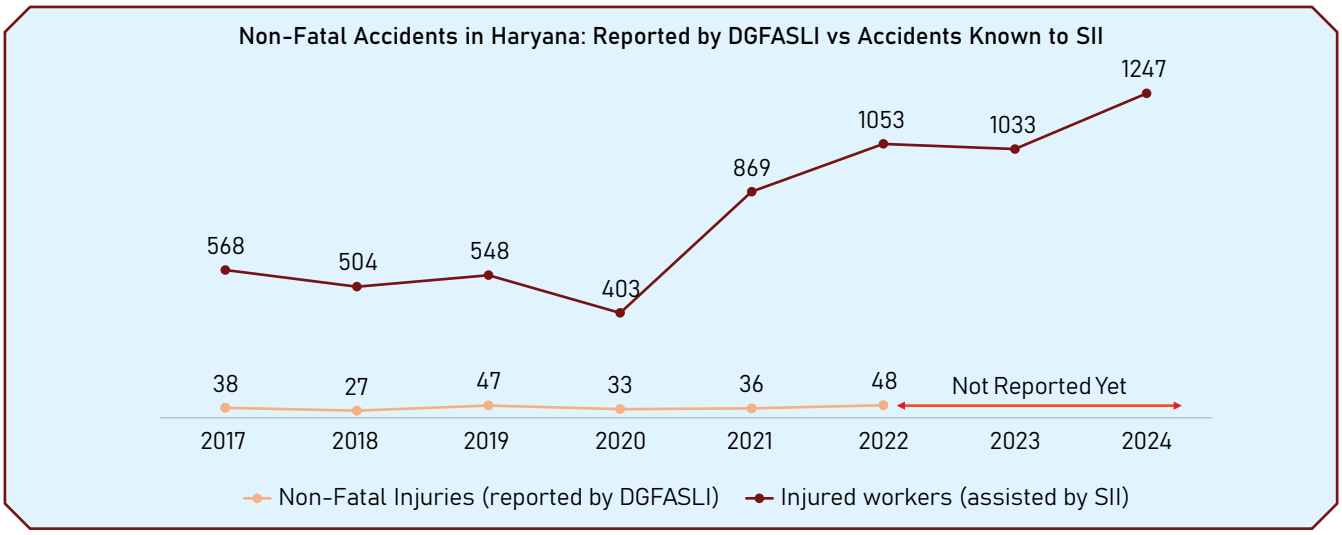
5. **Unlawful employment conditions prevail: Data shows that workers protection provisions of the new labour are violated through excessive hours, underpaid wages, minimum wage denial, and widespread lack of mandatory appointment letters.** (Chapter 3)



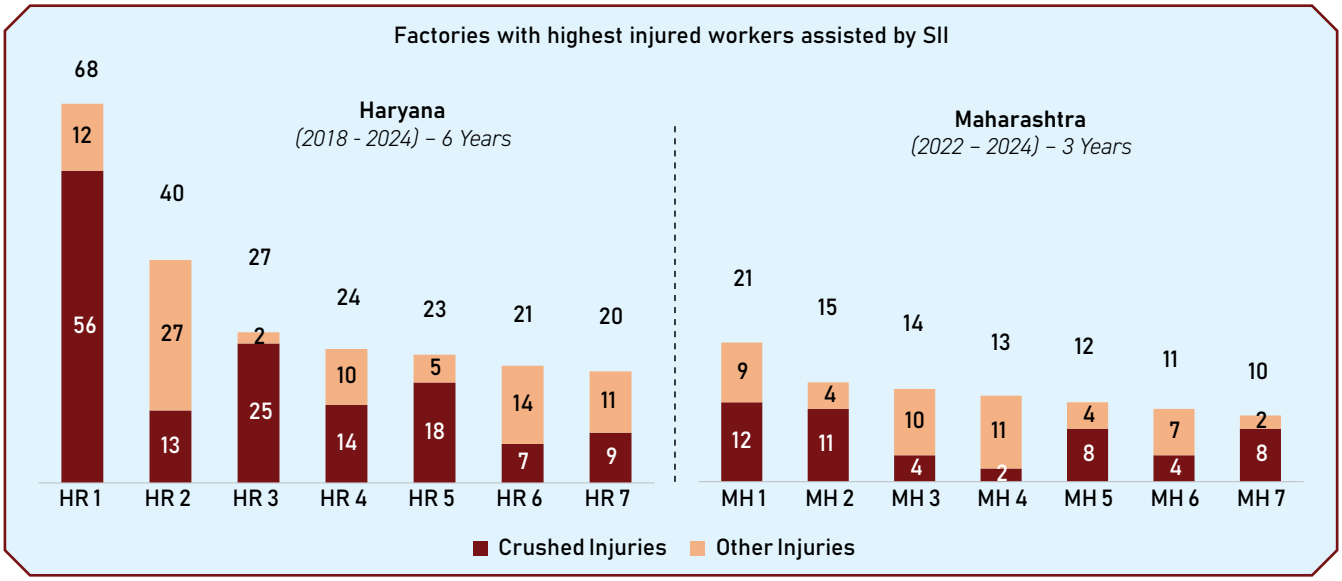
6. **Workplaces remain dangerously hazardous, directly contravening legal mandates. Unsafe machinery, lacking crucial safeguards, presents a primary bottleneck, compounded by other prevalent hazardous conditions** (Chapter 3)



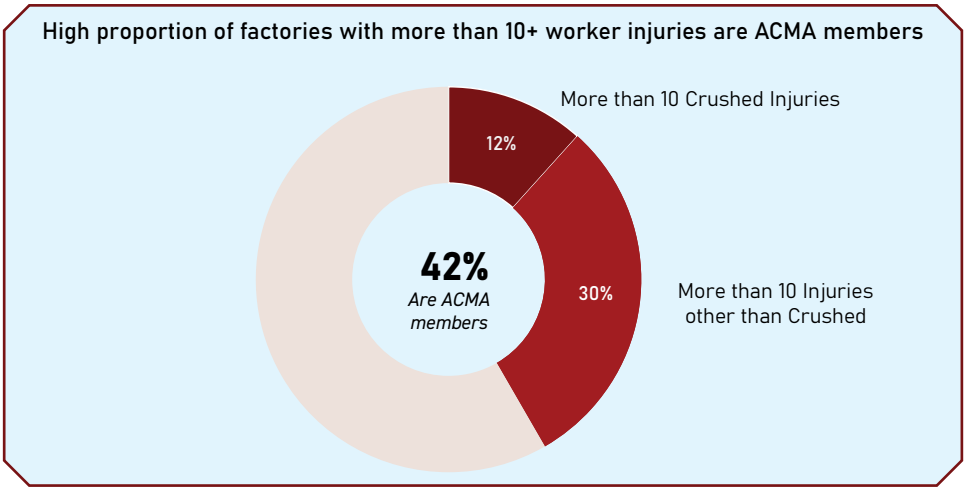
7. **Factories continue to under-report accidents to the government: In 2022, SII assisted 20x workers who had been injured in that year than accidents reported to DG FASLI in Haryana** (Chapter 3)



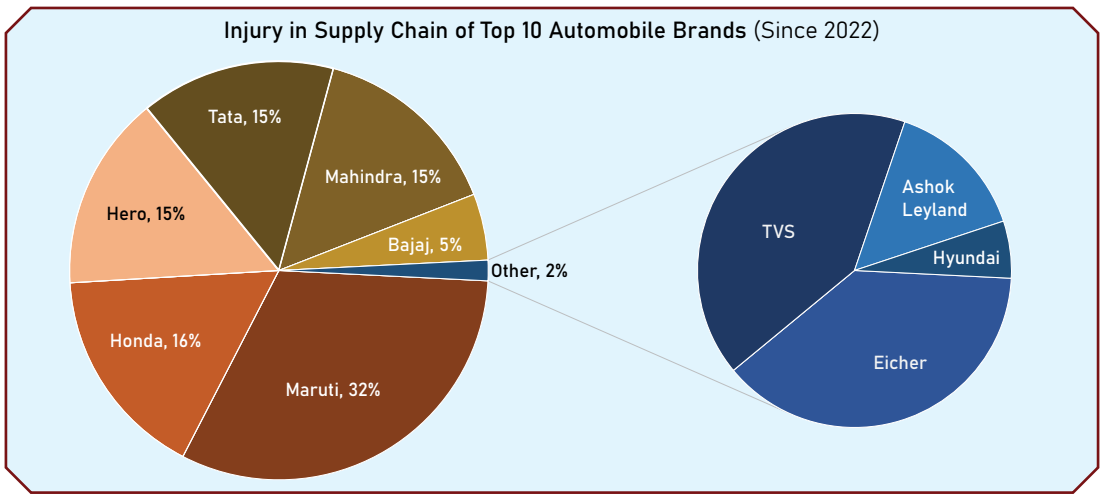
8. **Factories, from where highest number of injured workers were assisted by SII seem to have on an average at least 3 injuries each year** (Chapter 4)



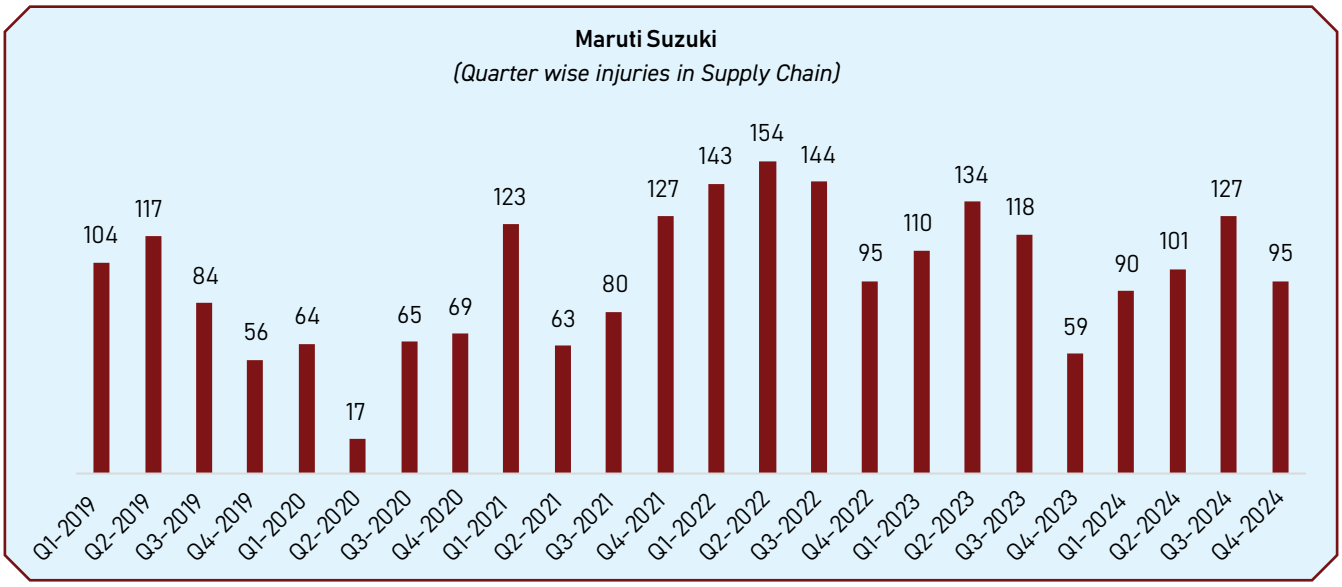
9. **42 % of the factories with over 15 accidents in the last 4 years, documented by SII, are notably affiliated with ACMA.** (Chapter 4)

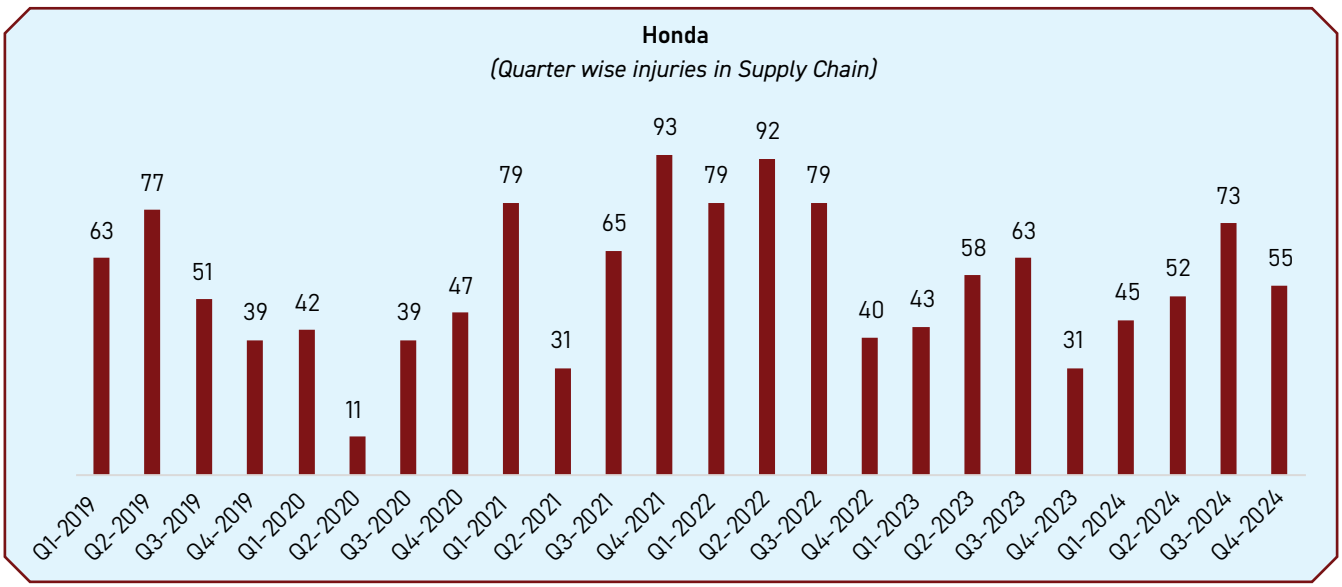


10. **A multi-brand problem with 98% of injured workers assisted by SII from supply chains of Maruti-Suzuki, Honda, Hero, Tata Motors, Mahindra, and Bajaj in Haryana and Maharashtra (where SII currently as Worker Assistance Centres).** (Chapter 5)



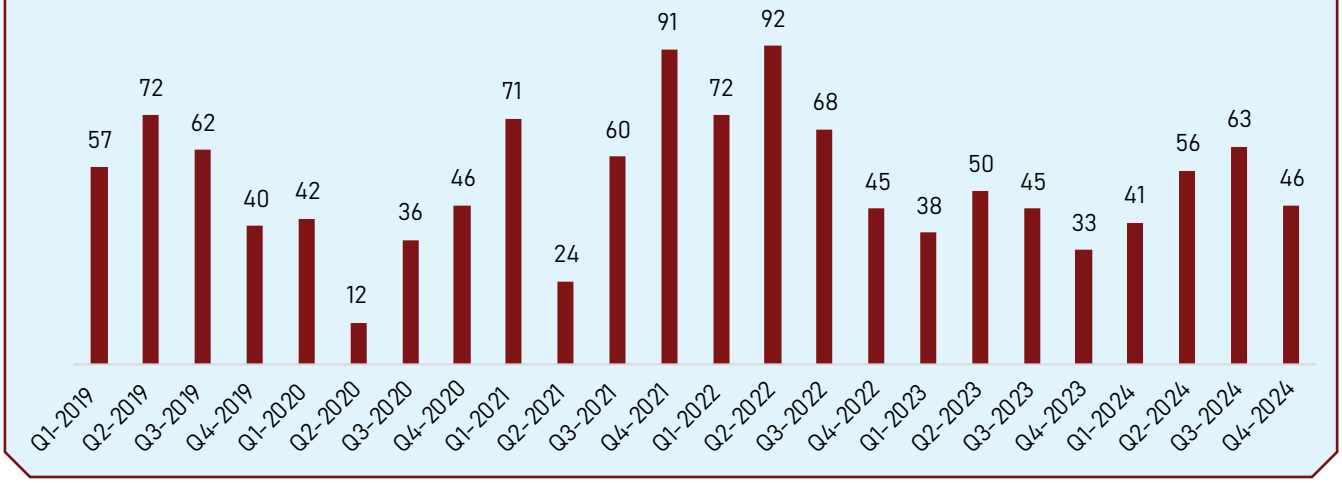
11. **Quarterly graphs suggest seasonal accident peaks, and targeted OEM and Government interventions during predictable high-risk periods/indicating areas may be indicated.** (Chapter 5)





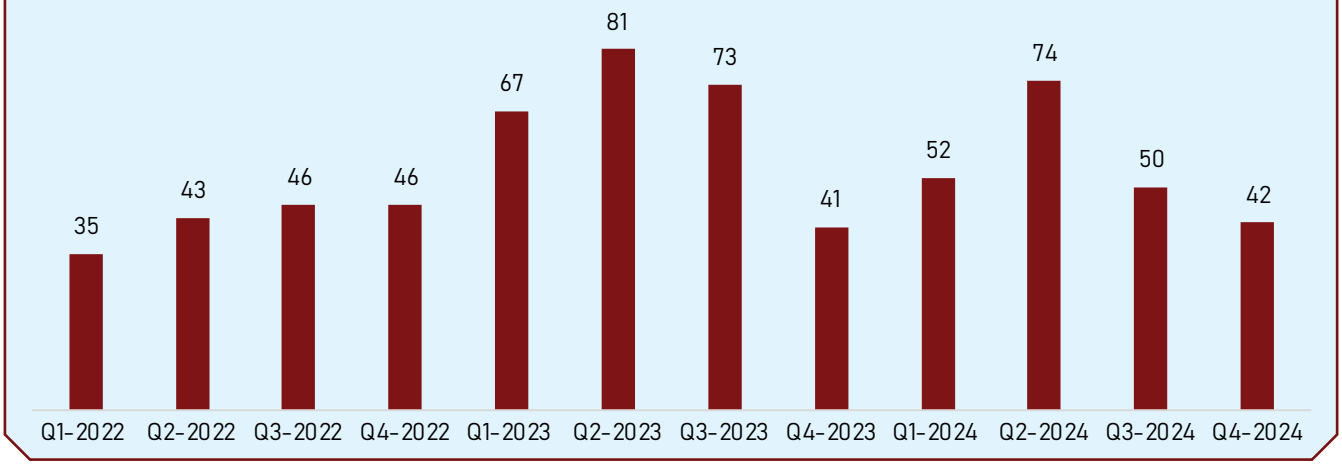
Hero

(Quarter wise injuries in Supply Chain)



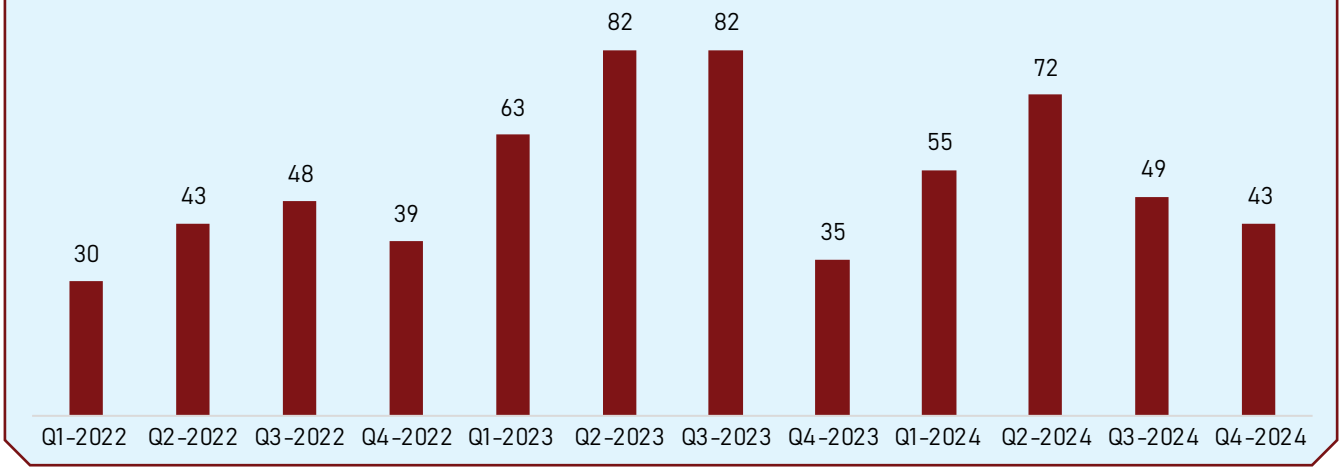
Tata Motors

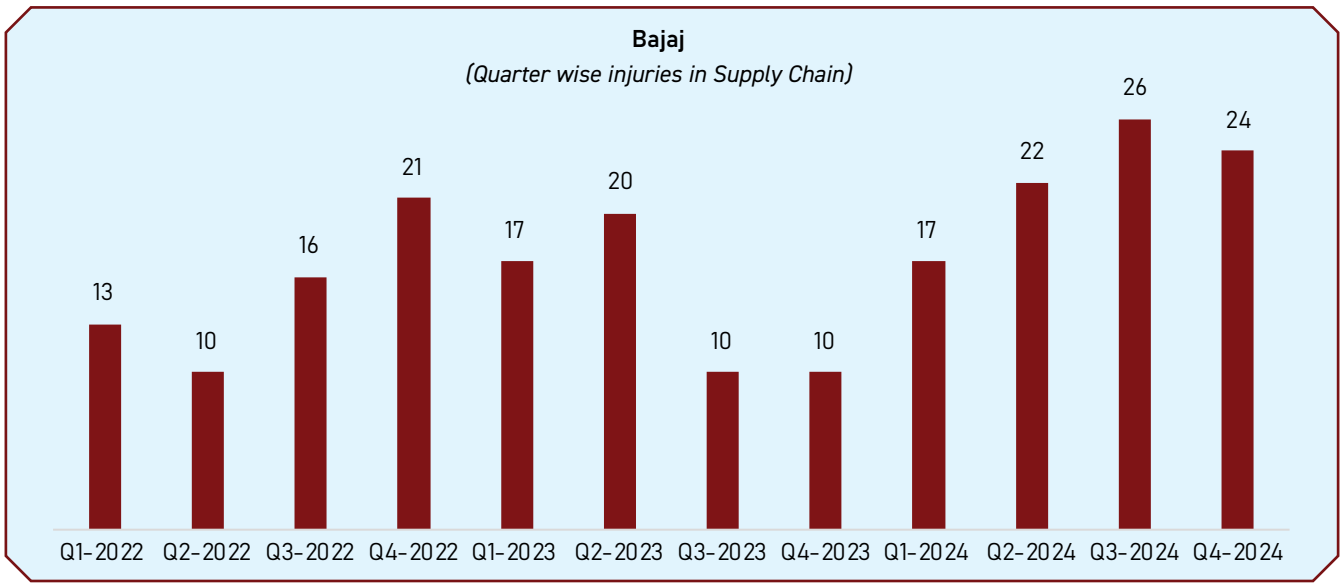
(Quarter wise injuries in Supply Chain)



Mahindra

(Quarter wise injuries in Supply Chain)



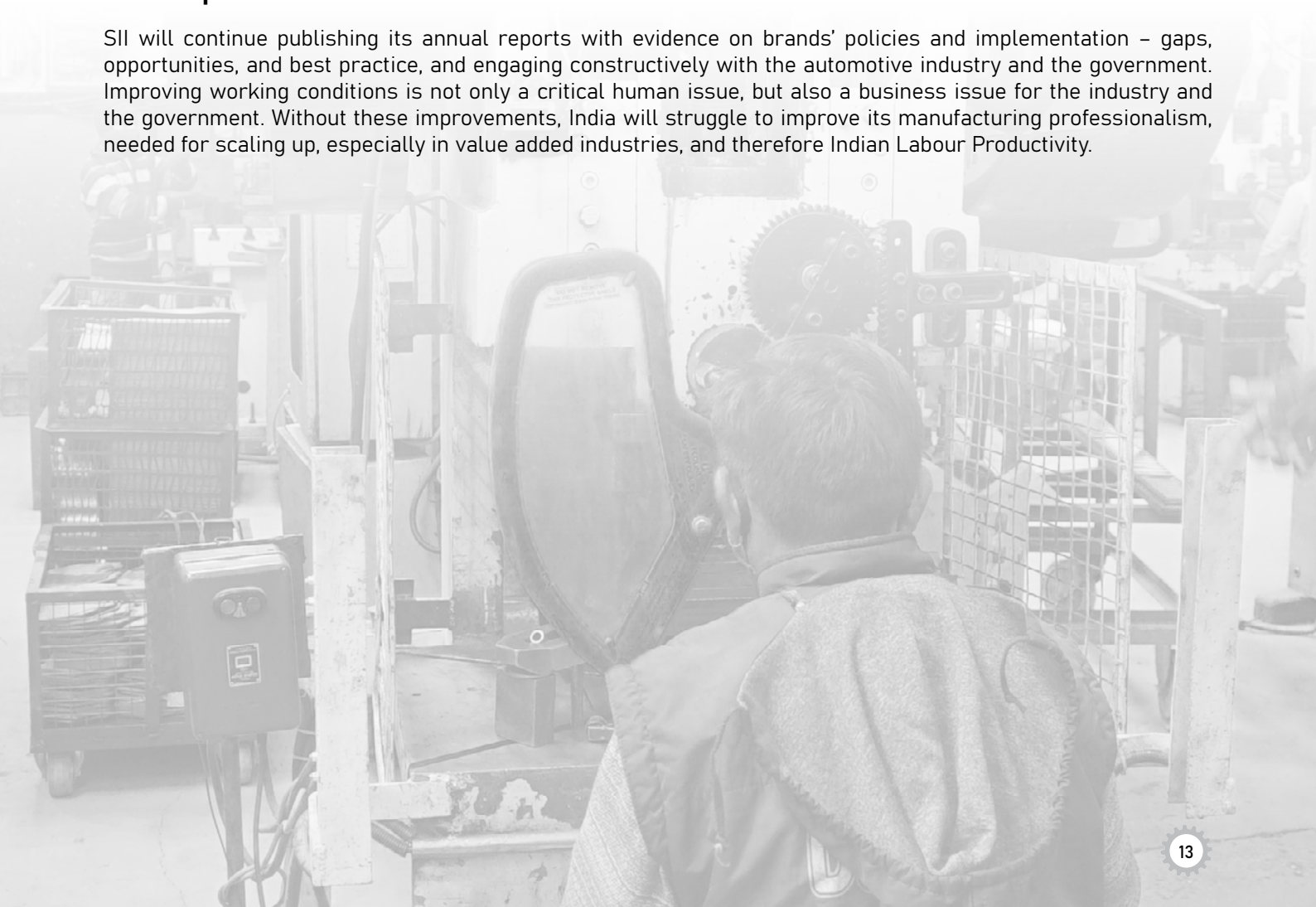


12. **SII continued to prioritize improving working conditions and ESIC access. This included delivering Occupational Safety and Health (OSH) policy recommendations to the Chief Economic Advisor (CEA) and for the Economic Survey (ES) 2024-25, conducting a study on Business Responsibility and Sustainability Reporting (BRSR) practices within the automotive sector, and empowering workers and industry vendors through extensive training programs and other stakeholder engagements**. (Chapter 6 and 7)

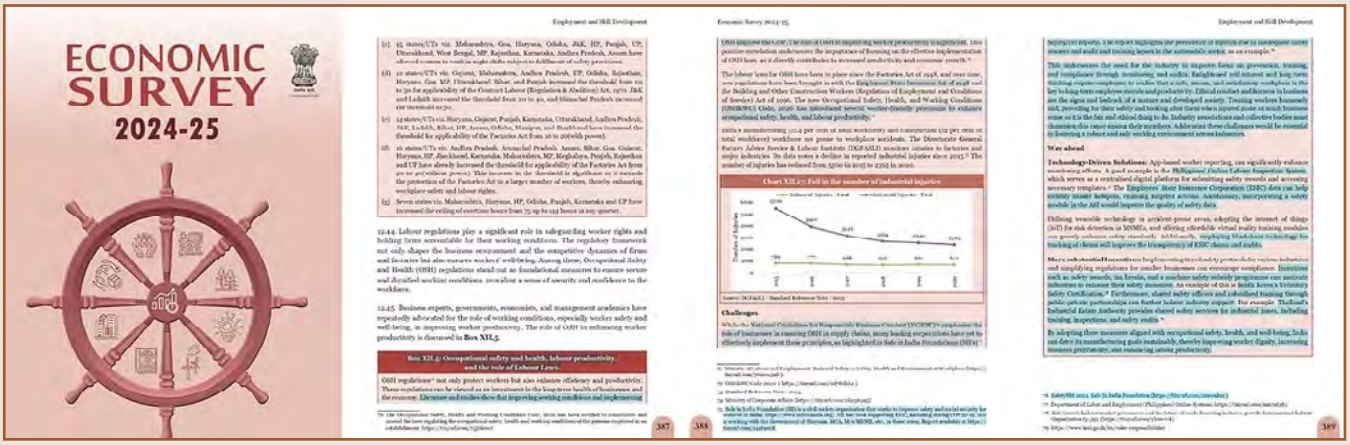
13. **SII continuously advocates for enhanced worker safety in India's Automotive Sector. Despite reform challenges, we offer updated and new recommendations, strategically refined** (Chapter 8)

Next steps:

SII will continue publishing its annual reports with evidence on brands' policies and implementation – gaps, opportunities, and best practice, and engaging constructively with the automotive industry and the government. Improving working conditions is not only a critical human issue, but also a business issue for the industry and the government. Without these improvements, India will struggle to improve its manufacturing professionalism, needed for scaling up, especially in value added industries, and therefore Indian Labour Productivity.



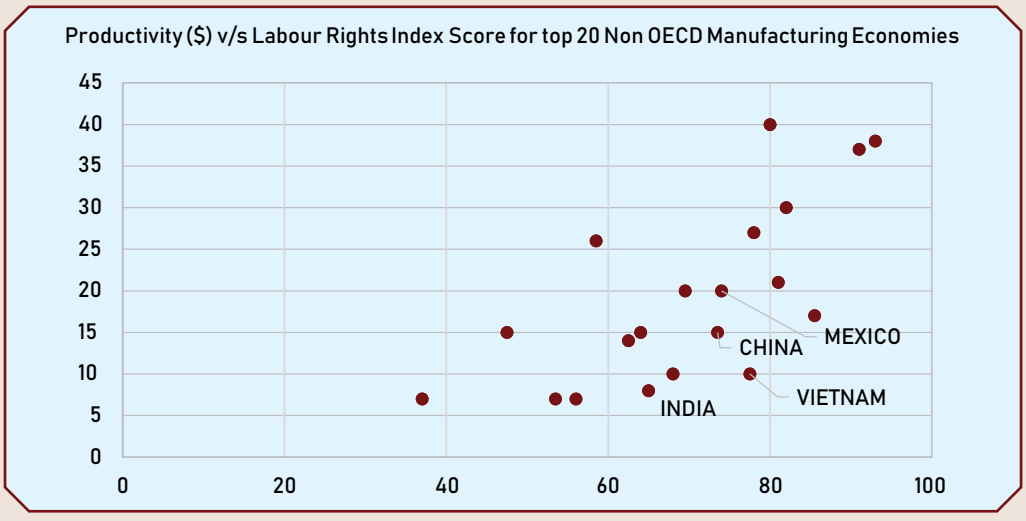
Economic Survey 2024-25 Recommends Worker Safety as Good for Business



This section summarises the findings from Safe In India's working paper which helped inform and influence the 2025 the Economic Survey[1][2]. The paper was submitted to the Government of India to make the case that improving working conditions, especially in manufacturing MSMEs, is not just a labour rights issue. It is a critical productivity and economic growth strategy.

India's economic ambitions are deeply intertwined with the well-being of its workforce, especially in the manufacturing sector. SII's analysis shows that poor occupational safety and health (OSH) standards are not just a human tragedy, but a macroeconomic liability.

India's ambition to become a global manufacturing hub is undermined by unsafe, exploitative working conditions. The country ranks 133rd in labour productivity ($8 output per hour worked) as per ILO's statistics on labour productivity[3] and scores 65/100 in the Labour Rights Index compiled by the Wage Indicator Foundation (Netherlands)[4], which evaluates workplace policies across wages, safety, hours, and protections.



A scatter plot of the top 20 non-OECD manufacturing economies shows a clear positive relationship: countries with better labour rights tend to have significantly higher labour productivity. This confirms global research linking improved working conditions to better economic outcomes.

[1] Safe In India Foundation; Economic Survey 2024-25 recommends worker safety as good for business (blog post)

[2] Economic Survey 2024-25 (p. 387)

[3] https://ilostat.ilo.org/topics/labour-productivity/

[4] https://labourrightsindex.org/lri-2024-documents/lri-2024-complete-3-oct-2024_compressed.pdf

Evidence from comparable economies, Chile and Costa Rica, demonstrates a strong correlation between improved workplace safety and rising labour productivity. Data from ILO's Statistics on labour productivity[5] shows that as non-fatal occupational injuries declined sharply in these countries, output per hour worked rose steadily, particularly in manufacturing and construction sectors that mirror India's industrial profile.

Bangladesh's garment sector offers compelling evidence that better working conditions can enhance competitiveness. Research by the World Bank and the University of Washington[6] shows that after the 2013 Rana Plaza disaster, greater international scrutiny and stronger labour regulations led to marked improvements in working conditions, without harming export performance. In fact, Bangladesh's garment exports rebounded and grew faster than competitors like India and Vietnam. A Columbia Business School study, published in Econometrica[7], found that the formation of workplace safety committees in Bangladeshi factories led to a 7–11% increase in labour productivity. These findings affirm that strengthening workplace practices, even in low-cost manufacturing environments, can yield significant economic returns.

Globally, the European Agency for Safety and Health at Work (EU-OSHA) estimates[8] that occupational injuries and illnesses cost up to 3.9–4% of GDP. Using a methodology endorsed by the WHO Commission on Macroeconomics and Health[9] (Harvard School of Public Health and World Economic Forum), SII conservatively estimates India's productivity losses at ₹12.5 lakh crore annually or 4.2% of national GDP.

As specific next steps, the note recommended:

i. Mandating better OSH data collection and reporting,

ii. Explicitly linking workplace safety to productivity in national policy,

iii. Incentivising compliance through measures like subsidies and ESIC premium discounts,

iv. Strengthening MSME capacity via shared audits, safety officers, and subsidised training, and

v. Embedding OSH standards into ESG-based procurement frameworks.

The case is clear: neglecting worker safety imposes a massive economic cost. Investing in safer workplaces, especially in MSMEs, is not just a moral imperative. It is a critical strategy for India's economic resilience and sustainable growth.

[5] ILOSTAT, https://ilostat.ilo.org/topics/labour-productivity/

[6] Laurent Bossavie, Yoonyoung Cho and Rachel Heath, The effects of international scrutiny on manufacturing workers: Evidence from the Rana Plaza collapse in Bangladesh

[7] Laura Boudreau; Multinational Enforcement of Labor Law: Experimental Evidence on Strengthening Occupational Safety and Health Committees; 2024

[8] European Agency for Safety and Health at Work, Estimating the costs of work-related accidents and ill-health: An analysis of European data sources

[9] Harvard School of Public Health & WEF. The Global Economic Burden of Non-communicable Diseases. https://www3.weforum.org/docs/WEF_Harvard_HE_GlobalEconomicBurdenNonCommunicableDiseases_2011.pdf


पानी
WATER

CHAPTER 1

Worker Injuries in the Indian Automotive Sector Remain Worrisome

Since the publication of *CRUSHED2019*, Safe in India Foundation (SII) has been consistently drawing attention to the critical issue of industrial accidents—particularly crush injuries—in the automotive supply chain, beginning with Gurugram, Haryana. *CRUSHED2020* and *CRUSHED2021* expanded this evidence base, incorporating official government data on inspections, convictions, and penalties, alongside an analysis of Business Responsibility Reports (BRRs) of leading automobile brands. These reports demonstrated that the issue is not isolated but systemic and widespread covering all brands and regions, with recurring legal violations—especially involving "dangerous" power press machines.

In *CRUSHED2022* and *CRUSHED2023*, the spotlight turned to the disproportionate impact on women workers, who, along with migrant workers, form the majority of the injured assisted by SII. These workers often operate in precarious and unsafe conditions, with minimal training or protective equipment—leading to life-altering injuries, loss of livelihood, and long-term harm to their dignity and economic security.

CRUSHED2024 underscored the alarming persistence of accidents across the automotive supply chain, with critical new insights into the working conditions of women workers, highlighting their heightened vulnerability. Notably, the report featured a pioneering "Participatory Research" initiative—led by injured auto-sector workers themselves—offering a first-hand perspective on the systemic safety issues they face in their workplaces.

Now, *CRUSHED2025* continues to not only find and draw attention to the ongoing grave accidents but adds new insights into the auto component factories, where these accidents frequently occur, showing the systemic problem with numerous injuries occurring year after year, with no abatement in sight and Critical analysis revealing disparities between policy aspirations and on-ground realities, exposing crucial gaps and contraventions in new Labour Codes.

This report provides updated evidence on injury patterns and factory conditions and offers actionable insights into the structural weaknesses in current safety enforcement mechanisms. This report also comes in the wake of the Economic Survey 2024-25[1] released by the Office of the Chief Economic Advisor to the Government of India recognizing the research and recommendations of SII and acknowledging the importance of OSH and specifically OSH in manufacturing in improving Indian Labour Productivity and manufacturing professionalism, and therefore GDP growth, especially in the MSME sector in India.

> **The machine had been lying unused and dysfunctional for over a week. One day, the supervisor insisted I operate it, claiming it had been repaired. Despite repeatedly refusing and expressing concern, I was eventually pressured into using it. As soon as I began working, the die came crashing down on my hand and trapped it for over 20 minutes. I lost four fingers because of that.**
>
> **RAM KISHORI, 35, GWALIOR (MP)**
> Lost 4 fingers of her right hand while working in supply chain for Maruti Suzuki

1.1 With expanded Worker Assistance Centres, SII sadly finds more and more injured workers to assist from the Indian Automotive Sector

"Your car has been built on an assembly line of broken fingers[2]." This media article went on to report 20 cases of lost hands and/or fingers in automotive sector factories every day from just one Employee State Insurance Corporation (ESIC) hospital in Gurugram in 2014 - this article led to setting up of SII.

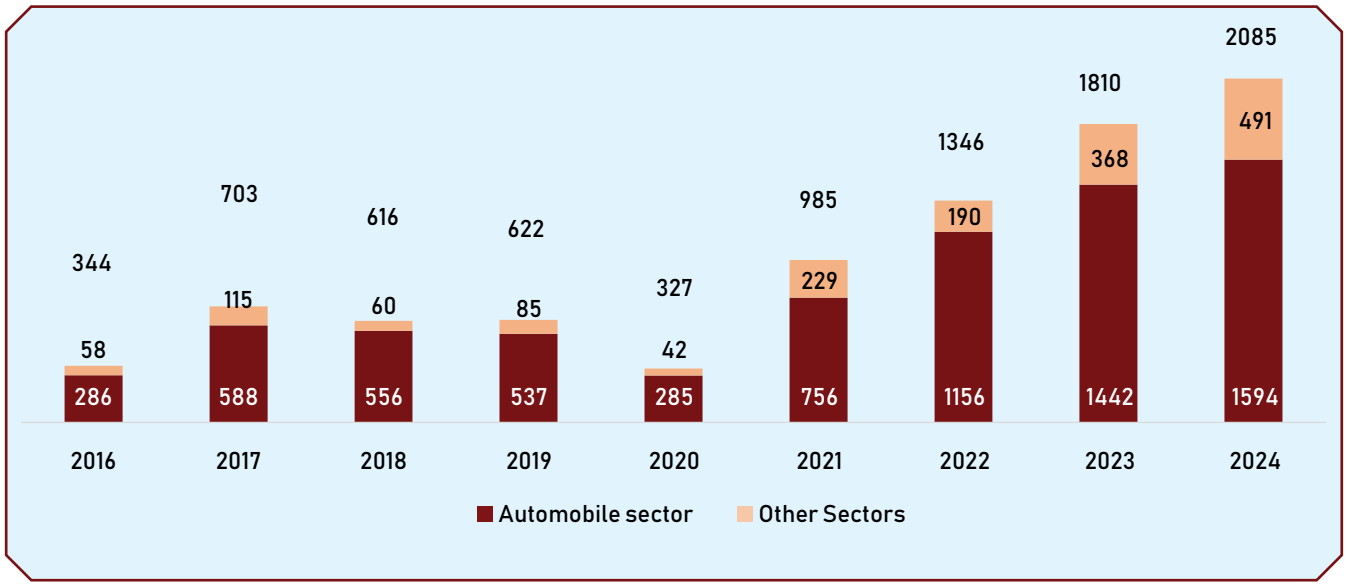
Since 2016, SII has found and assisted 8,500+ injured workers (of which 7,000+ from the automotive sector) mainly in Haryana and Maharashtra. SII posits that given its limited outreach nationally, many more thousands of workers continue to be injured in the automotive sector every year across the country.

[1] https://www.safeinindia.org/post/economic-survey-2024-25-recommends-worker-safety-as-good-for-business

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

CR'24: CRUSHED2024, SN'24: SafetyNiti2024; CR'23: CRUSHED2023; SN'23: SafetyNiti2023; CR'22: CRUSHED2022; SN'22: SafetyNiti2022; CR'21: CRUSHED2021; SN'21: SafetyNiti2021; CR'20: CRUSHED2020; CR'19: CRUSHED2019

Fig 1.1.1. 8500+ Injured Workers Assisted by SII with ESIC Healthcare & Compensation
(7000+ from Automotive Sector)



(Sep2016-Dec2024)

Note on the Methodology: The Period of Data Used in This Report

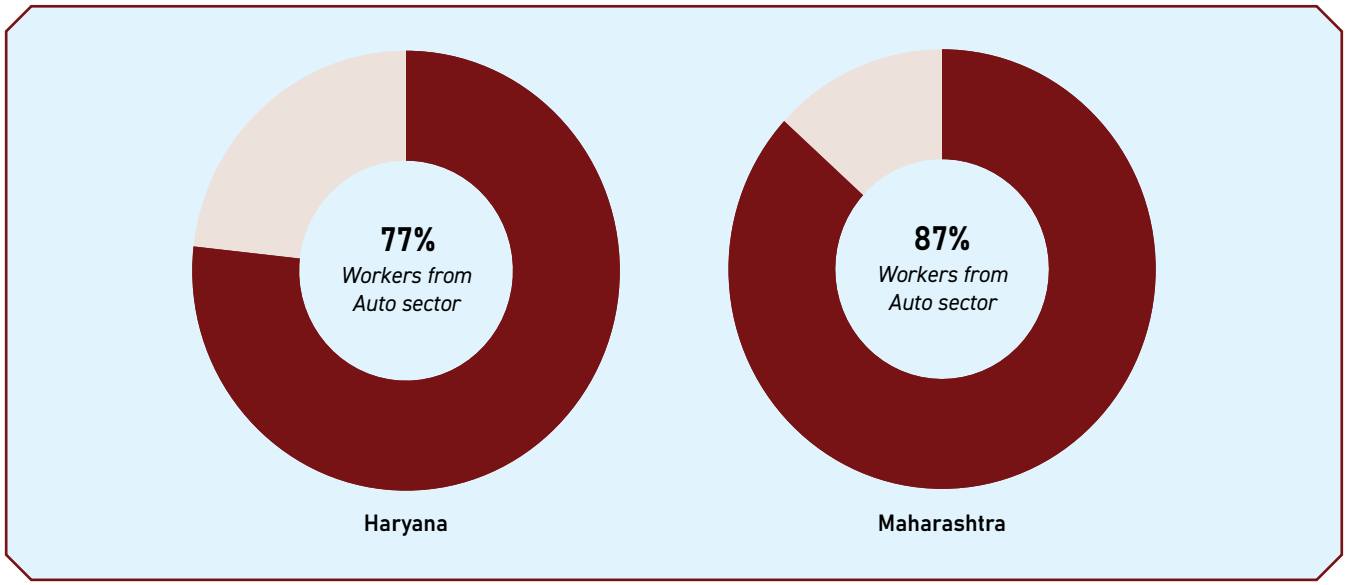
Haryana: Workers assisted data from Jan 1, 2019 to Dec 31, 2024 from SII's three centres in the state - Manesar, Faridabad and Gurgaon (opened in 2016, 2020 and 2023 respectively).

Maharashtra: Data of injured workers assisted in the period Jan 1, 2022 to Dec 31, 2024 since the opening of SII's first centre in Pune (opened in 2022).

1.2 Majority (78%) of grievous injuries reported to SII collectively in Haryana and Maharashtra, continue to be from auto-component factories

In Haryana, c.77% of injured workers assisted by SII in Haryana (4,782 of 6,230) since 2016 and c.87% in Maharashtra, since 2022, (1,292 of 1,489) were employed in automotive sector ancillaries.

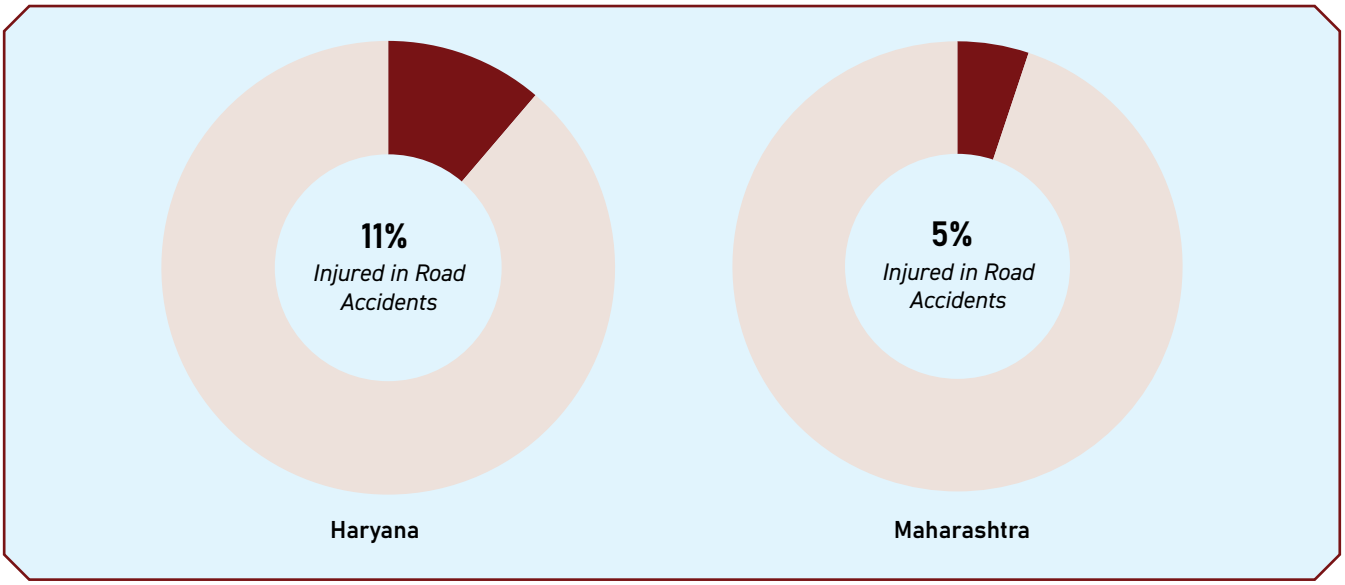
Fig. 1.2.1 Auto Sector Injured Workers Assisted by SII



1.3 Almost all of these injuries continue to happen inside the factories, contrary to some Industry and Government claims that they are mainly road accidents

1.3.1 Only an insignificant c.11% in Haryana and c.5% in Maharashtra of all injured workers assisted by SII were injured in road accidents

Fig. 1.3.1 Road Accident Injury Among Workers Assisted by SII



An SII blog[3] was issued with this clarification.

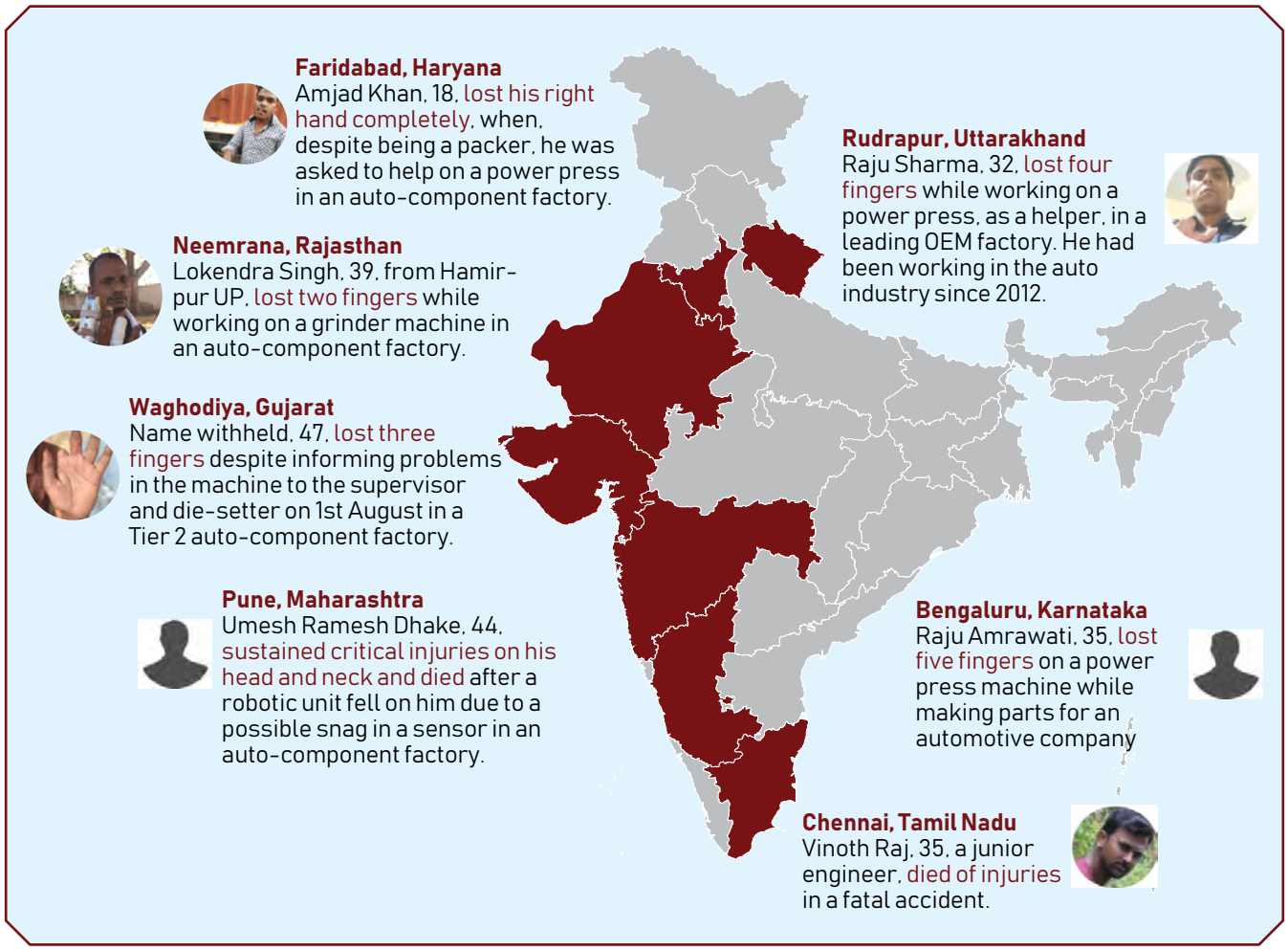
> I got burn and cut injuries in my forearms and wrist while working on machine. However, the factory owner said he would only file the official accident report if I agreed to falsely state that the injury occurred in a road accident.
>
> **SUDHIR, 38, BIHAR**
> Got injured while working in supply chain for Automobile Brand

1.4 Crush injuries in the automotive sector supply chain continue to be a national and multi brand problem

India's automotive sector operates out of multiple locations ("hubs"), contributing over 8% of India's overall GDP, one-third of manufacturing GDP and employs over 40% of the manufacturing labour in the country. It leads manufacturing practices in the country as indeed in the case in many other countries.

[3] https://www.safeinindia.org/post/crushed2021-injury-data-not-valid-and-thank-you-journalists

Fig. 1.4.2 Workers Injured in Auto Sector Supply Chain is Across the Country
(located by SII)



As highlighted in previous editions of the *CRUSHED* report series, Safe in India Foundation's direct engagement with thousands of injured workers—supported by field surveys across key automotive manufacturing hubs in six states—continues to reveal widespread unsafe working conditions within the supply chains of major automobile brands in India. *CRUSHED2025* builds on this evidence, and Chapter 4 presents updated and detailed findings on the nature and frequency of injuries occurring in the supply chain factories of the country's top 10 automobile manufacturers.

1.5 The Ripple Effects of Occupational Injuries on Workers' Lives and Families

Since 2016, Safe in India Foundation (SII) has supported injured workers in the automotive supply chain. Post-accident, many face long-term physical and mental health crises—ranging from untreated injuries to permanent disabilities. These severely restrict their ability to return to previous jobs or earn sustainable livelihoods.

Delays in receiving ESIC benefits, wage loss compensation, and quality medical care—especially for ESIC unregistered or irregularly registered workers—exacerbate their vulnerabilities. Workers often face bureaucratic obstacles and insufficient employer support during recovery. Many return to their native villages with fewer opportunities or shift to lower-paying informal jobs; others continue under exploitative conditions on unfulfilled promises of job security.

Disability not only diminishes workers' earning potential but also impacts their families' access to education, nutrition, and healthcare. A responsive ecosystem—centered on timely medical access, streamlined ESIC systems, and stronger employer accountability—is essential to protect workers' rights and ensure economic dignity after industrial injuries.

1.6 Other than the human issue, unsafe working conditions effect India's labour productivity – SII's recommendations in the Economic Survey 24-25

Seven years of evidence from injured workers in the automotive supply chain reaffirms that occupational safety remains a persistent challenge. Poor working conditions are not just a human rights concern but a serious impediment to productivity.

The McKinsey Global Institute (2024) reports that Indian manufacturing MSMEs operate at just 14% of the productivity level of large firms, compared to 29% in peer emerging economies (Brazil, Indonesia, Mexico, etc.). This stark gap is not inevitable—it can be reduced through targeted improvements in workplace conditions, especially in safety.

Contrary to the outdated perception that Occupational Safety and Health (OSH) is merely a compliance cost, there is growing global and domestic recognition of its role in boosting productivity.[4] Academic studies and industry experience have repeatedly demonstrated the positive link between safer workplaces and labour output.[5]

As mentioned before, the Economic Survey 2024–25 has, probably first time ever, explicitly acknowledged OSH as a driver of labour productivity and MSME competitiveness—marking a significant policy shift. This provides further impetus to mainstream OSH into India's productivity strategy, especially in sectors like automotive manufacturing that are central to economic growth.

> Worker safety does not cost much. It helps in improving productivity. It helps in the morale of the people and is a sign of enlightened management.
>
> **MR AS RAJU**
> Ex Senior VP, Supply Chain Maruti Suzuki India Ltd.

Tackling the widespread issue of unsafe working conditions—and their direct implications on labour and MSME productivity—demands a strategic, collaborative response from industry, government, and institutional actors. The sections that follow provide a deeper analysis of these interlinked challenges and present forward-looking recommendations aimed at fostering safer workplaces and more productive, competitive manufacturing ecosystems.

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Economic Survey 2024-25 calls for enhanced safety incentives

By Yogima Seth Sharma, ET Bureau • Last Updated: Jan 31, 2025, 03:45:00 PM IST

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Synopsis

The Economic Survey 2024-25 proposes safety awards, tax breaks, and a machine safety subsidy to improve worker safety and productivity in India. The survey highlights the use of digital tools like app-based reporting and wearable technology to enhance monitoring and compliance, aiming for sustainable growth in manufacturing.

[4] United Nations Statistics Division Estimate, 2020

[5] https://ilostat.ilo.org/topics/labour-productivity/

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Economic Survey 2025 calls for worker's safety in auto sector

Referring to the Safe in India Foundations's SafetyNiti report, it highlighted the prevalence of injuries due to inadequate safety sensors and audit and training lapses in the automobile sector. Referring to the Safe in India Foundations's SafetyNiti report, it highlighted the prevalence of injuries due to inadequate safety sensors and audit and training lapses in the automobile sector.

Shubhangi Bhatia • ETAuto
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Field notes on occupational health and safety in the automotive industry in India

The automotive components manufacturing industry is a vital cog in India's manufacturing juggernaut, but major issues with occupational health and safety despite abundance of regulations raises some serious questions.


LOWER

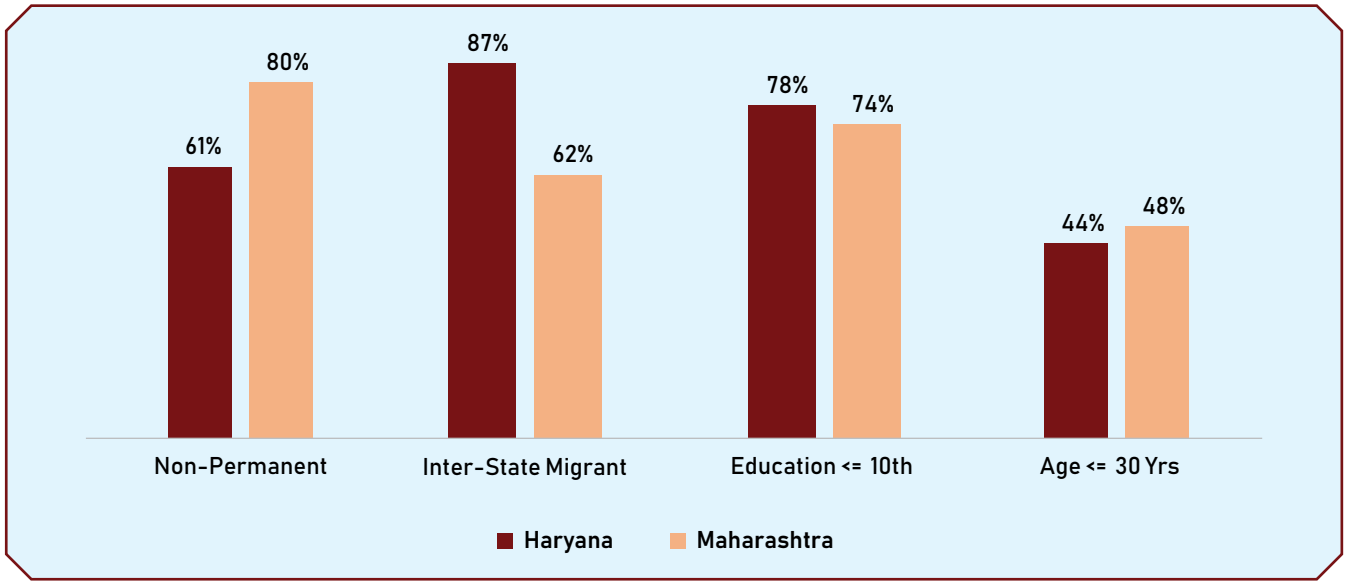
CHAPTER 2

Automotive Supply Chain Continues to Exhibit Unprofessional Work Environment

2.1 The majority of injured workers in Haryana and Maharashtra continue to be among the most vulnerable

2.1.1 Injured workers in Haryana and Maharashtra are mostly young migrants, lowly educated, with non-permanent jobs

Fig. 2.1.1 Proportion of All Workers Assisted by SII in Vulnerability Groups
(in Haryana & Maharashtra)



(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

Majority of them are also in non-permanent (contractual) roles. In Haryana, the majority (c.61% in this period) continue to be non-permanent workers, mostly through contractors, with inadequate employment documentation making for unclear employer-employee relationships, which often makes legal protection inaccessible to many of them, and access to social and legal safety nets difficult to impossible. In Maharashtra, c.80% injured workers were non-permanent, which is higher than Haryana with similar problems due to the status.

Majority of injured workers assisted by SII until now are migrants. In Haryana, where the proportion of migration (c.87% in this period) is significantly high, migrants are mostly from Bihar, Uttar Pradesh, and Madhya Pradesh. For Maharashtra, which has relatively lower interstate migration (c.62%), a significant proportion of injured workers are intra-state migrants from Nagpur, Nashik, Sholapur, etc (anecdotal) while interstate migrants are from Bihar, Uttar Pradesh, Madhya Pradesh etc.

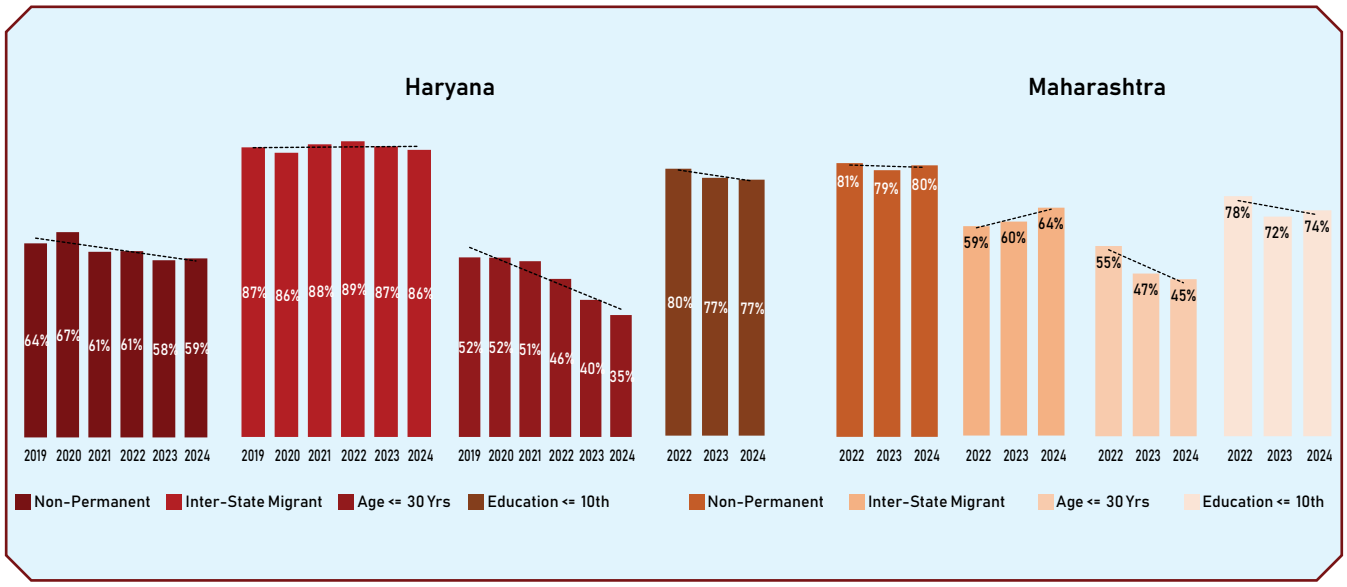
Majority of injured workers are less educated or not educated at all. Unfortunately, an overwhelming majority of the injured workers c.78% in Haryana and c.74% in Maharashtra, are educated only until class 10th of school education with almost half (anecdotal) unable to read or write proficiently. Overall, 1/5th of the workers have received no formal education or have not cleared even Class 5 let alone be trained at an ITI. **See section 2.4 below**

Almost half of injured workers are very young (below 30 years). Sadly, the young, future workforce of the nation (less than 30 years old) continue to suffer most (c.44%) of these injuries in Haryana. In Maharashtra, a 48% were less than 30 years old.

Consistent with previous reports, almost none of these workers are enrolled with any labour union— and are unable to negotiate better working conditions or terms.

2.1.2 There is no significant change in the vulnerability levels over the years except for fewer injured being young, could be due to bad reasons like lower employment

Fig. 2.1.2 Annual Trend of Proportion of All Workers Assisted by SII in Vulnerability Groups
(Haryana vs Maharashtra)



(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

A Gendered Disadvantage: Compounding Vulnerabilities for Women Workers

Beyond the demographic profile of young, migrant, and non-permanent workers, women in the factory sector face additional systemic disadvantages.

Many are compelled to operate hazardous machines like power presses due to limited local employment alternatives, often as sole providers supporting their families. Disturbingly, they frequently receive lower wages than men for performing identical work.

Compounding this, women workers experience virtually no career progression, in stark contrast to even the rare instances of men being promoted to supervisory roles. These factors collectively deepen their vulnerability to injury and exploitation.

2.2 Crush injuries located by SII are increasing and in two-thirds of these crush injuries on machines like power press, workers continue to lose two fingers on an average[1]

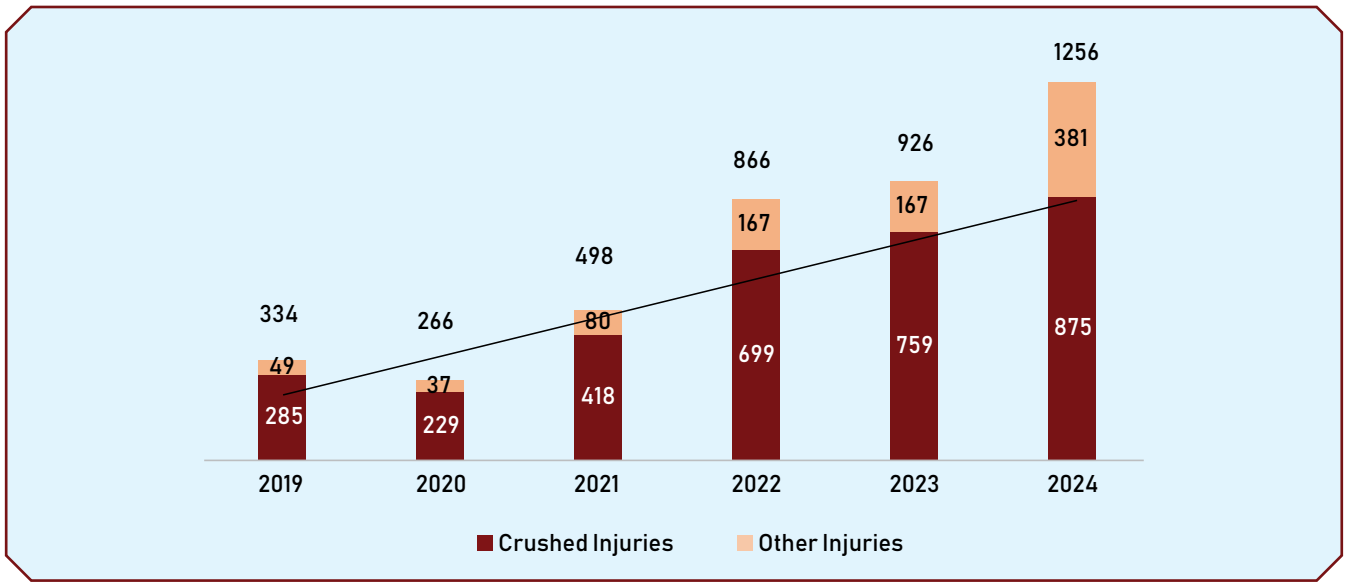
2.2.1 Crushed injuries continue in large numbers and remain most cases of injuries.

The number of cases of crushed injuries continue to increase along with total cases where assistance has been provided by SII. Many of these cases are preventable through better maintenance of the machines and provision of safety equipment, as shown later in the report.

As SII has expanded, since August 2023, its assistance for ESIC facilitation from mainly crushed to all types of injuries in Haryana and Maharashtra, the proportion of crushed injuries has been dropping but the absolute number reported to SII has increased.

[1] In the analysis of crush injuries, losing one wrist is taken as losing 5 fingers, losing palm is taken as losing 3-4 fingers (as per case), and losing both wrists/ hands is taken as a loss of 10 fingers

Fig. 2.2.1 Annual Trend - Crushed Injuries Among All Injured Workers Assisted by SII

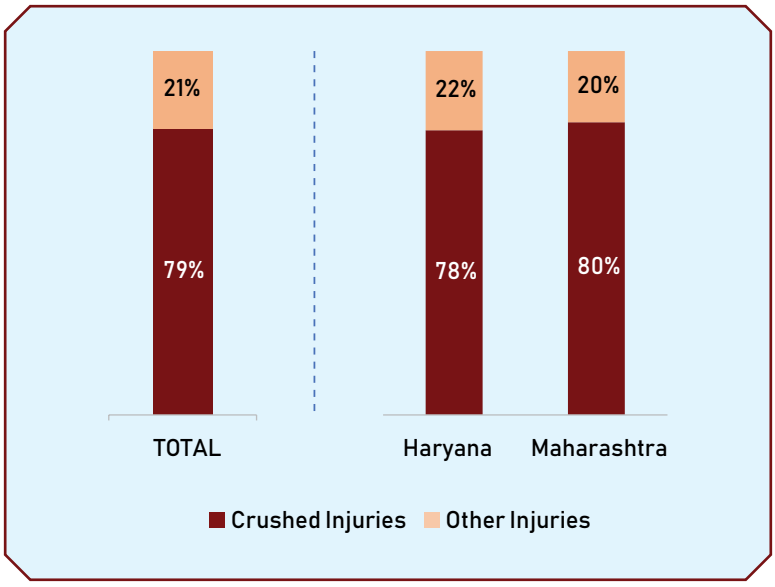


(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

2.2.2 Almost two-thirds of the crush injuries result in fingers lost in both, Haryana and Maharashtra

In c.79% of the cases, crush injuries result in loss of fingers/ hands, and the remaining c.21% include fractures, wounds etc. Crushed injuries form majority cases in both Haryana and Maharashtra.

Fig. 2.2.2 Crushed Injuries Among Injured Workers Assisted by SII
(Total - Haryana - Maharashtra)



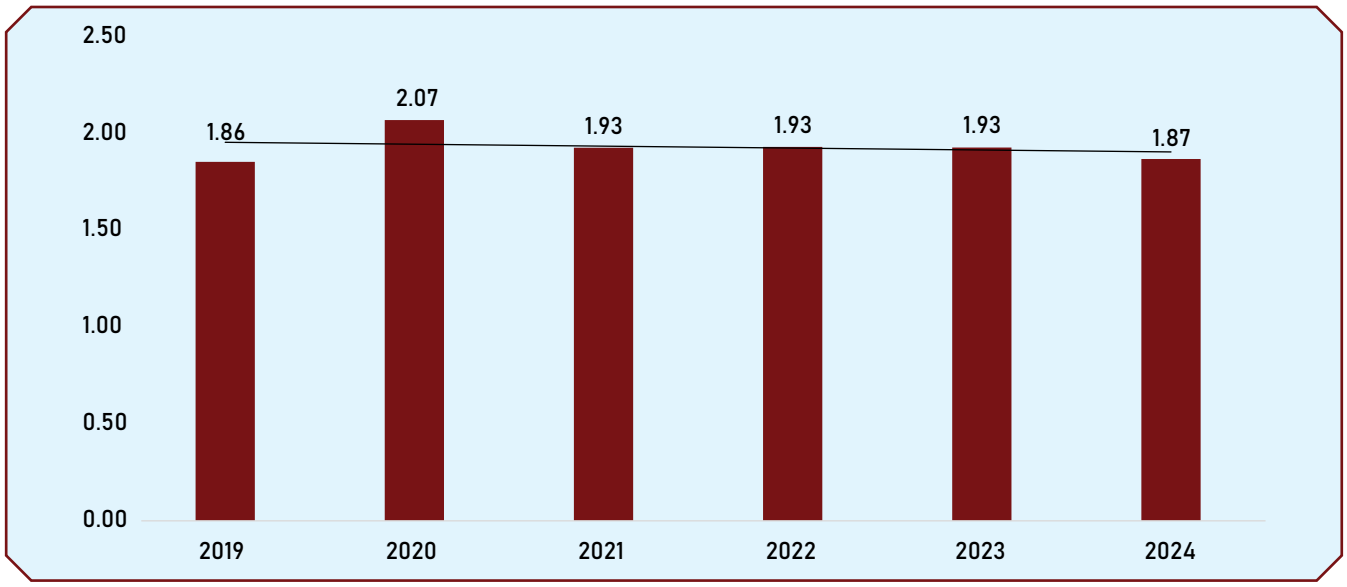
(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

In all the above graphs, "other injuries" include cases of fracture, electric shock, chemical spillage, and burns.

2.2.3 Furthermore, number of fingers lost in crush injuries – average of 2 fingers per accident - on all types of machines has not improved in the past years, indicating continuing poor machine safety

Most of these lost injuries continue to result in an average loss of two fingers per injured worker. Though crushed injuries happen on all types of machines, proportionately they are the highest on power press, which accounts for more than 80% of all crushed injuries, at 2.04.

Fig. 2.2.3 Severity of Crushed Injury – Avg. No of Fingers Lost (Annual Trend)



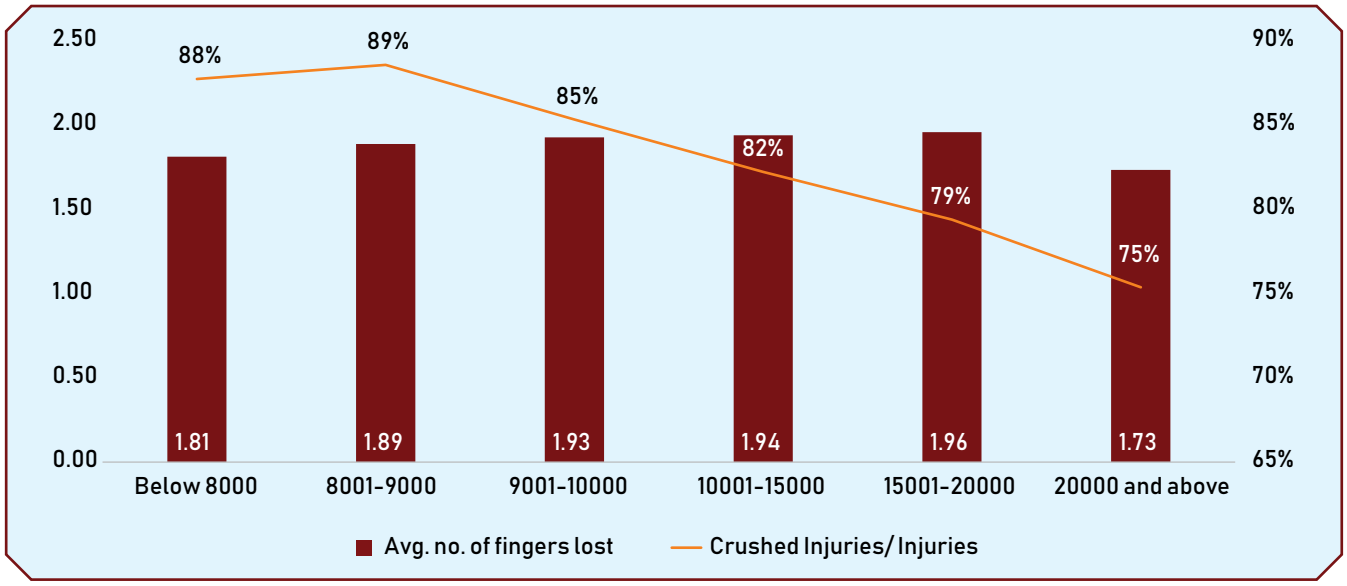
(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

2.3 The lower the wages of an injured worker, the more severe the crush injury and with a significant proportion paid below minimum wages

There appears to be a continued strong negative relationship between wages and severity of injury. Severity of injury is more for worker with lower wages.

2.3.1 Crushed injuries (among total injuries) are proportionately more among those who get the lowest wages

Fig. 2.3.1 Severity of Injury (Avg. Fingers Lost Per Person) Vs Wage Range



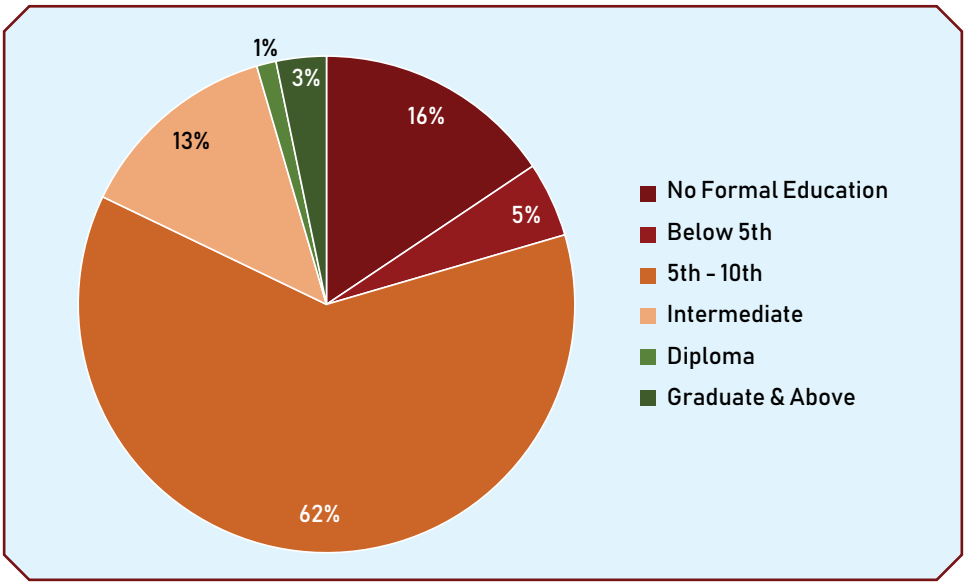
(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

Among injured workers drawing less salary, the average fingers lost was higher than the other income groups with higher proportion of crush injuries (80% or more). It may be due to helpers being asked to operate machines, as is often seen, without adequate training and/or experience. **See section 2.7 below.**

2.4 A fifth of the injured workers are not educated even to the minimum level prescribed by ASDC for machine operators in both Haryana and Maharashtra. Severity of injuries appears to be worse for lower educated workers

2.4.1 c.21% of workers, injured, most of them on a skilled role operating machines have received no formal education or have not cleared even Class 5 let alone be trained at an ITI

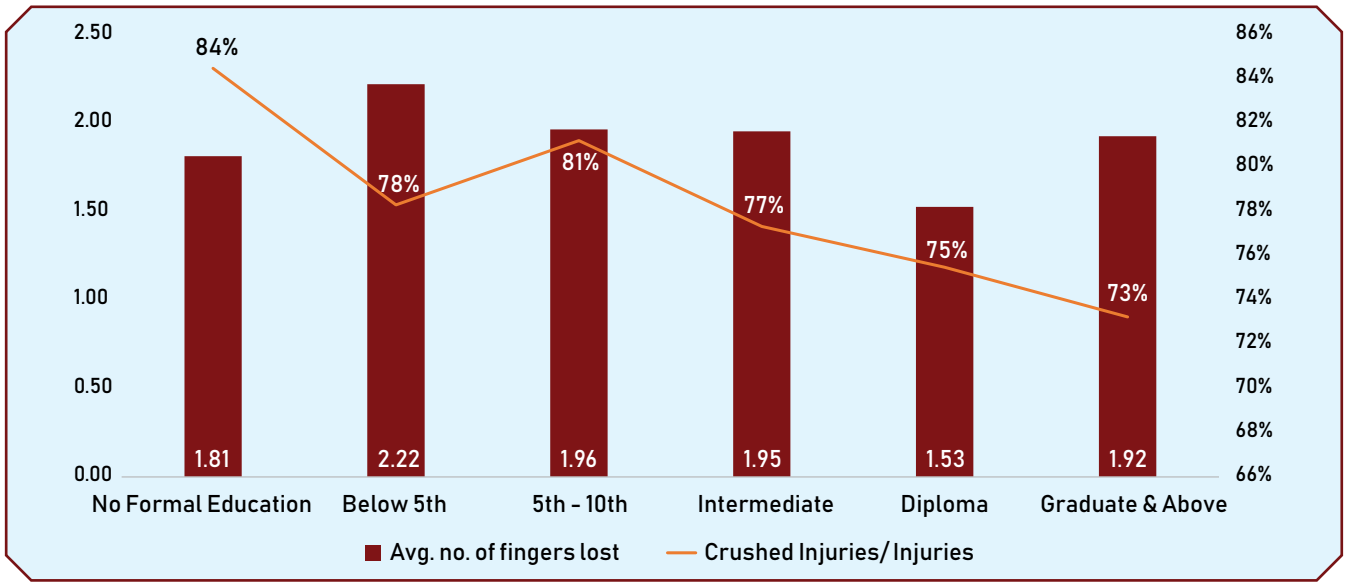
Fig. 2.4.1 Education Qualification of Injured Workers Assisted by SII



(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

2.4.2 Crushed injuries (among total injuries) are also proportionately more among those with lower level of education

Fig. 2.4.2 Severity of Injury (Avg. Fingers Lost Per Person) Vs Education Qualification



(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

There appears to be a negative relationship between Education Qualification & Severity of injury i.e., severity of injury is more for workers who are less educated. A significant proportion of workers who lose more than 2 fingers (on average) are among those who have studied only up to 10th or less.

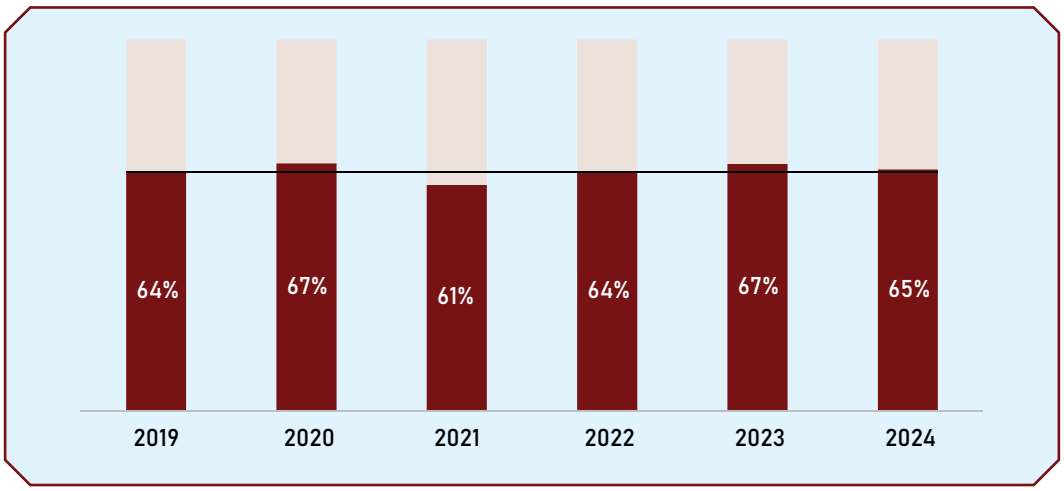
These statistics also reflect SII's experience that many lowly paid and lower educated "helpers" are asked to operate press and other machines, without adequate training, experience, or upgrade in their compensation to skilled worker wages. **See section 2.7 below**

According to ASDC's criteria[2], automotive machine operator must have a minimum educational qualification of class 5th with 4 years of relevant experience, or 8th pass with 1 year of relevant experience, 9th pass or Certificate-NSQF (Automotive Machining Assistant Level 2).

2.5 Majority of injured workers continue to be non-permanent.

2.5.1 Proportionally, non-permanent workers continue to be the majority among the injured workers assisted by SII

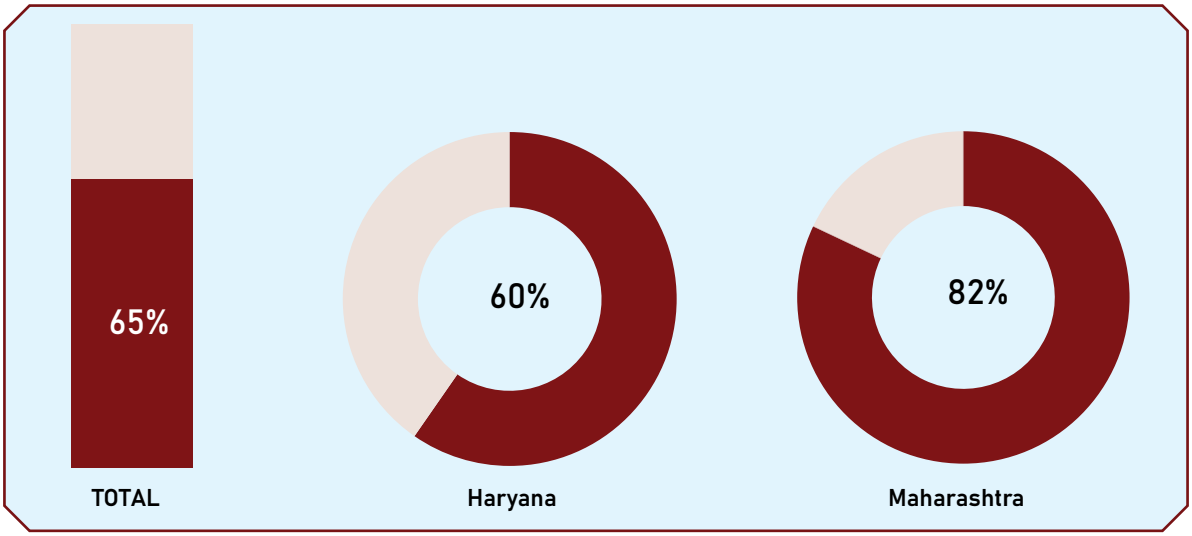
Fig. 2.5.1 Annual Trend of Non-Permanent Among Injured Workers Assisted by SII (Total)



(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

2.5.2 Of these non-permanent injured workers, Maharashtra (c.82%) is worse than Haryana (c.60%)

Fig. 2.5.2 Proportion of Non-Permanent Among Injured Workers Assisted by SII
(Total - Haryana - Maharashtra)



(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

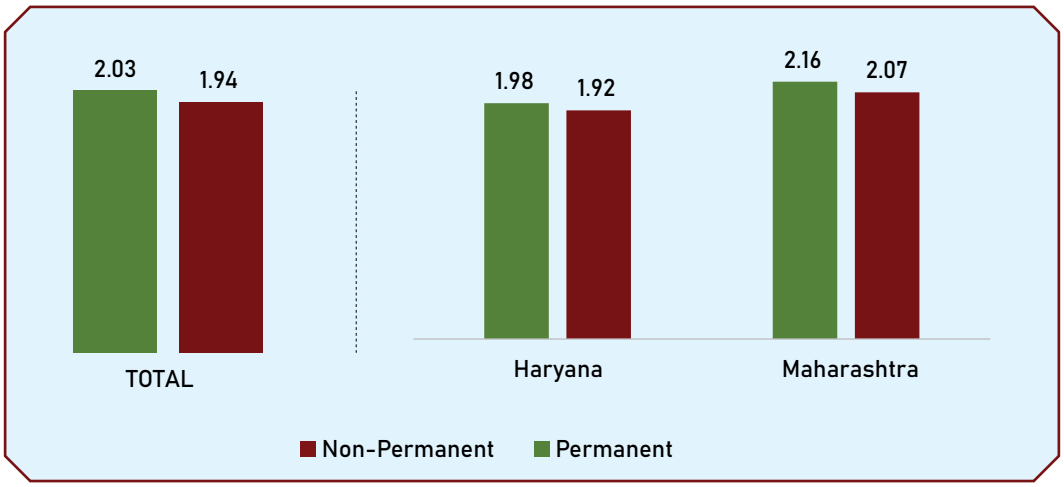
[2] Refer to: https://www.asdc.org.in/nos/qp/ASC_Q3501_v2.0_Automotive-Machining-Operator.pdf

2.6 Permanently employed workers should feel no safer than non-permanent ones; unsafe working conditions impact them equally

Unsafe working conditions impact both permanent & non-permanent workers almost equally and in fact marginally worse for permanent workers.

There is no significant statistical difference in the average number of fingers lost between permanent and non-permanent workers. Addressing this issue requires unity between both categories of workers in their demands, and with labour unions advocating equally for the safety and well-being of all workers, regardless of their employment status.

Fig. 2.6.1 Severity (avg. no. of fingers) vs Nature of Employment
(Total vs Haryana vs Maharashtra)



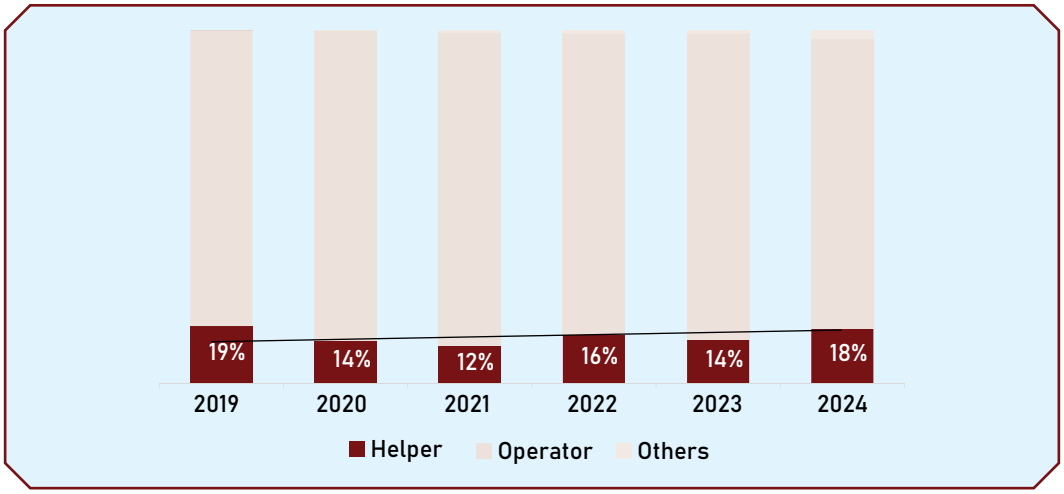
(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

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

Machine operations are classified as skilled jobs, while helpers fall under the unskilled category. Such a large, continued proportion of injured helpers suggests such unskilled workers being asked to do a skilled job-an illegal activity, resulting in equally severe injuries as the operators as shown below.

2.7.1 Injuries among helpers continues to be in one-fifth of the total injury cases over the years

Fig. 2.7.1 Annual Trend of Proportion of Machine Injuries Among Helpers (Total)

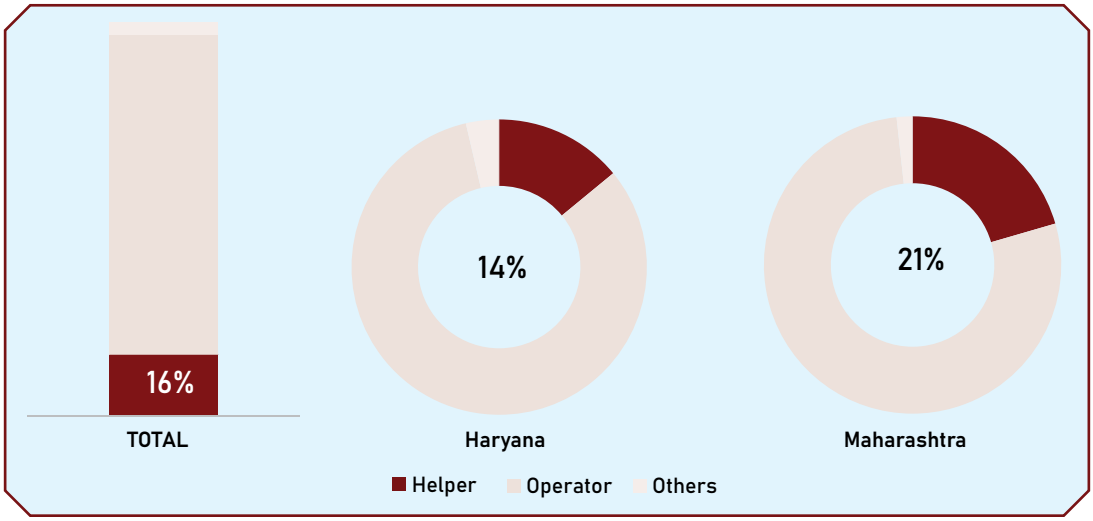


(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

> I was a helper with no machine operating experience. On the day of the incident, some operators were absent, so the supervisor instructed me to run the machine. During work, my gloves got caught, which caused the accident.
>
> **KRISHNA MANJHI**
> Got injured while working in the supply chain of an automotive brand

2.7.2 This issue of helpers being used illegally as machine operators is worse in Maharashtra

Fig. 2.7.2 Proportion of Machine Injuries Among Helpers (Total - Haryana - Maharashtra)



(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

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

Ranjay Kumar, 29, had to wait eight years after his injury for his ESIC compensation due to 'lost file' – A typical support provided by SII

Ranjay Kumar, a 29-year-old from Motihari, Bihar, endured a life-altering accident eight years ago while operating a power press machine at an automobile component factory in Pune. The mishap resulted in the tragic loss of three fingers on his left hand. Despite the severity of his injury, Ranjay's struggle for the benefits, he was entitled to, was far from over. After initial attempts that failed, he left for his village.

It wasn't until a year ago that new efforts were made by SII to help Ranjay. After significant follow-up, he returned to Pune. On June 3, 2025, approximately eight years after his injury, his medical board **Form-03 for the ESIC pension** was finally completed at the ESIC branch office.

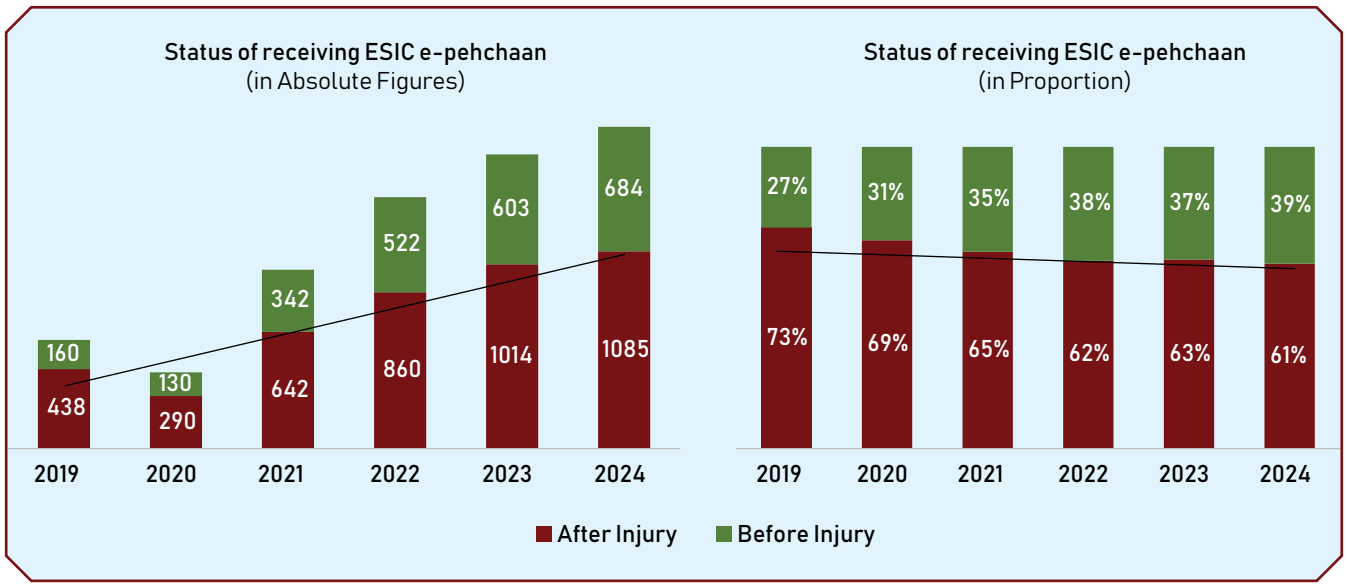
Ranjay's frustration is palpable: "I came many times for this work, but they never filled my form. They would say my file was lost, couldn't be found, it was too old a case, 'go and come later.' Because of this, I stopped going to ESIC." He poignantly added, "If they had filled this form earlier, my pension would have started by now."

This delay meant Ranjay was deprived of his rightful pension for nearly eight years, despite his fitness certificate, issued on December 16, 2017, entitling him to the pension from that date. His case highlights how **systemic inefficiencies** and a lack of accountability can prolong a worker's suffering and **financially burden** them for years after a workplace injury.

2.8.1 Majority of injured workers receiving their ESIC e-Pehchaan cards *after* their accident - This has not improved significantly over the years, both in terms of proportion and absolute numbers

The ESIC e-Pehchaan (identity) card is a crucial document that allows workers and their eligible dependents to access a range of ESIC benefits, including primary, secondary, and tertiary healthcare, as well as compensation for sickness, injuries, unemployment, childbirth, and death. However, majority of injured workers advised SII of their receiving their ESIC e-Pehchaan card only after their accident (and not on their first day of employment, as mandated by ESIC regulations).

Fig. 2.8.1 Annual Trend - Workers Receiving ESIC e-Pehchaan Card After Injury

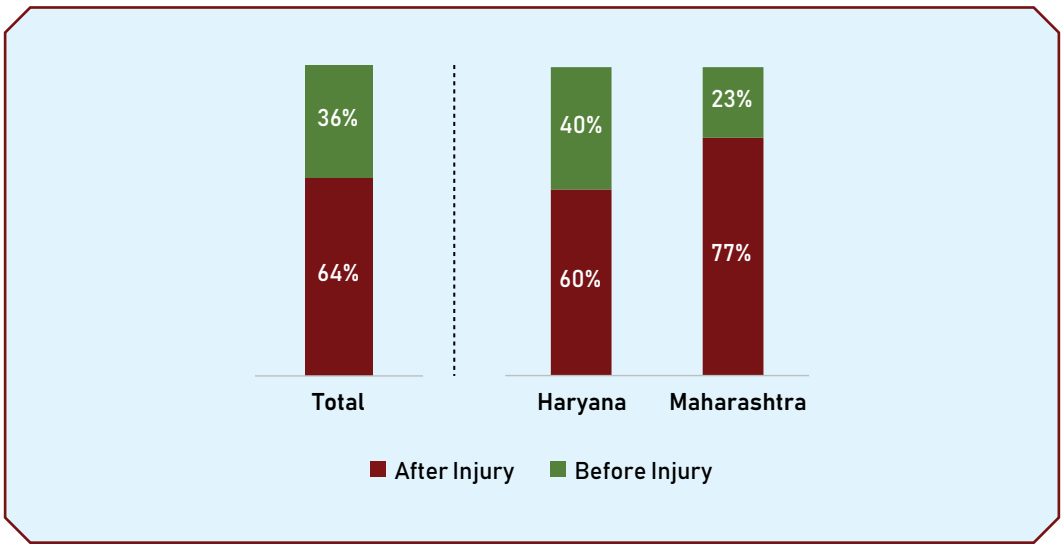


(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

2.8.2 The above stated issue exists in both, Haryana, and Maharashtra, and is higher for Maharashtra

Overall, c.64% of injured workers received E-Pehchaan card after the accident. This proportion was c.60% for Haryana and higher for Maharashtra at c.77%.

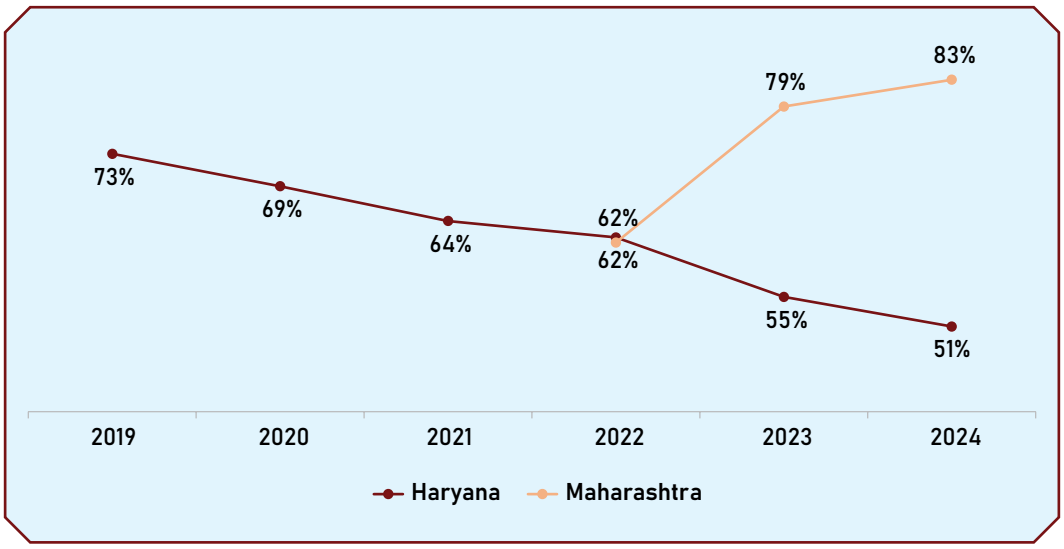
Fig. 2.8.2 Proportion of Workers receiving ESIC e-Pehchaan Card *After* Injury
(Total - Haryana - Maharashtra)



(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

2.8.3 And over the years, this proportion for Haryana appears to be improving while for Maharashtra it is deteriorating

Fig. 2.8.3 Proportion of Workers Receiving ESIC e-Pehchaan Card After Injury (Haryana vs Maharashtra)



(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

Note: SII started operating in Maharashtra only after 2022

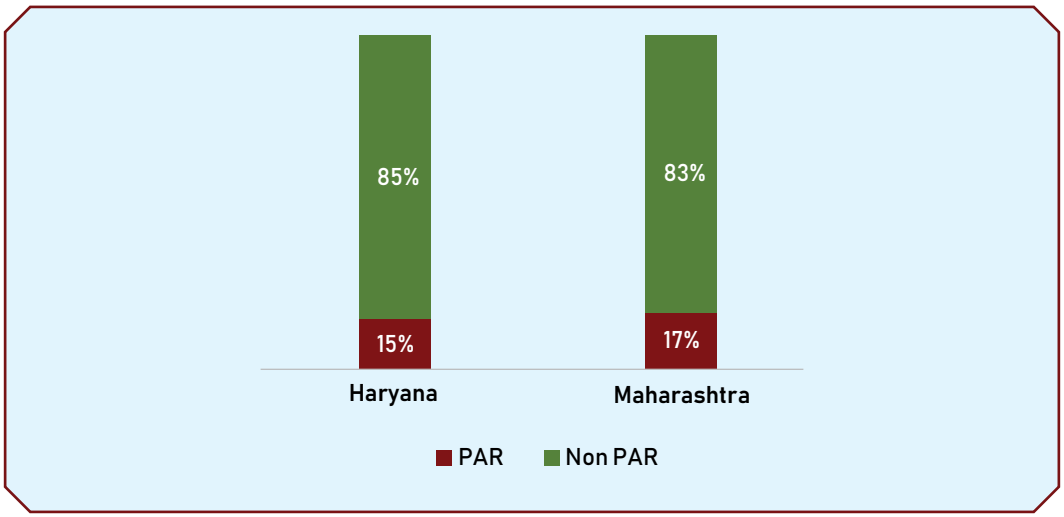
Why do so many Injured Workers Get their ESIC Pehchaan Card after Their Injury?

Although, SII has not fully investigated the reason, the following are some of the possible reasons that need to be considered by the auto brands for their supply chain:

1. The factories are hiding these workers from their payrolls until the accident/injury. See below for such post-accident registrations..
2. The workers are registered ahead of accidents, but they are not issued their ESIC cards for reasons of apathy and/or saving on administration cost, however marginal, or to avoid workers being empowered by coverage of ESIC e.g., their rights of sickness benefits, leave, maternity benefits, etc.

2.8.4 Significant (15-17%) proportion of Post Accident ESIC Registration (PAR) in both, Haryana, and Maharashtra – another malpractice

Fig 2.8.4 of Post Accident Registration for Workers Assisted by SII (Haryana vs Maharashtra)



(Repeated from last years' report for the sake of completeness of this report: to be changed)

Registering workers with ESIC after the accident (beyond the ten-day grace period after joining, which in itself is an archaic rule post-automation of TIC issuance in-factory) is an illegal practice, however, current penalties are minimal and have limited deterrent effect. SII recommends policy reforms to ensure greater compliance. In the future, SII suggests that factories found in violation be required to compensate injured workers with the full present value of their ESIC "pension" entitlement, rather than the current nominal penalties.

SII continues to advocate for timely registration of workers and improving the process of "Decline Letter" in case of Post Accident Registration to improve worker compensation under Worker Compensation Act– a few of several such recommendations to ESIC for improving quality of ESIC services/compliance.

Safe in India Foundation

Ref: SII/2023/094
Date: 7th Sept. 2023

To

Dr Rajendra Kumar
Director General
Employees' State Insurance Corporation.

Dear Sir,

Subject: The issue of compliance among employers of the ESI scheme and a sample list of default factories/ companies identified by SII

The letter sent by SII on 10Jul23, ref. Id: SII/2022/137, subject "*recommendations to improve the process of decline letter in the case of Post Accident Registrations (PARs)...*", where the most pressing on-ground issue of "PARs" was raised, and SII sought policy-level improvements at ESIC's end for the betterment of both IPs and ESIC, while encouraging better behaviour from employers. This letter is a follow-up and building-up on the issue of employers' non-compliance, as identified by SII.

Employer's non-compliance with the ESI scheme deprives eligible IPs of the benefits they are entitled to. SII has been reporting multiple types and voluminous non-compliance issues from employers. Some of these are stated below:

- Most injured workers get their ESIC "e-pehchaan" card only after the accident (not on the day of joining the job, as they should). In Gurugram last year, SII found 74% of cases where injured workers got TIC *after* the accident. Similar figures are 61% and 53% for Faridabad and Pune, respectively[1].
- Most injured workers were first taken to private hospitals and only later to ESIC hospitals [rare] by their employers for treatment post-accident. 52% of injured workers in Gurugram, 52% in Faridabad, and 30% in Pune were taken to private hospitals rather than ESIC[2].
- PAR cases continue to be a significant issue. In Gurugram, SII found 17% PAR cases, in Faridabad 19%, and in Pune 17%.

The employers' non-compliance issues hinder IPs from availing their rightful compensation, and in such regard, a sample list of non-complying employers is enclosed with this letter. We request you to look into the matter further.

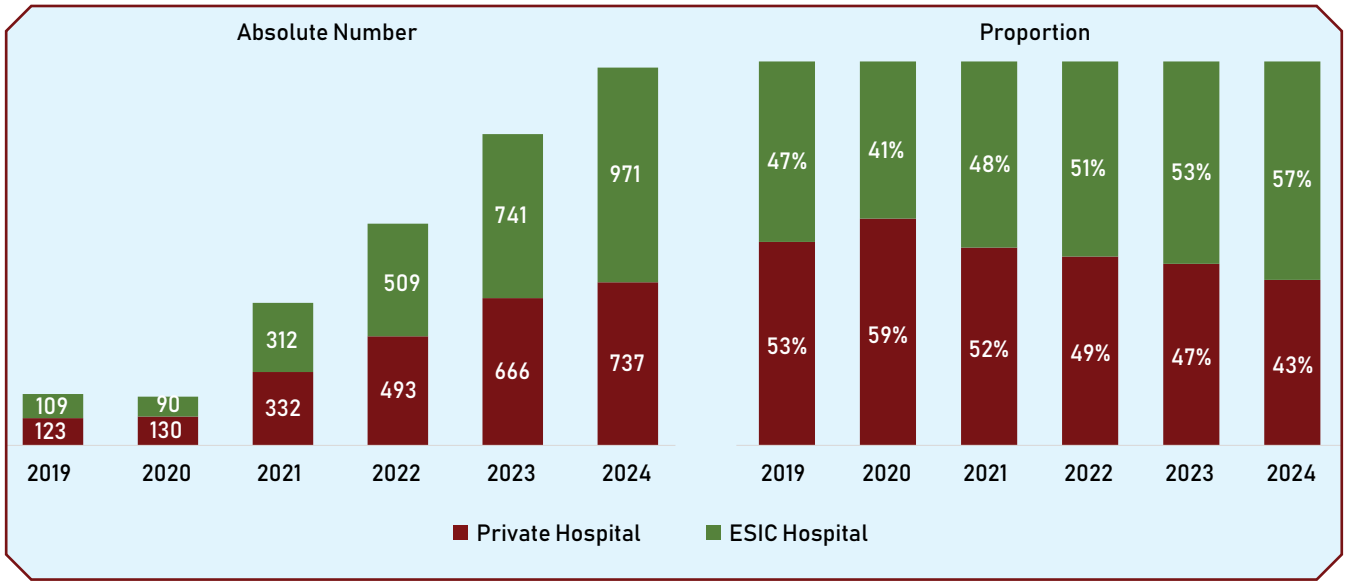
2.9 The large unhelpful dependence on private hospitals for the immediate treatment after an accident, rather than to ESIC hospitals, continues, though thankfully the trend is improving.

2.9.1 The large numbers of cases of injured workers who are taken to private hospital for their first treatment instead of ESIC, continues to be a problem over the years

Reason for this may be several including workers not registered with ESIC (e.g. c.15-17% PARs above), other irregularities with ESIC compliance that employers try to resolve documentation before sending injured workers to ESIC, distance of ESIC hospitals from factory or lack of faith in ESIC healthcare.

SII believes the main reason is non-compliance by employers and time needed by them to 'set the papers in order' even if that means poorer treatment for workers within the 'golden hour' (or equivalent), which may lead to a greater disability than would have happened in ESIC hospitals.

Fig. 2.9.1 Annual Trend – Status of Injured Workers Receiving First Treatment Hospital at (Pvt. vs ESIC Hospital)

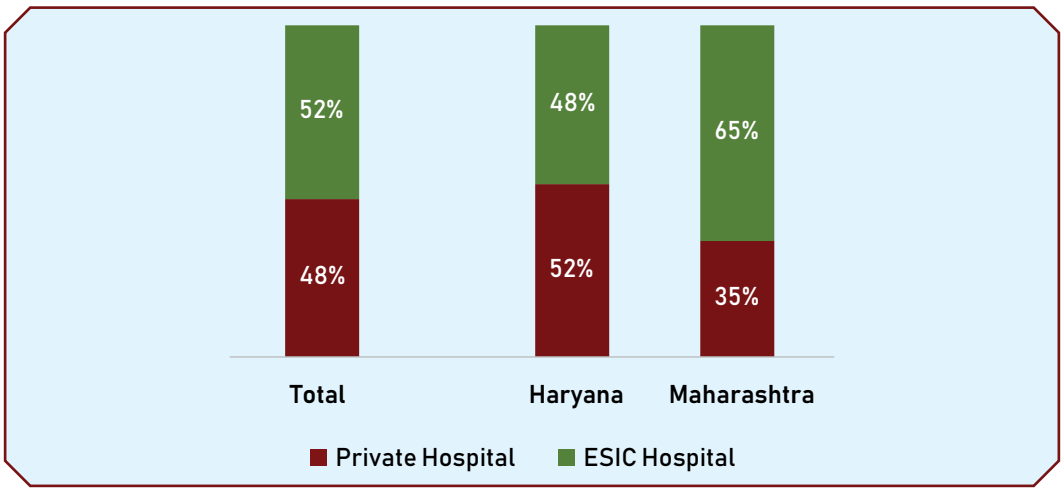


(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

2.9.2 In Haryana c.52% are first taken to private hospital instead of ESIC hospital. Situation appears to be better in Maharashtra, where c.35% of injured workers go to private hospitals

In c.48% of the injury cases, workers are taken to private hospital for their immediate treatment instead of a ESIC Hospital. In Haryana c.52%, while in Maharashtra, relatively less c.35% of injured workers, are first taken to private hospital instead of a ESIC hospital.

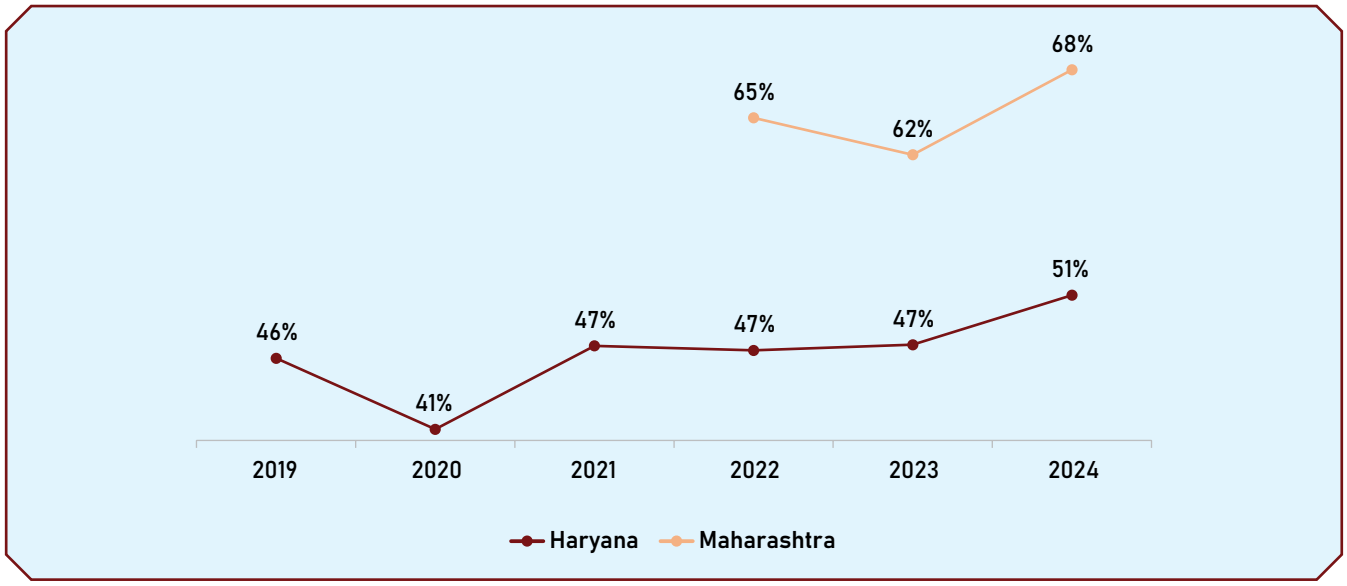
Fig. 2.9.2 Status of Injured Workers Receiving First Treatment Hospital at Pvt vs ESIC Hospital
(Total - Haryana – Maharashtra)



(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

2.9.3 Thankfully, this trend appears (to be marginally improving for both, Maharashtra, and Haryana

Fig. 2.9.3 State Wise Status of Injured Workers Receiving First Treatment Hospital at ESIC Hospital
(Haryana vs Maharashtra)



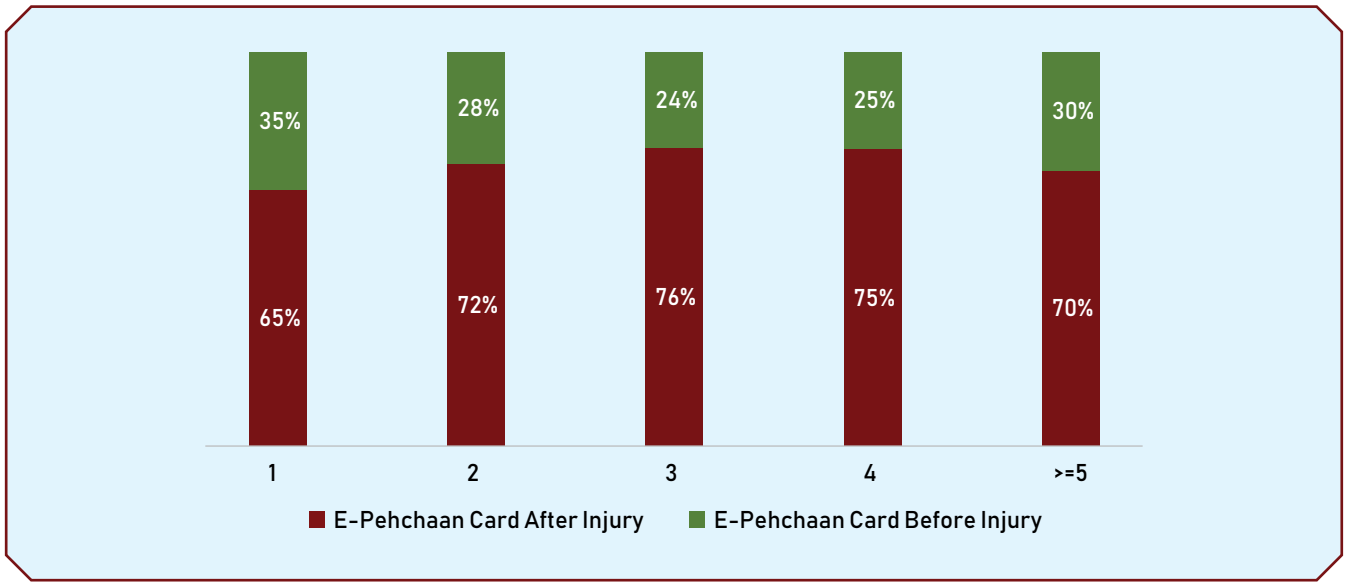
(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

2.10 Factories with poorer ESIC compliance also appear to have worse working conditions; Injured workers who received their ESIC e-Pehchaan card after the accident also had higher severity of loss of fingers

As indicated by this graph, the higher the proportion of the non-compliance (E-pehchaan cards given to workers after injury), the more are the number of fingers lost in a crush injury

This could indicate that the employers who withhold the e-Pehchaan cards from the workers until after the injury also foster a poorer and unsafe work environment. This proportion appears to increase in cases of injuries where 2 or more fingers lost.

Fig 2.10.1 Severity of Injury (No. of Fingers Lost) vs Status of E-Pehchaan Card
(ESIC before vs after accident)



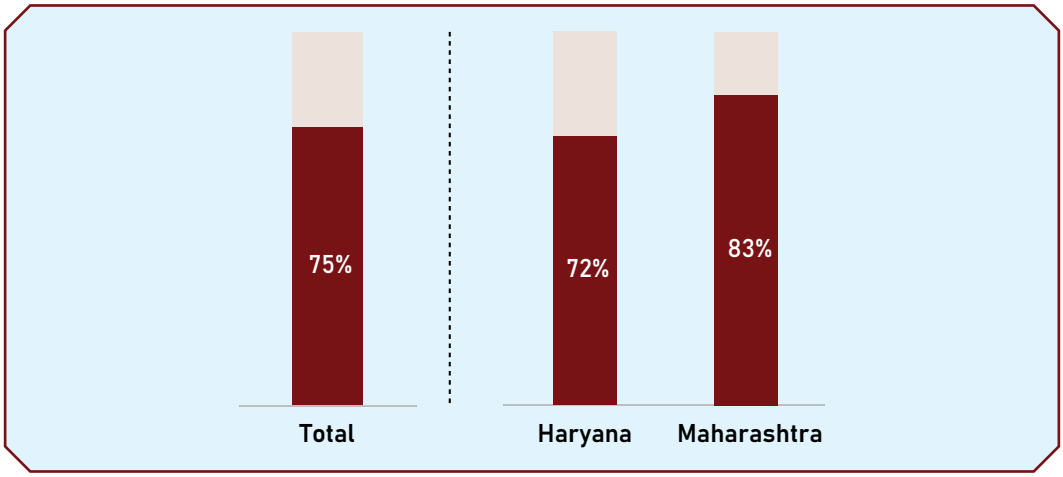
(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

> "My eye was injured while working on the machine, and I was taken to a private hospital for first aid. Now that the eye injury has become serious, neither my employer is filing the accident report nor is ESIC providing any assistance without it. It is ESIC responsibility to obtain 'Accident Report' from the employer"
>
> **PHOOLINDER SINGH, 51**
> Got injured while working in the supply chain for an automotive brand

2.11 Most crush injuries occur on Power Press Machines

2.11.1 Vast majority of crushed injuries happen on Power Press machines in both Haryana (c.72%) and Maharashtra (c.83%) - an average over two states of c. 75%

Fig.2.11.1 Proportion of Crushed Injuries in Power Press (Total - Haryana - Maharashtra)

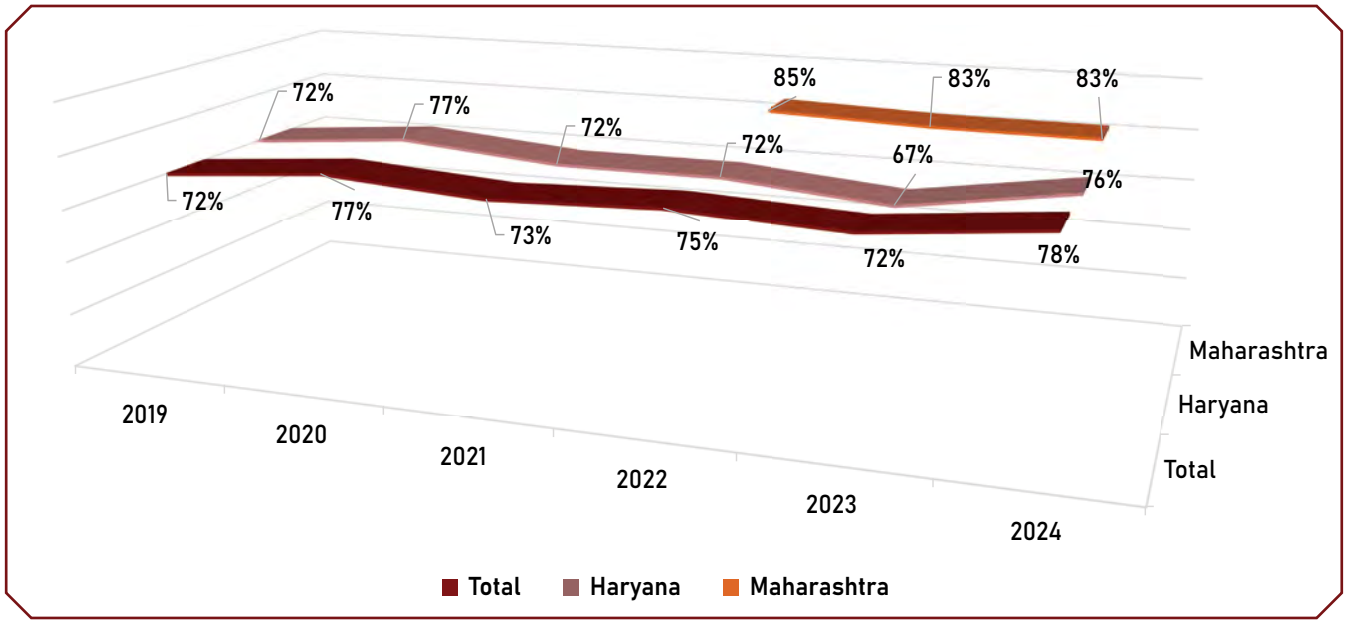


(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

2.11.2 And this proportion of crushed injuries on Power Press has marginally increased over time.

Power press machines have consistently accounted for **3/4th of all crushed injuries** in the last six years. While this trend has seen a slight increase in Haryana, Maharashtra has experienced a marginal decrease.

Annual Trend of Proportion of Crushed Injuries in Power Press
(Total - Haryana - Maharashtra)

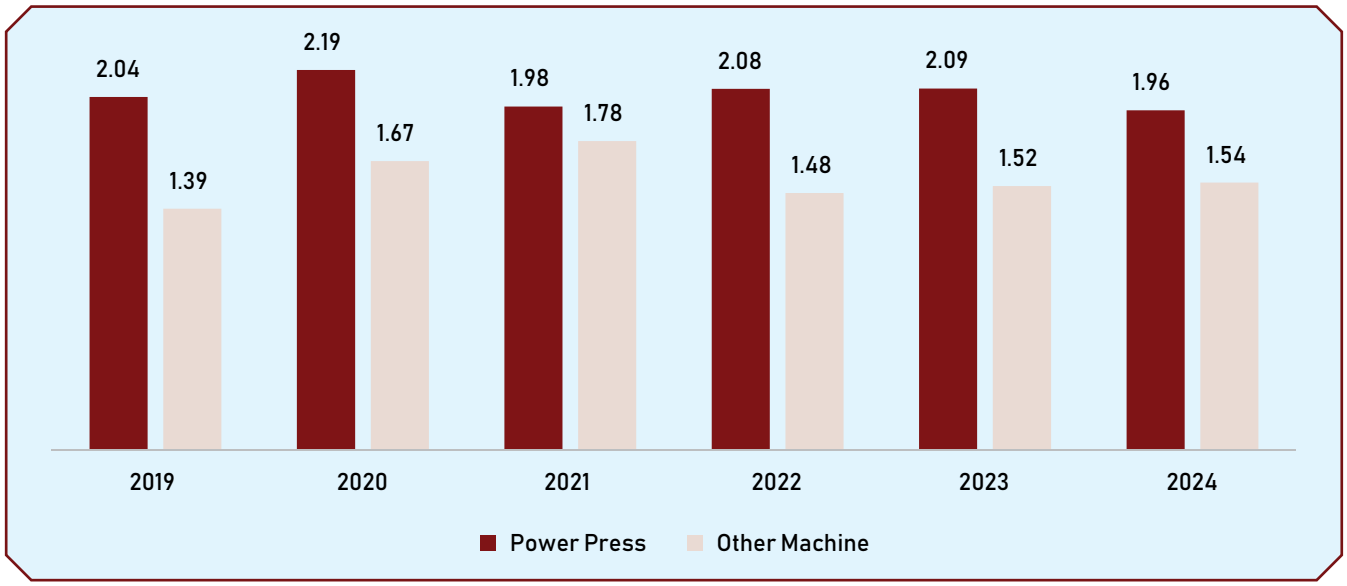


(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

2.11.3 Power press machines continue to crush more fingers than other machines

Crushed injury in power press machine is more severe as it results into greater number of finger loss in case of accident/malfunction: about 2 fingers v/s about 1.5 fingers, though all these poor machines cause immense damage.

Fig. 2.11.3 Annual Trend of Severity of Injury (avg. no. of fingers lost) - Power Press vs Other Machines



(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

> I now tell the new boys coming from the villages: earn two rupees less, but do not lose a finger operating a press machine.
>
> **ISHWARDEEN PATEL, 41**
> Lost 4 fingers of his right hand while working in supply chain for Bajaj Auto

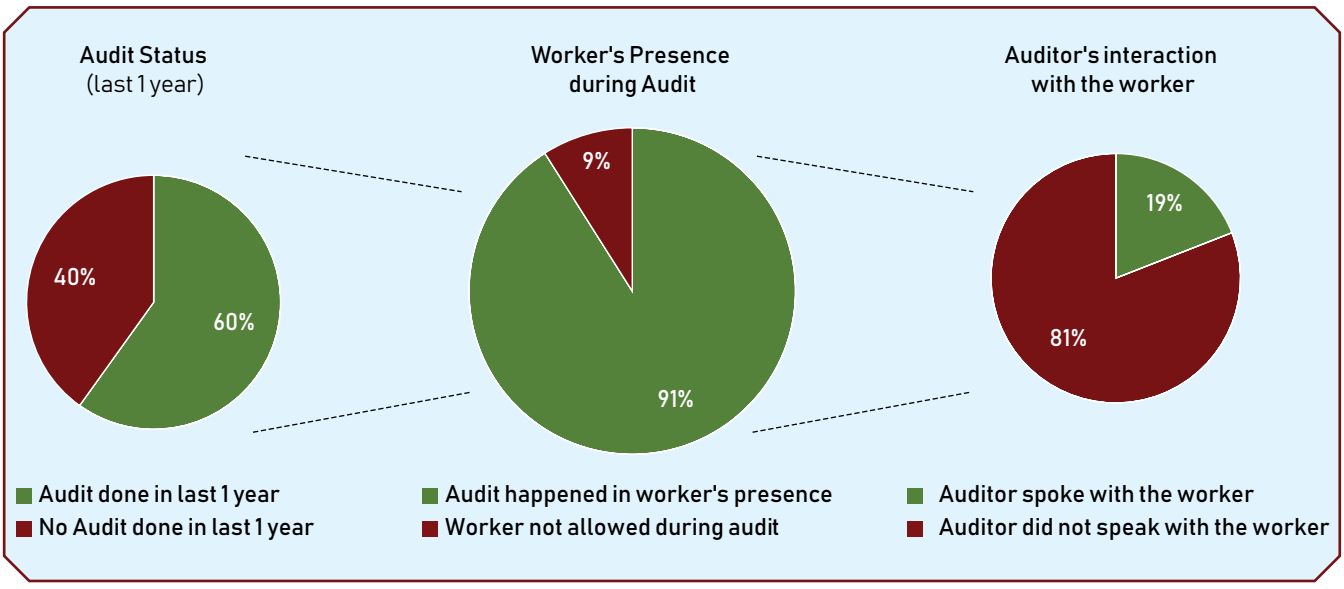
2.12 Automotive brand/ISH safety audits appear inadequate

Significant number of these factories are not audited adequately, and majority of audits did not involve engagement with any of the injured workers.

> Only on the days of safety audits, supervisor & management provide safety equipment, clean the machines properly, install safety equipment (sensors/ guards) on the machine which were not there earlier. Moreover, even the auditor simply walks through the shopfloor without speaking with the workers.
>
> **SAJID, 28**
> Got injured while working in supply chain for Tata Motors

While c.60%+ injured workers report that they saw an audit take place in the last one year, c.80% of them stated that auditors did not speak with any worker(s) during the audit.

Fig. 2.12.1 Status of Audits, Injured Workers Presence and Their Interaction With Auditors
(Among Cases Where Audits Took Place)



(Apr 2024 – Dec 2024)

CHAPTER 3

The New Labour Codes: Noble in Spirit and Word; Adoption Currently More Short-Term Business Oriented than Long Term Stakeholder Oriented

When it Comes to Worker Centric Provisions, Exception is the Rule

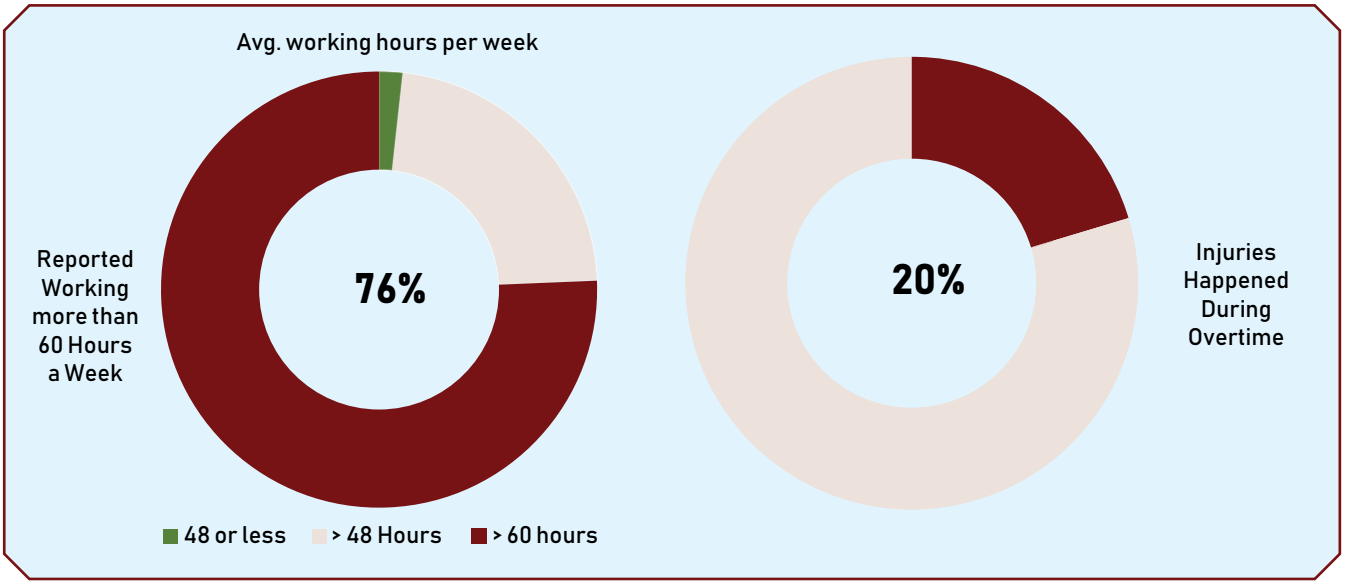
The chapter highlights existing disparities between policy aspirations and on-ground realities, revealing crucial gaps. If these gaps are addressed, it will force the manufacturing sector to be more professional and thereby help improve Indian Labour Productivity.

For long term growth and global competitiveness, taking care of the needs of all stakeholders, especially the workers is essential. As mentioned earlier, the Economic Survey 24-25 also highlights this linkage. The Codes themselves address these aspects in word and spirit, however, may be essential to add provisions for strict monitoring as non-compliance is very prevalent, as SII analysis shows.

Data-driven insights are presented on working hours, minimum wage compliance, and formal employment documentation. This includes findings on overtime prevalence despite weekly limits, instances of non-compliance with minimum wage standards, and the low rate of written appointment letter issuance among factory workers.

3.1 The OSH Code 2020 increased legal working hours from 8 to 12 hours per day and did not increase the weekly limit of 48 but the reality is that 76% injured workers say they work over 60 hours a week

Fig.3.1 Majority Workers Work Overtime



(July 2024 – Dec 2024)

The Indian Factories Act of 1948 permits overtime, and the proposed Occupational Safety & Health and Working Conditions (OSH & WC) Labour Code has extended the "spread over" of working hours from 8 to 12 hours while maintaining a maximum of 48 working hours per week. *(Chapter VII, Section 25, Sub-Section 1 & 2)*

While the Draft Rules retain a weekly limit of 48 hours, the Code itself does not clearly enshrine this cap[1]. Several states have already issued orders permitting 12-hour workdays without weekly limits, undermining international standards such as ILO's Hours of Work Convention (1919), which India has ratified.

SII data shows that most injured workers already worked 12-hour shifts, 6 days a week, and the Code's provisions risk formalising this overwork. The lack of clarity on what constitutes "spread over"—rest, fatigue time, changeovers—further enables exploitation.

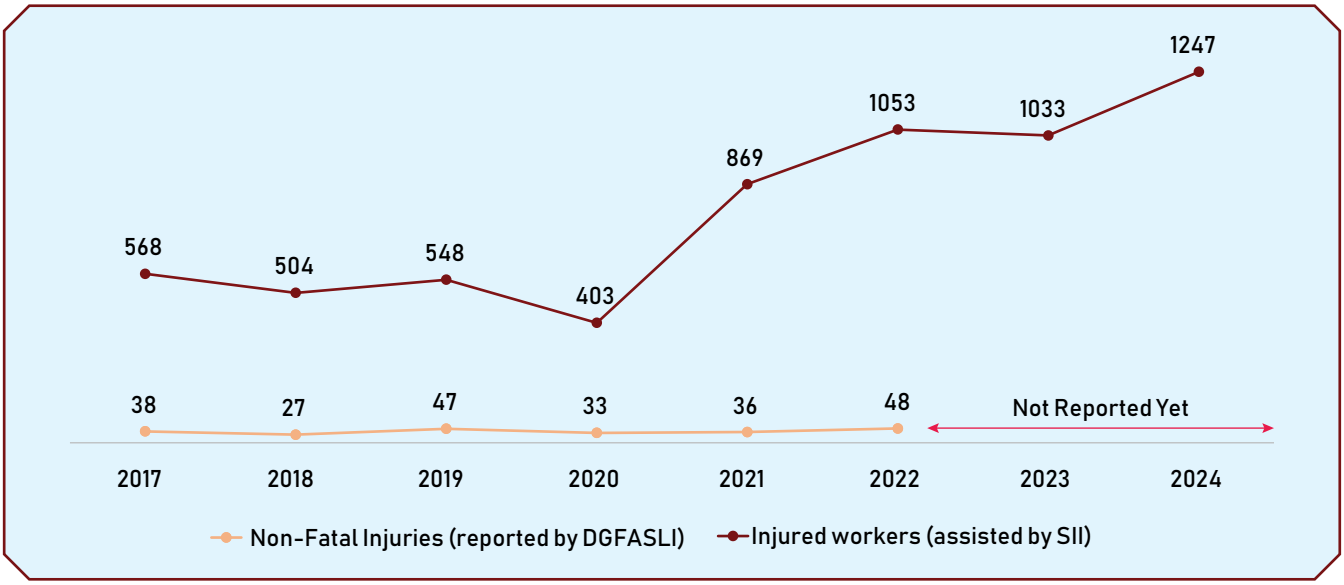
[1] According to the OSH & WC Labour code, the spreadover had increased from 8 hours to 12 hours. Link to the code: https://labour.gov.in/sites/default/files/Last_Date_Extended_for_OSH_Code_0.pdf

3.2 Grossly inadequate OSH-reporting by the government agencies at the national and state levels: Official accident numbers reported by/to DG FASLI are a fraction of the reality; Haryana state-non-fatal reported accident numbers are not even 6% of what SII reports

The draft mandates rules for recording workplace accidents, requires employers to report "major" accidents. It also mandates establishing a national advisory board, with DGFASLI overseeing accident data monitoring and safety standards. *(Chapter VI, Section 16)*

It also mandates employers to **notify authorities of any major accidents or dangerous occurrences**, and to **maintain accident reports**. *(Chapter VII, Section 38)*

Fig. 3.2 Non-Fatal Accidents in Haryana: Reported by DGFASLI vs Accidents Located by SII



(Standard Reference Notes, 2023, DGFASLI, pp. 60)

Data shows a significant discrepancy between official data and ground-level figures. For instance, DGFASLI reported 48 injuries in 2022, whereas only SII assisted over 1,000 injured workers through its Worker Assistance Centres in Manesar, Faridabad, and Gurgaon.

Maharashtra reported a much larger, and potentially truer, 819 non-fatal injuries in 2022, 27% of the national accident data, although unlike Haryana (with only 3 major clusters), Maharashtra has a larger number of industrial clusters with a likelihood of more injuries going unregistered.[2]

Capturing reliable accident data is essential for informed policymaking. As per regulatory norms, factory owners are obligated to report incidents to the Department of Industrial Safety & Health (DISH), yet compliance appears practically non-existent.

3.3 Illegal hazardous work environment continue to be a bottleneck

The draft mandates employers to ensure that all plant, machinery, and systems of work in the workplace are properly maintained and operate in a manner that is safe and poses no risk to the health of workers. Employers are further obligated to ensure that the workplace remains free from hazards that could cause, or are likely to cause, injury or occupational illness to employees. *(Chapter III, Section 6, Sub section 1 & 2)*

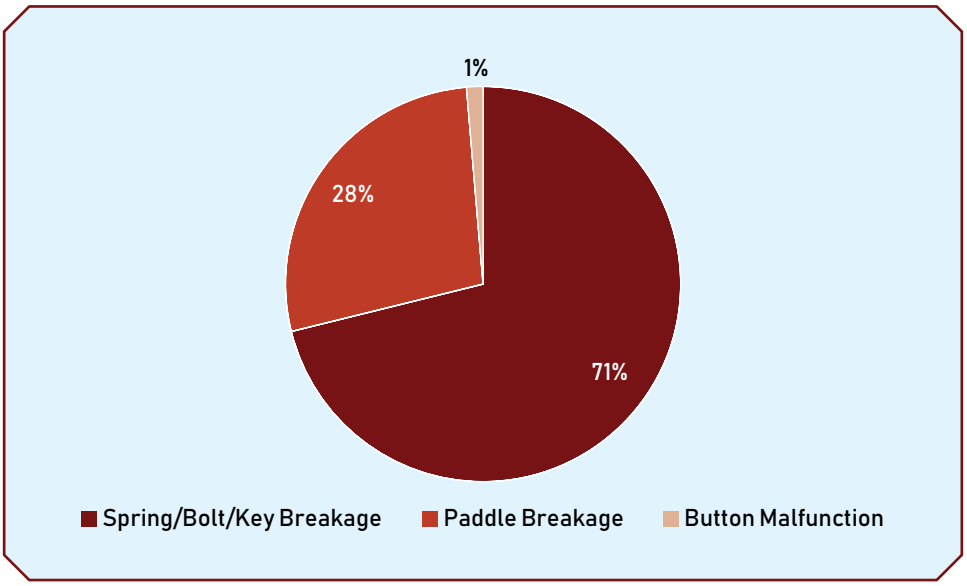
However, data shows critical workplace non-compliance in form of unsafe machines lacking legally required safety measures among other hazardous work environment.

[2] Standard Reference Notes, 2023, DGFASLI, pp. 60

3.3.1 Defective machine parts not replaced resulting into injuries

More than **two-thirds of power press defects that cause these grave injuries** stem from **loose or broken pins, keys, or springs**, while **one-quarter are due to damaged paddles**, frequently resulting in **double stroke injuries**. Additionally, issues like **button bypasses** contribute to severe crushed injuries. *(Double Stroke' which is the most common reason for crushed injury on the power press machine)*

Fig. 3.3.1 Reasons for Double Stroke on Power Press

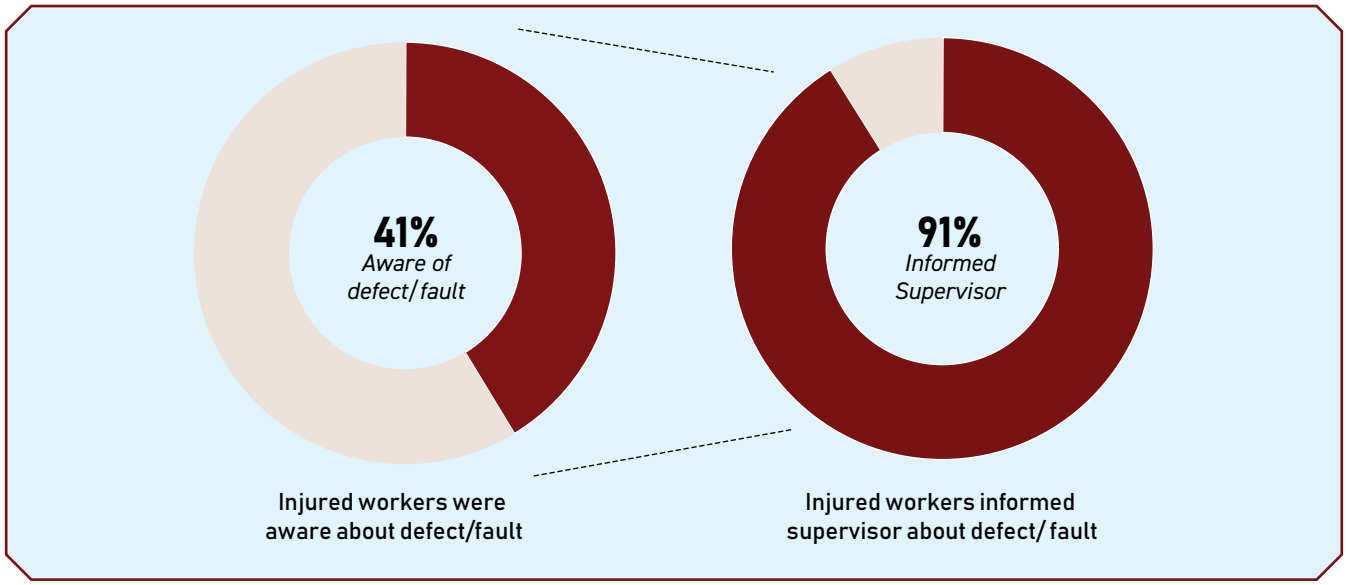


(July 2024 – Dec 2024)

3.3.2 Supervisors often Ignored workers' warning of Malfunctioning Machines, injuring workers who could have been saved

c.41% injured workers were aware of malfunctioning of the machines; of which c. 91% reported to have informed the supervisor and were ignored.

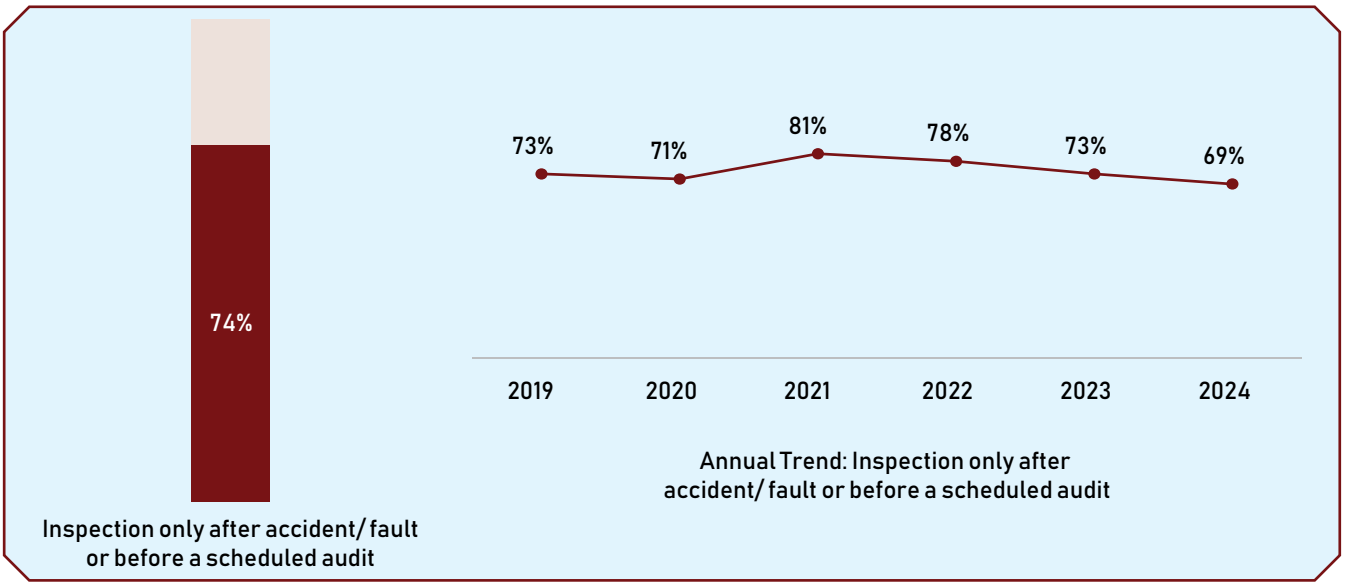
Fig. 3.3.2 Issue of Malfunction Ignored by Supervisor Even When Informed



(July 2024 – Dec 2024)

3.3.3 Most Inspections only after Accidents/Machine Breakdowns

Fig. 3.3.3 Limited Priority to Inspection

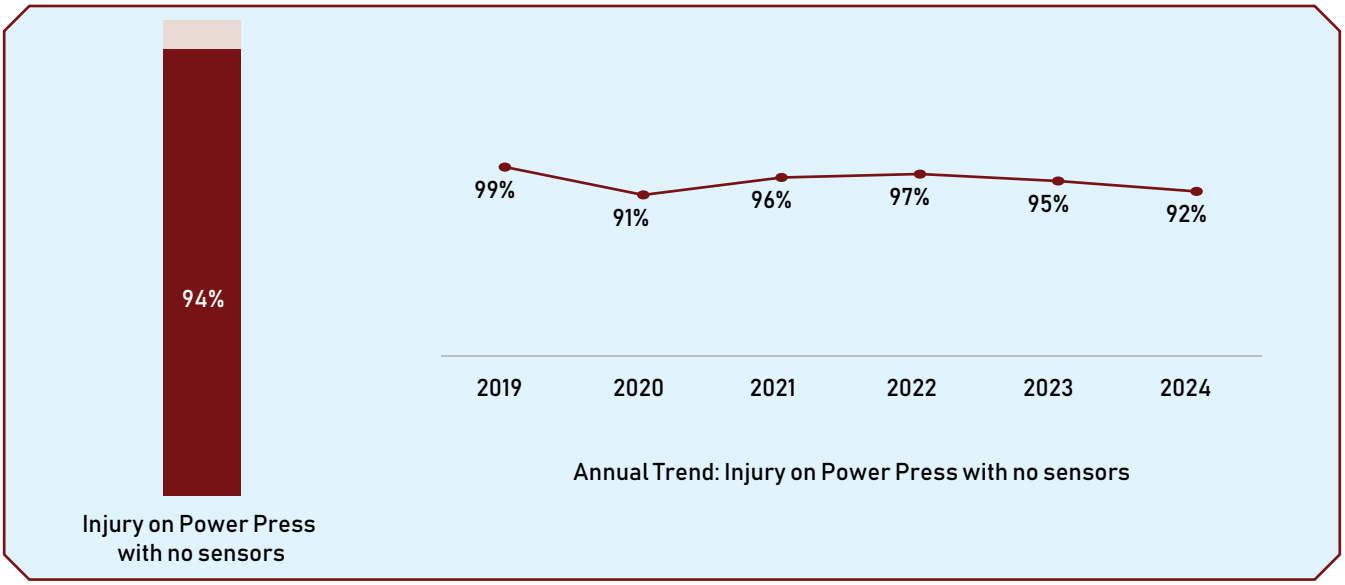


(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

Factories, predominantly, do not seem to have the practice of inspecting the machinery, daily before operations begin as required. In 70% of the cases, inspection of machinery is done only when not working or an impending external audit.

3.3.4 Most injured workers on power press reported no/dysfunctional safety sensors

Fig. 3.3.4 Unavailability of Safety Sensors Leading to Injury



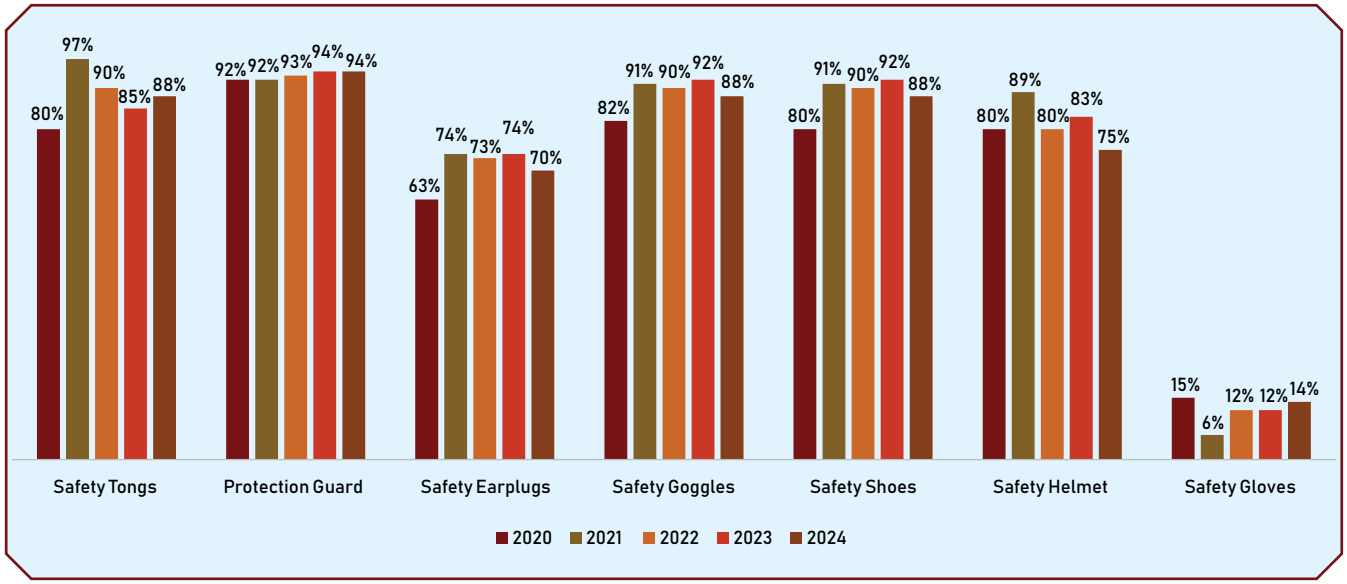
(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

More than c.90% of power press machines where injuries occurred, did not have a safety sensor. Moreover, there appears to be no significant improvement in this issue in the past six years.

3.3.5 Adequate safety equipment is not provided to most of the workers operating the power press machine

The graph below represents the percentage workers who are NOT provided with the required safety equipment while working on power presses.

Fig.3.3.5 Percentage Workers Saying the Safety Equipment Was NOT Provided to Them

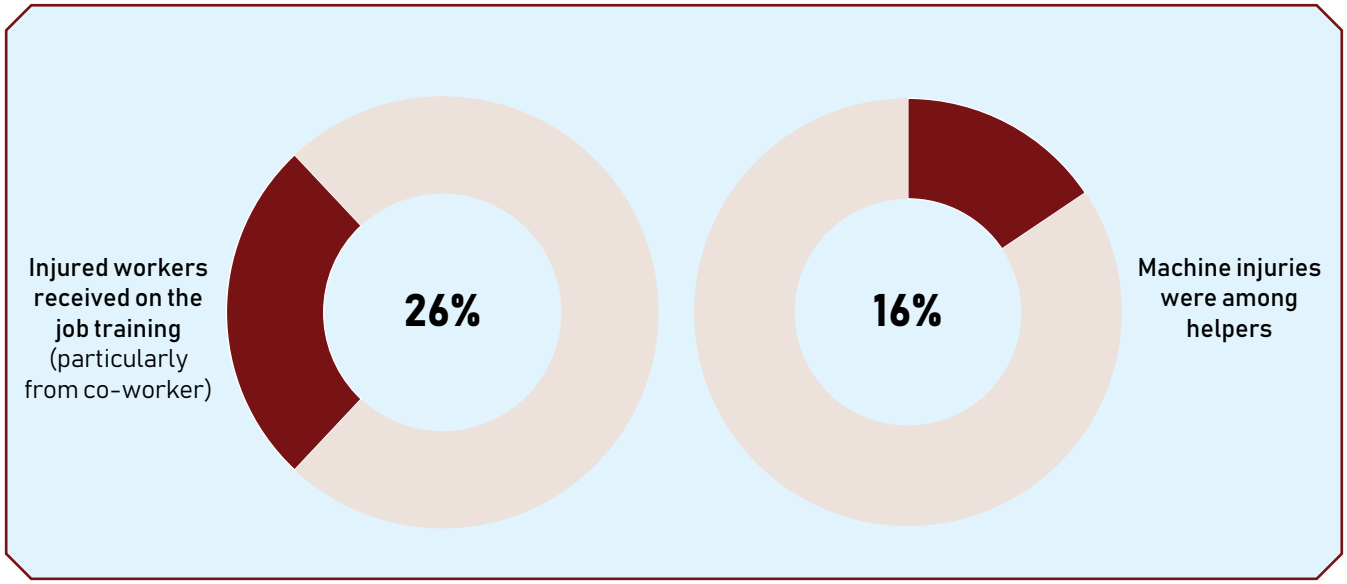


(Haryana: 2019 - 2024; Maharashtra: 2022 - 2024)

3.4 Grossly inadequate formal training to enhance worker capability and ensuring safety

The draft underscores that employee safety is not merely a matter of compliance, but a continuous process supported by education, skill development, and ongoing oversight. It highlights the employer's responsibility to create a well-informed and competent workforce capable of contributing to a safe working environment. *(Chapter III, Section 6, Sub section 1)*

Fig.3.4 Inadequate Formal Training to Workers



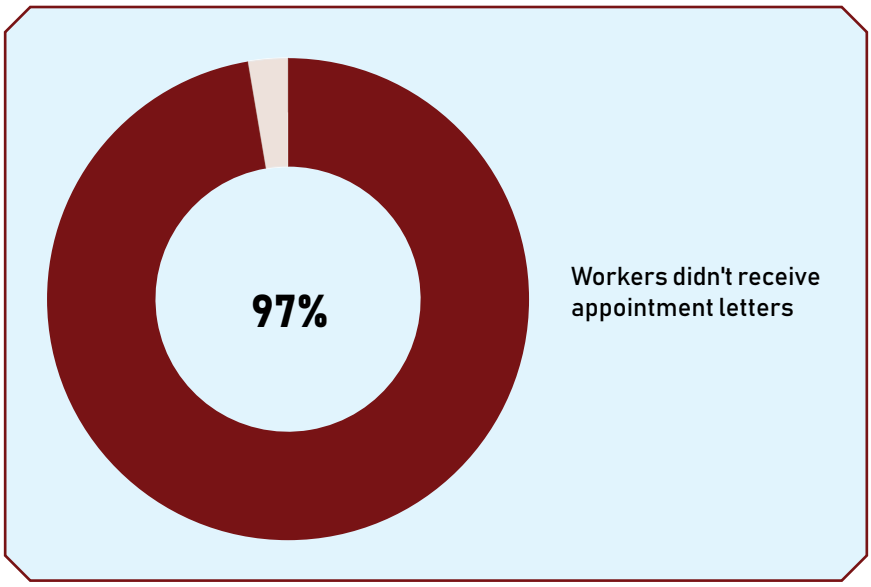
(July 2024 – Dec 2024)

At least 1/4th of the injured workers did not receive any formal training and were 'trained' by their co-workers and learnt the job only while working on the machine. Moreover, a large no. of Injuries (c.16%) happens among helpers who put on machines without any training.

3.5 Mandatory Written Appointments: A Welcome Step, But Enforcement remains poor

The draft mandates written appointment letters for all workers—a crucial step toward formalisation. However, lack of timelines, formats, and penalties weakens enforcement. *(Chapter III, Section 6, Sub section F)*

Fig.3.5 Non-Issuance of Appointment Letter



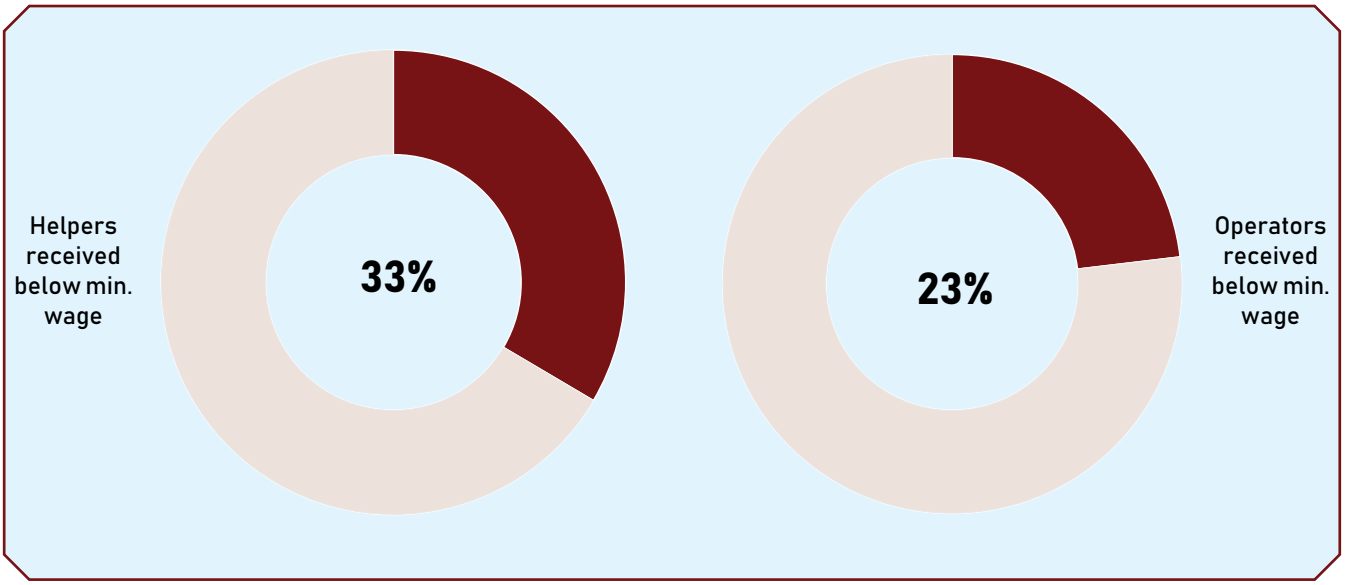
(July 2024 – Dec 2024)

Most injured workers lacked such proof, limiting accountability and benefits. Almost all (c.97%) of the workers reported that they did not receive an appointment letter

3.6 Minimum Wages Under the Code on Wages, 2019: Significant non-compliance

The draft universally extends minimum wage coverage to all workers, including workers in factories. This crucial step aims to ensure wage security. *(Chapter II, Section 5 & 6)*

Fig.3.6 Many Workers Denied Minimum Wages



(Jan 2024 – Dec 2024)

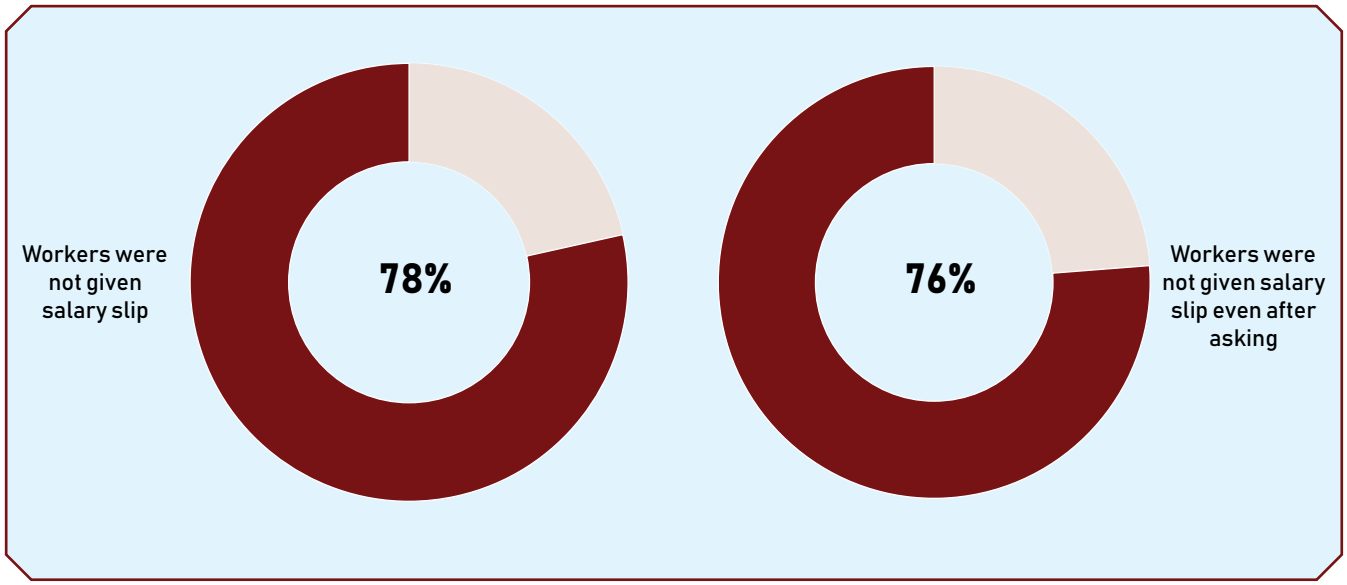
However, 33% of helpers and 23% of operators in factories did not receive minimum wages. This non-compliance underscores challenges in applying consistent wage standards, ensuring employer adherence, and establishing robust grievance redressal. Stronger inspection mechanisms and clearer communication are essential to bridge this gap and ensure fair wages for all factory workers.

These underpayments also create poor living conditions and nutrition for workers and their families.

3.7 Most workers still do not get salary slips as they should under the Code on Wages, 2019 and even when given, many are inaccurate

As per the code draft, the employer is mandated to issue wage slips to their employees in factories and other establishments. This provision is a significant step towards ensuring transparency in wage payments and empowering workers with clear documentation of their earnings and deductions. *(Chapter IX, Section 50, Sub-section 3)*

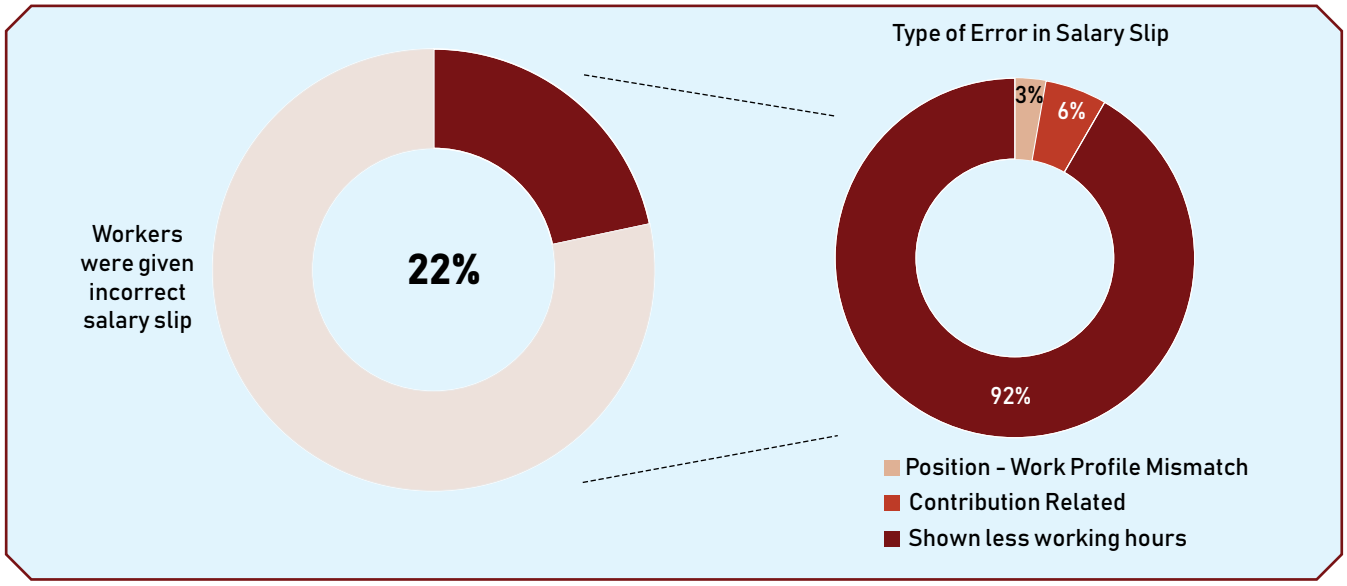
Fig.3.7.1 Non-Issuance of Salary Slip



(July 2024 – Dec 2024)

However, 78% of workers stated that they did not receive Salary Slips every month**.** Among these workers who did not receive salary slips**, 76% were not given Salary Slips even after asking.**

Fig.3.7.2 Issuance of Incorrect Salary Slip



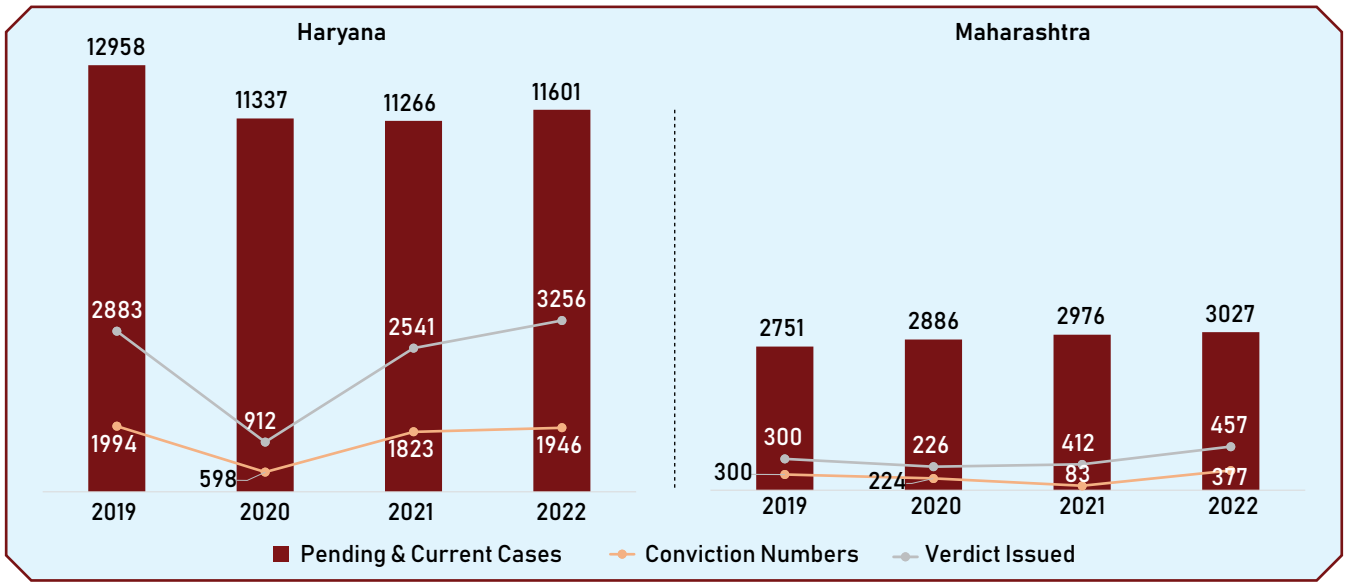
(July 2024 – Dec 2024)

Of those who received salary slip, **22% received incorrect Salary Slips. 92% highlighted underreporting of working hours**, especially the hours of overtime and lower wages for the overtime worked, in the salary slips.

3.8 The Unmeasured Impact: Data Gaps in New Code Operationalization

The **OSH&WC Code marks a significant legislative movement, replacing old laws by vastly expanding Occupational Safety and Health enforcement and universalizing penalties to ensure broader accountability across diverse establishments.** *(Chapter XII, Section 94 & 100)*

Fig.3.8 Total Cases, Verdict & Convictions



(DGFASLI Standard Reference Notes, 2020 - 2023)

However, this transformative potential stands in stark contrast to the prevailing ground realities. Labour enforcement data from Haryana & Maharashtra (2019-2022), still reflecting the old legal regime, reveals persistent non-compliance challenges. Strikingly, verdicts have been delivered in only one-fourth of cases in Haryana and one-tenth in Maharashtra—a persistent pattern in both states.

Crucially, as the new Labour Codes, especially the few labour friendly sections, remains largely unimplemented, any assessment of their intended impact on improving safety, streamlining compliance, and bridging existing gaps remains entirely premature. This highlights the profound current disconnect between progressive legislative intent and practical on-ground operationalization.

3.9 Gap Between Code Provisions and On-Ground Realities: Qualitative Insights

While the preceding sections have utilized SII's quantitative data to highlight disparities between legislative intent and practical implementation, this section delves into qualitative insights from SII's on the ground interactions with workers that underscore equally critical gaps.

These observations, derived from direct interactions with workers, reveal deeply entrenched practices that undermine some of the intended protective spirit in the few labour-friendly provisions of the new Labour Codes that are designed to safeguard worker rights.

S. No.	Code	Relevant Section	Labour Code Mandate	The reality as experienced by workers (SII's experience)
1	Code on Wages, 2019	Chapter II, Section 14 *(Also, in OSH&WC, Chapter VII, Section 27)*	**Overtime work be paid at least twice the normal wage rate.**	All workers in over 10 FGDs held in the last two years, have said they receive only their base rate as overtime.
2	OSH & WC, 2020	Chapter III, Section 11,	Provide **complete & accurate information about any equipment** or substance used in the workplace.	Most injured workers report that no such information or notice are displayed on the workplace/shopfloor. It may be shown only on the day of external audits.
3	OSH & WC, 2020	Chapter VII, Section 29	Prohibits different groups (relays) of workers from doing the *same kind of work* at the *same time* using a shift system.	Anecdotal evidence suggested that it is a regular practice that two different shifts of workers are simultaneously doing the exact same type of work.
4	OSH & WC, 2020	Chapter VII, Section 30	A worker is not to be allowed to work if they have *already worked in factory (same or another)* within the preceding **12 hours**.	Many workers reported doing a shift of 24 hours or more on a frequent basis.
5	OSH & WC, 2020	Chapter VII, Section 31	Establishment must prominently display and maintain a notice clearly outlining daily working hours.	Most workers report lack of such notices displayed.
6	OSH & WC, 2020	Chapter VIII, Section 48, Sub section 1	Mandates **employer to maintain registers & records (overarching obligation pertaining to safety & health).**	As per interaction with workers (FGD and IDI), most factories do not maintain/keep register neither for accidents nor for near misses. Anecdotally, SII has found that brand new accident registers with only the current case written, are kept that too only before the audits.
7	OSH & WC, 2020	Chapter XIII, Section 133, Sub-section 2	Mandates employer to provide free annual health check-ups or tests	Anecdotally, no health camps or drives are done.
8	OSH & WC, 2020	Chapter III, Section 6, Sub-section 2	Mandates arrangements in the workplace for ensuring safety and absence of risk to health in connection with the use, handling, storage, and transport of articles and substances	The OSH inspections by ISH in Gurgaon revealed that the identified factory layouts were altered post-permit issuance, leading to increased equipment density, narrower walkways, and obstructed exits. This finding is further supported by anecdotal evidence from workers, who report that the shop floor is only cleaned during audit periods.

These qualitative insights collectively paint a picture where specific, well-intended provisions of the new Labour Codes face significant practical impediments. Addressing these qualitative gaps is as vital as tackling quantitative discrepancies for the effective realization of the Codes' objectives.

Conclusion

The new Labour Codes have a stated aim to improve worker protections, yet this analysis reveals significant gaps between legislative intent and ground-level realities. Data, both quantitative and qualitative, consistently shows persistent non-compliance in areas like working hours, safety reporting, training, and formal documentation. To bridge this disparity and truly empower workers, sustained and collaborative efforts from the government agencies, manufacturing sector especially the automotive sector, industry associations, labour unions and civil society organizations are crucial. This requires strengthening enforcement, enhancing transparency through digital platforms, and boosting awareness among all stakeholders. Realizing the Codes' potential demands collaborative action for tangible improvements in sector.

> **While working on the power press machine, 3 fingers on my hand were cut because the machine's spring was broken.**
>
> **RANDHIR RAM, 37**
> Lost 4 fingers of his right hand while working in supply chain for an automobile brand

> **While I was placing a piece in the power press machine, the die suddenly fell, causing the accident. The machine was already faulty, it had no sensor, and I was only given one day of training.**
>
> **ASHWINI KUMAR, 21**
> Lost 4 fingers of his right hand while working in supply chain for an automobile brand

> **Without no schedule for maintenance, machine is repaired only when it goes faulty.**
>
> **MAHENDRA SINGH, 34**
> Lost 4 fingers of his right hand while working in supply chain for an automobile brand

> **While operating the machine and removing the piece, my finger got caught in the die, causing the accident. There was no sensor or guard.**
>
> **RISHI KUMAR, 27**
> Got injured while working in supply chain for an automobile brand

CHAPTER 4

A Glimpse Into the Factories that Represent the Problem

The data in this chapter covers cases from Haryana (since 2019) and Maharashtra (since 2022), corresponding to when Worker Assistance Centres were established in each state. This analysis is based on the date of the accident.

SII has analysed the accident data collected from the workers whom it has assisted, for the frequency with which a factory has been named, for the last seven years. This chapter highlights the data on factories which have had at least 21 injuring accidents (the reality would be a multiple as SII only know of workers it has assisted) in this period.

Arguments range from 'accidents happen; zero accidents is a utopian dream' to 'even one accident is too many.' SII simply wants to highlight factories with frequent accidents that need close monitoring by their suppliers, the brands they serve, and government agencies. Addressing issues in these factories would provide crucial insights and protect the often-vulnerable workers.

In March, 2024, there was an explosion in an auto component factory named Lifelong India Pvt. Ltd., a supplier to a large automobile brand. Statutory inspection revealed gross negligence which could have been prevented simply with regular cleaning of the exhaust ducts.

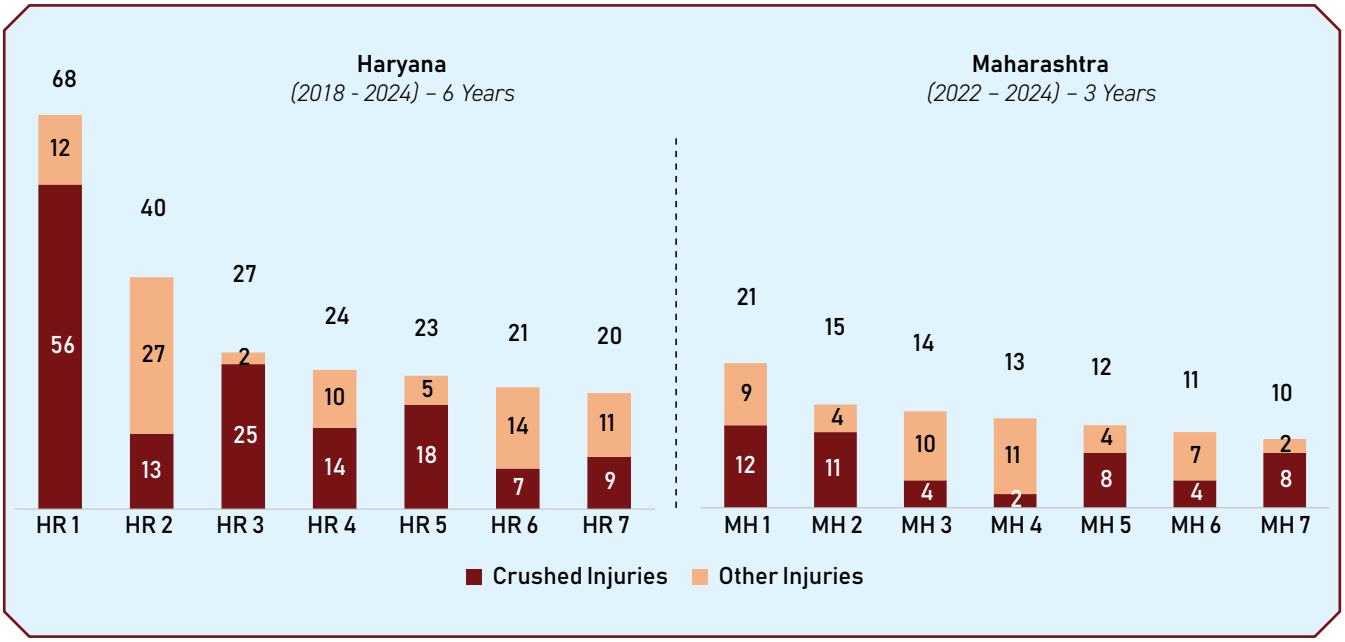
The explosion resulted in the deaths of 19 workers and injuries to another 41 workers. Of these, despite best efforts, SII has been able to record and assist only 9 families of workers who lost their lives and 2 injured workers.

This case tragically underscores the underreporting in auto sector supply chain and the pervasive challenges in comprehensive victim outreach.

4.1 There are many factories that have had at least 20 accidents each in the last 6 years & at least 10 in the last 3 years as evidenced by the injured workers SII has assisted

4.1.1 Among factories in SII's data base, in Haryana, factory with highest injured workers assisted is 68; while in Maharashtra, factory with highest injured workers assisted is 21. Overall, these factories on an average have had at least 3 injuries each year

Fig. 4.1.1. Factories with Highest Injured Workers Assisted by SII

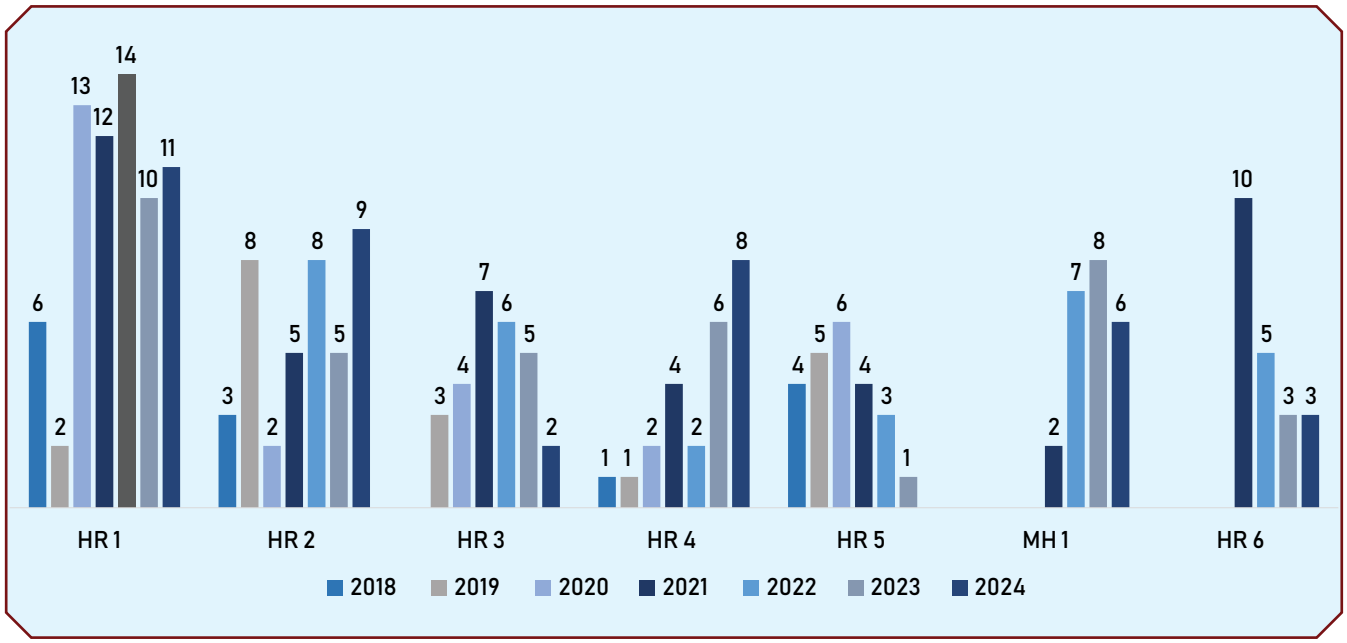


(Haryana (HR): 2018-2024; Maharashtra (MH): 2022-2024)

Note: HR is a pseudonym for Haryana and MH for Maharashtra

4.1.2 Number of injured workers per year assisted by SII in the top seven 'errant' factories

Fig. 4.1.2. Annual Trend for Top Seven Factories with Highest Injured Workers Assisted by SII
(2018-2024)



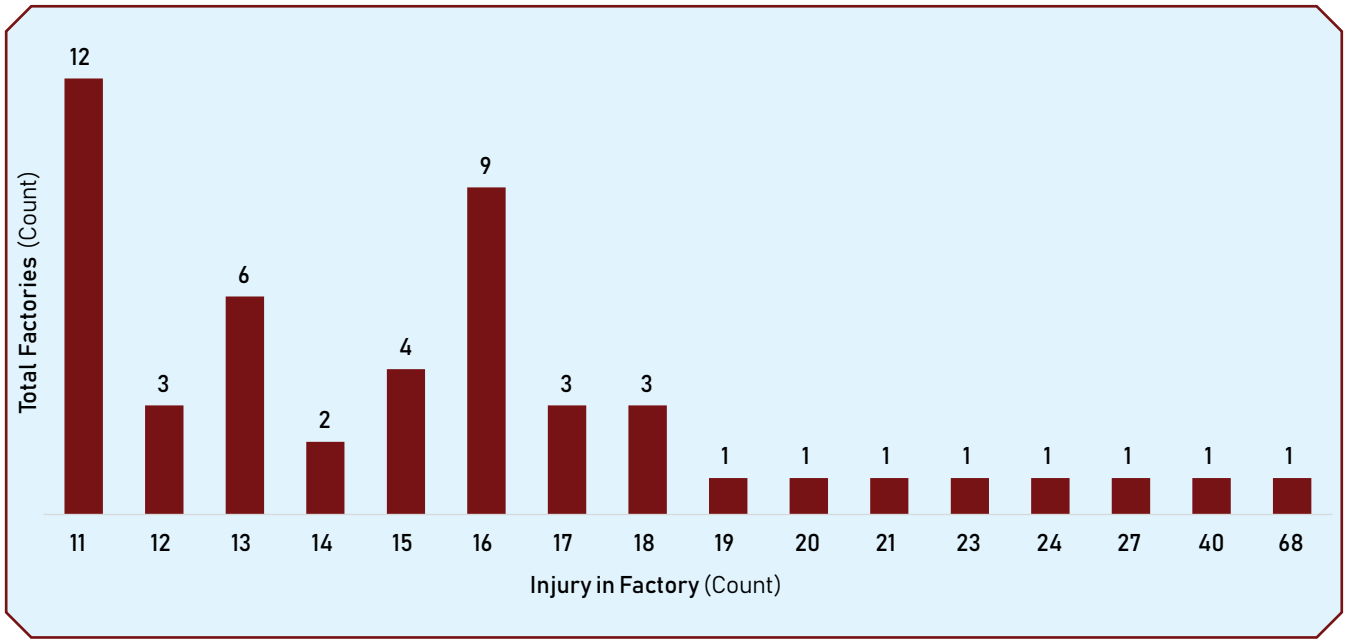
(Haryana (HR): 2018-2024; Maharashtra (MH): 2022-2024)

Note: HR is a pseudonym for Haryana and MH for Maharashtra

4.1.3 In Haryana, factories with most injuries, had at least 2 injury cases every year while it was at least 5 in Maharashtra

In Haryana, more than 10 injuries have happened in 50 factories over a period of 6 years.

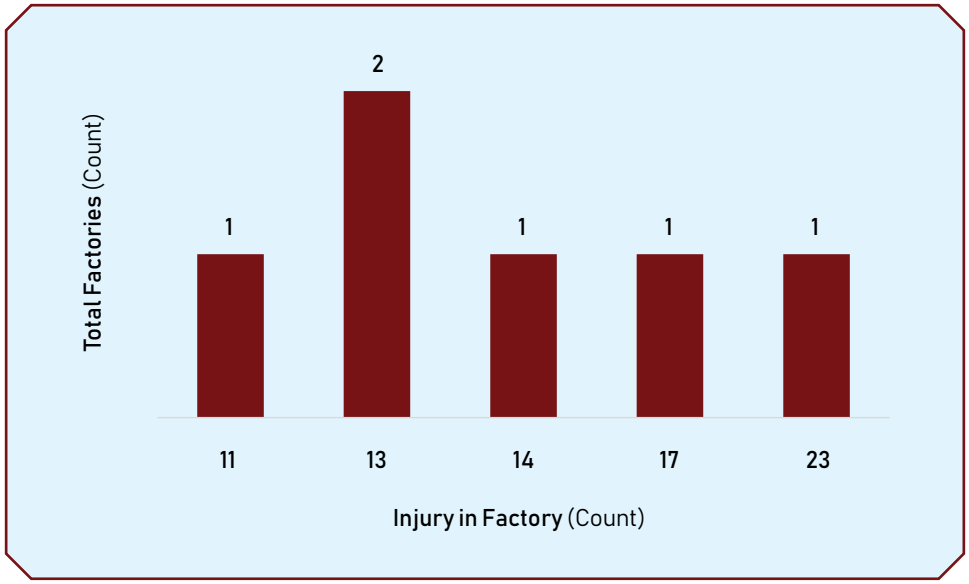
Fig. 4.1.3a Factory Accident Incidence: A Frequency Analysis
(Haryana, 2018 - 2024)



(2019-2024)

In Maharashtra, more than 10 injuries have happened in 6 factories over a period of 3 years.

Fig. 4.1.3b Factory Accident Incidence: A Frequency Analysis
(Maharashtra, 2022 - 2024)



(2022-2024)

Factory Names Are Available from ESIC

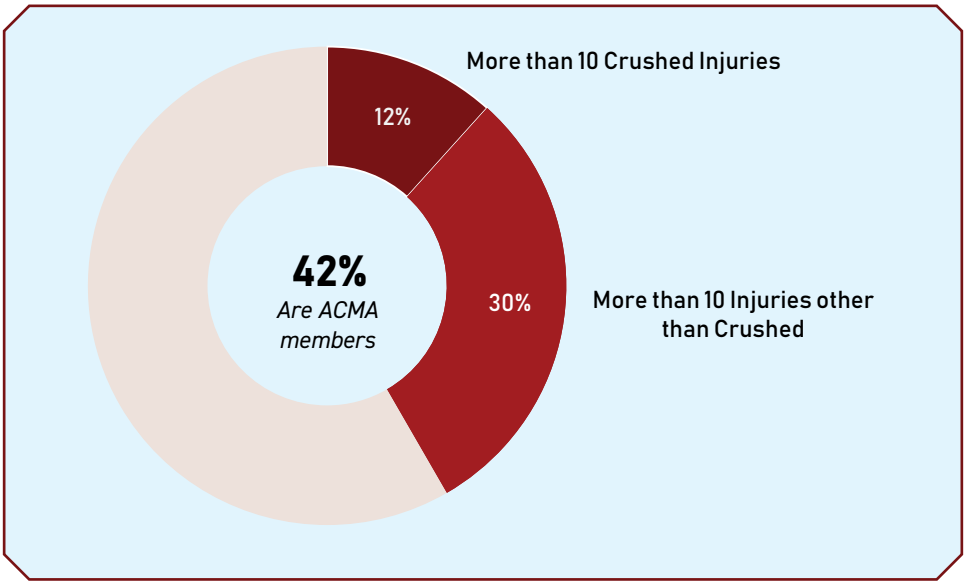
SII does not give factory names publicly to protect these injured workers from retribution from their primary employers (contractors).

In exceptional cases, where Automobile Brand signs a legal agreement to protect the workers, SII provides only a few sample names on the condition that the auto brand will take appropriate action and share the action and lesson with SII for SII to help in industry wide systemic actions.

4.2 "Workplace Safety Issues Persist Beyond Small Factories: Significant Injury (Crushed & Otherwise) Proportion Among ACMA Members in Haryana and Maharashtra"

4.2.1 Among the factories with 10+ injuries reported to SII, 42% are ACMA members

Fig. 4.2.1 ACMA Factories' Share to More Than 10+ Worker Injuries



(Haryana: 2019-2024, Maharashtra: 2022-2024)

While the size of the operations may be a reason for the numbers seen at SII, it is also important to note that a systemic solution can be arrived at to minimize the accidents and injuries. ACMA can play an important role in devising solutions for their ACMA members and percolate the same to the lower tiers by taking ownership of ensuring safety in the supply chain, where the majority of these injuries occur, and prevent these accidents.

Case Study of a ACMA Member Which Continue to Ignore 100s of Workers

In an ACMA member factory, SII has assisted over 65 workers who sustained life-altering injuries. This factory has exhibited a consistent pattern of workplace accidents between 2018 and 2024, predominantly involving hazardous machinery like power presses.

A critical aspect of this ongoing situation is that the extensive record of incidents at this factory is not unknown. Information regarding these recurring accidents has been shared with its client, a major automobile brand, and the details are further corroborated by medical and pension records at ESIC hospitals and dispensaries in Faridabad, where injured workers have accessed Permanent Disability Benefits. This awareness by key industry and statutory stakeholders highlights a significant challenge in translating known issues into timely and effective preventive interventions.

Workers describe environments where safety appears secondary, with inadequate protective gear, minimal machinery training, and a prevailing apprehension about reporting unsafe conditions or speaking up.

Anecdotes, such as a young worker losing a limb on his first job or a father of two becoming disabled due to equipment malfunction, regrettably illustrate the severe personal consequences of these operational realities.

CHAPTER 5

Injuries in the Supply Chain if Each of Top 10 Automobile Brands (OEMs)

Though the brand factories are known to be safe with few reported accidents, the Tier 1, 2 and 3 factories form the core from where the injured we assist come from. All the workers we assist have ESIC coverage and therefore by default are formal sector workers.

As with previous reports, the following analysis is based on information shared by injured workers supported by Safe in India - now over 7,000 from the automotive sector supply chain.

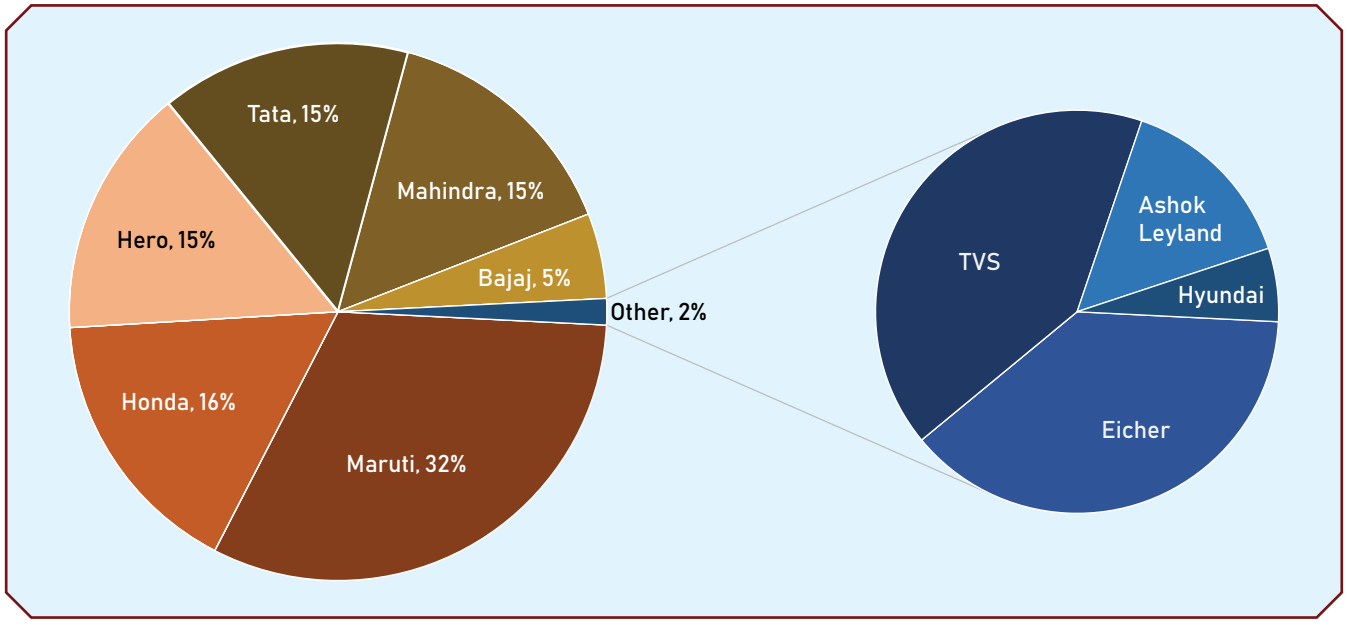
The data covers cases from Haryana (since 2019) and Maharashtra (since 2022), corresponding to when Worker Assistance Centres were established in each state. The analysis is based on the date of the accident.

5.1 Almost all (98%) of injured workers assisted by SII worked in the supply chain of six of the top 10 automobile brands in Haryana and Maharashtra (SII does not yet have operations in states where other four have their main supply chains).

5.1.1 This is a multi-brand problem with 98% of injured workers assisted by SII from supply chains of Maruti-Suzuki, Honda, Hero, Tata Motors, Mahindra, and Bajaj in Haryana and Maharashtra.

SII does not yet have Worker Assistance centres in Tamil Nadu, Karnataka, and Gujarat yet, and therefore the injuries for supply chains of 4 brands TVS, Ashok Leyland, Hyundai and Eicher do not form a significant part of SII's data.

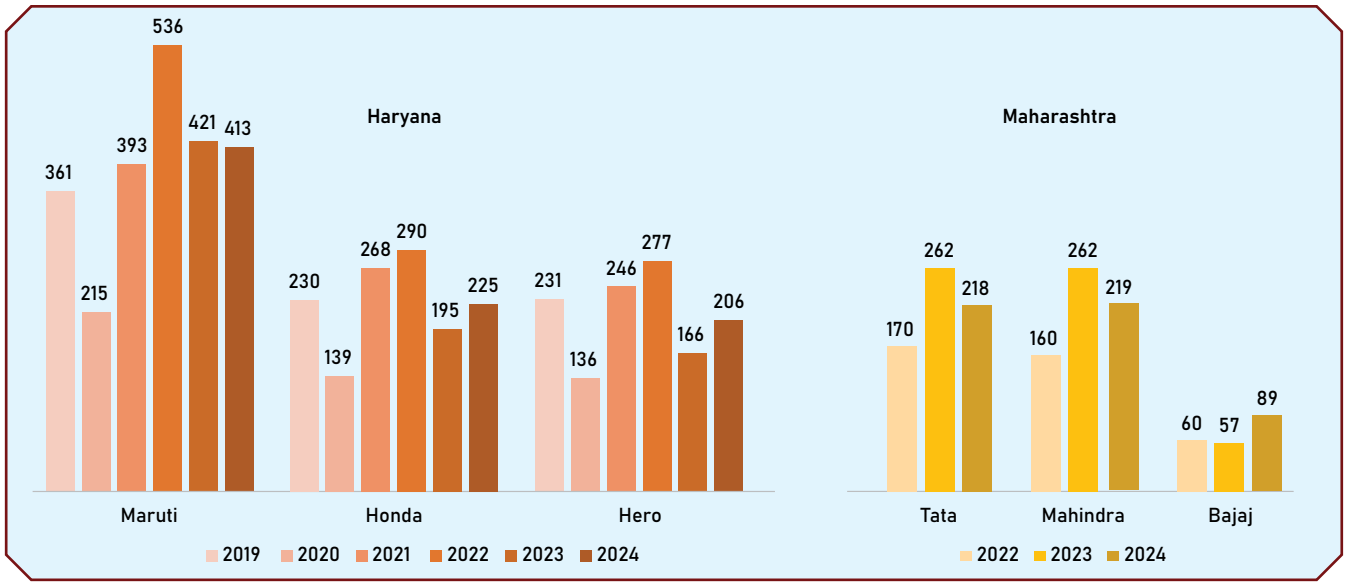
Fig. 5.1.1 Injury in Supply Chain of Top 10 Automobile Brands
(Since 2022)



(Data for Graph: 2022-2024, for uniformity Maharashtra WAC opened in 2022)

5.1.2 In Haryana, injuries in the supply chain of Maruti, Hero and Honda continue to be highest throughout the years - which is also consistent with their market shares[1]

Fig. 5.1.2. Annual Trend of Injury in Supply Chain of Automobile Brand



(Haryana: 2019-2024; Maharashtra: 2022-2024)

**Number of cases of Bajaj are lower than previously reported due to identification of some misclassification. The numbers have not been added to any other Brand either.*

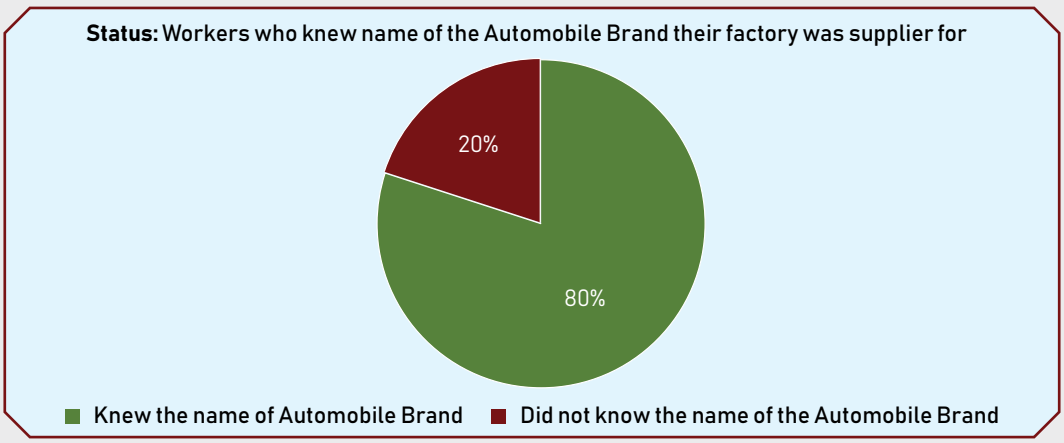
Majority of the Injured Workers Know of the Automobile Brands They Were Making Parts for

A few automobile brands have raised concerns about SII data on the basis that workers may not know their factory's buyer brands well enough to be accurate.

SII believes that the workers have no incentive to name a particular automobile brand. They know the name of brands their factories supply to, based on real information they have e.g., finding the logo on the die in use, packaging material used for transport of the inputs and/or outputs, the uniform of the person who may have come for audit or inspection, brand on pick-up trucks, drawings on the wall, advise from supervisor and other such concrete information.

An analysis of injured workers in the period 2019-24 found that around 80% knew their buyer auto brand. Of the 6,000+ automotive sector injured workers assisted by then, 5,000+ knew of their automobile brand buyers.

This Report's automobile brand-analysis is therefore robust enough for automobile brand to own the issue and act upon it as indeed most brands have accepted.



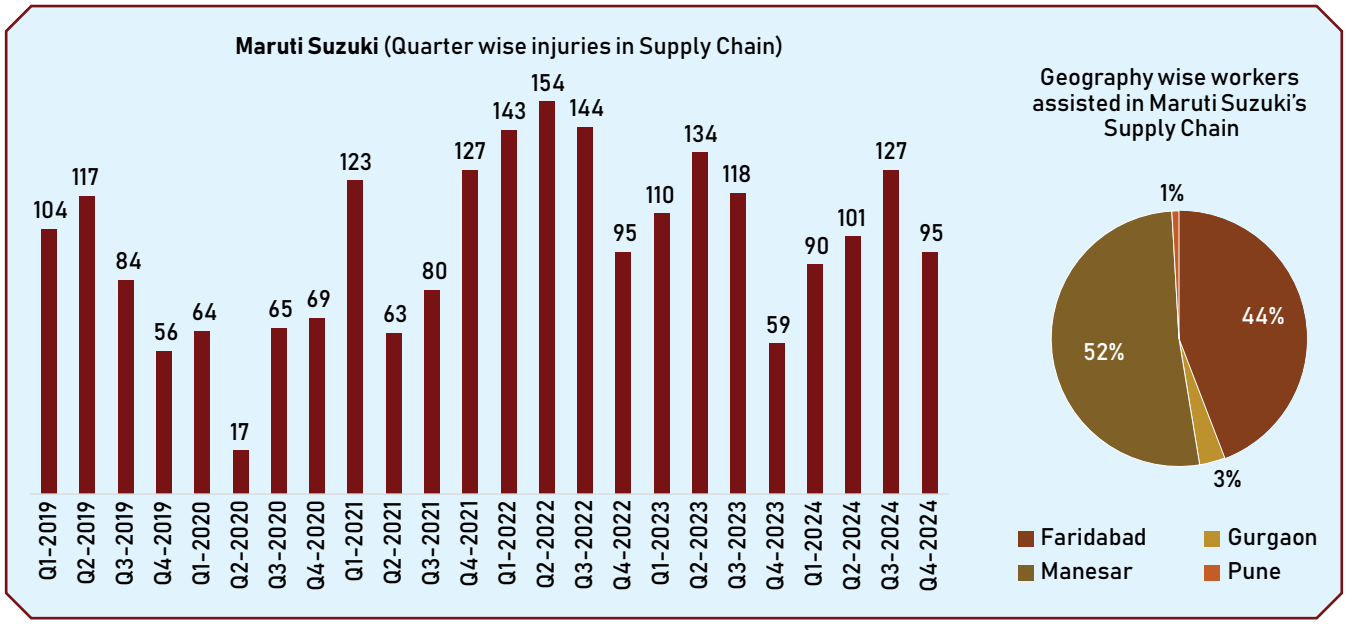
(Haryana: 2019-2024; Maharashtra: 2022-2024)

[1] https://www.autocarpro.in/analysis-sales/bike-sales-rise-13-to-640-million-in-h1-hero-tops-but-honda-increases-market-share-123059
https://timesofindia.indiatimes.com/city/kolkata/maruti-consolidates-no1-spot-with-rise-in-market-share/articleshow/109962451.cms

5.2 Since peaking in 2022, all 3 brands in Haryana have shown some decline in injuries but the trend is not yet robust

5.2.1 Maruti: 2,300+ injured workers since 2019, with avg. 90 injuries in each quarter; injury figures from Maruti's supply chain largely remain unchanged in this period

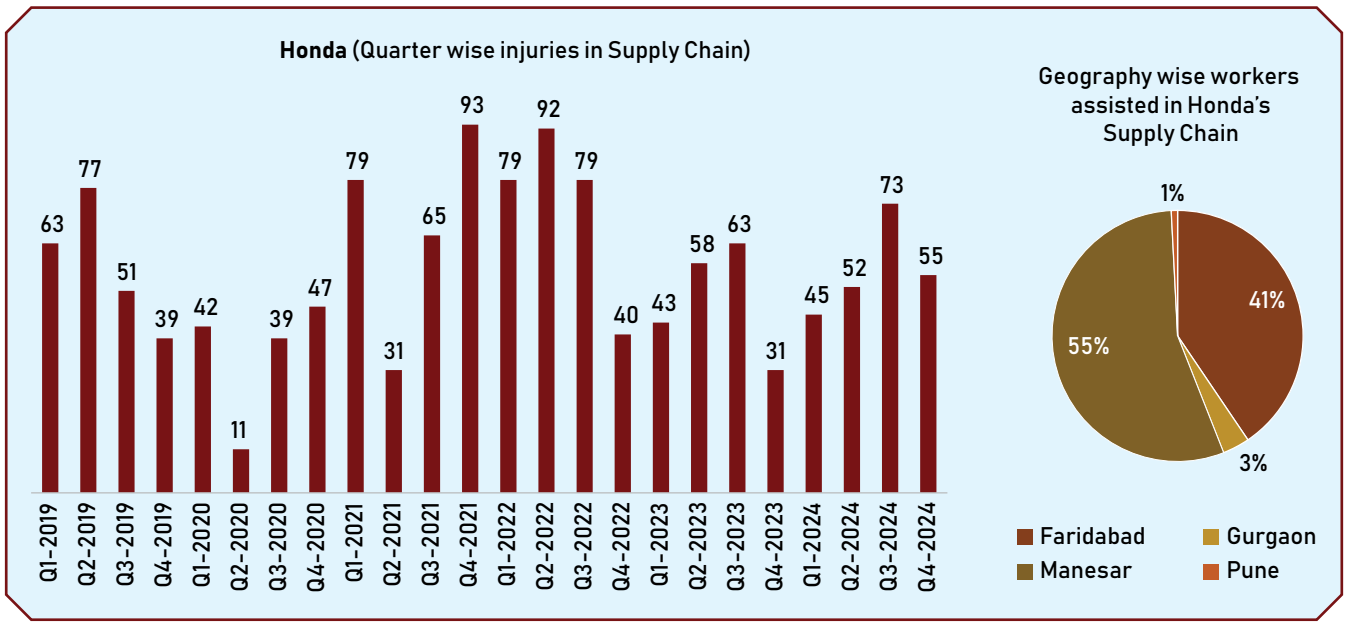
Fig. 5.2.1. Maruti Suzuki: Quarter Wise Supply Chain Accidents & Geography of SII Assistance



(Haryana: 2019-2024)

5.2.2 Honda: 1,300+ injured workers since 2019, with avg. 50 in each quarter; after a brief decline noted in our previous report, recent quarters show a concerning rise in injured workers.

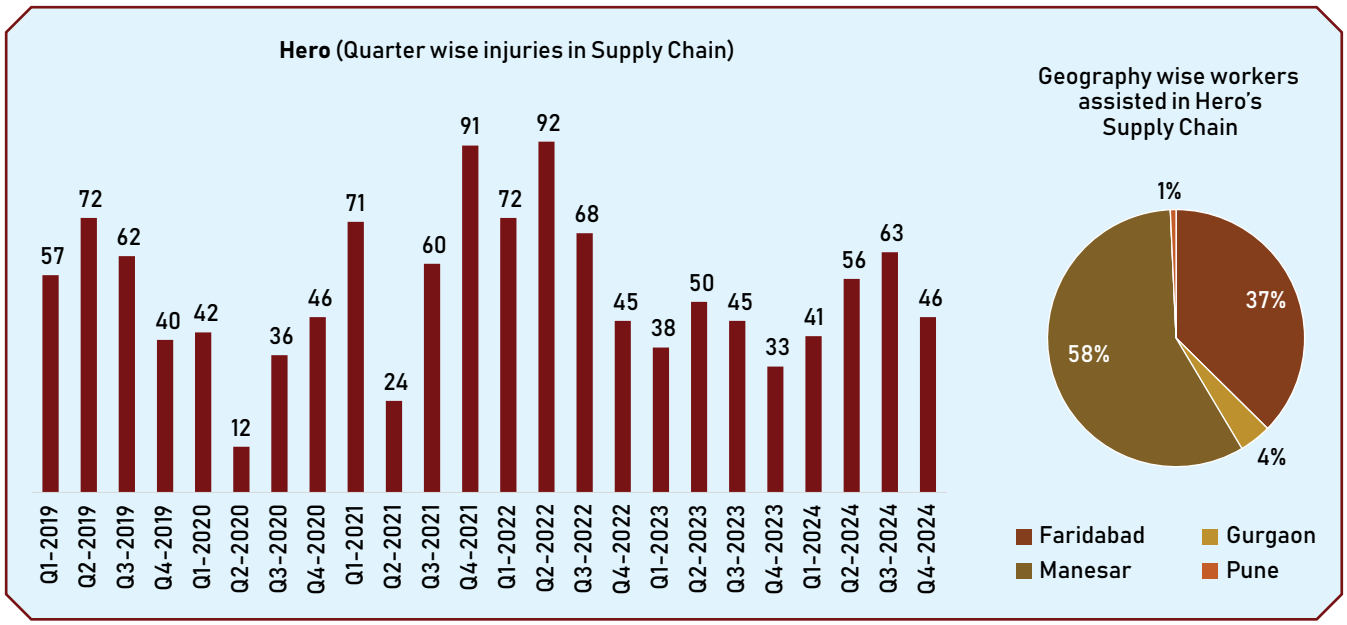
Fig. 5.2.2. Honda: Quarter Wise Supply Chain Accidents & Geography of SII Assistance



(Haryana: 2019-2024)

5.2.3 Hero: 1,250+ injured workers since 2019, also with avg. 50 in each quarter; after a brief decline noted in our previous report, recent quarters show a concerning rise in injured workers

Fig. 5.2.3. Hero: Quarter Wise Supply Chain Accidents & Geography of SII Assistance



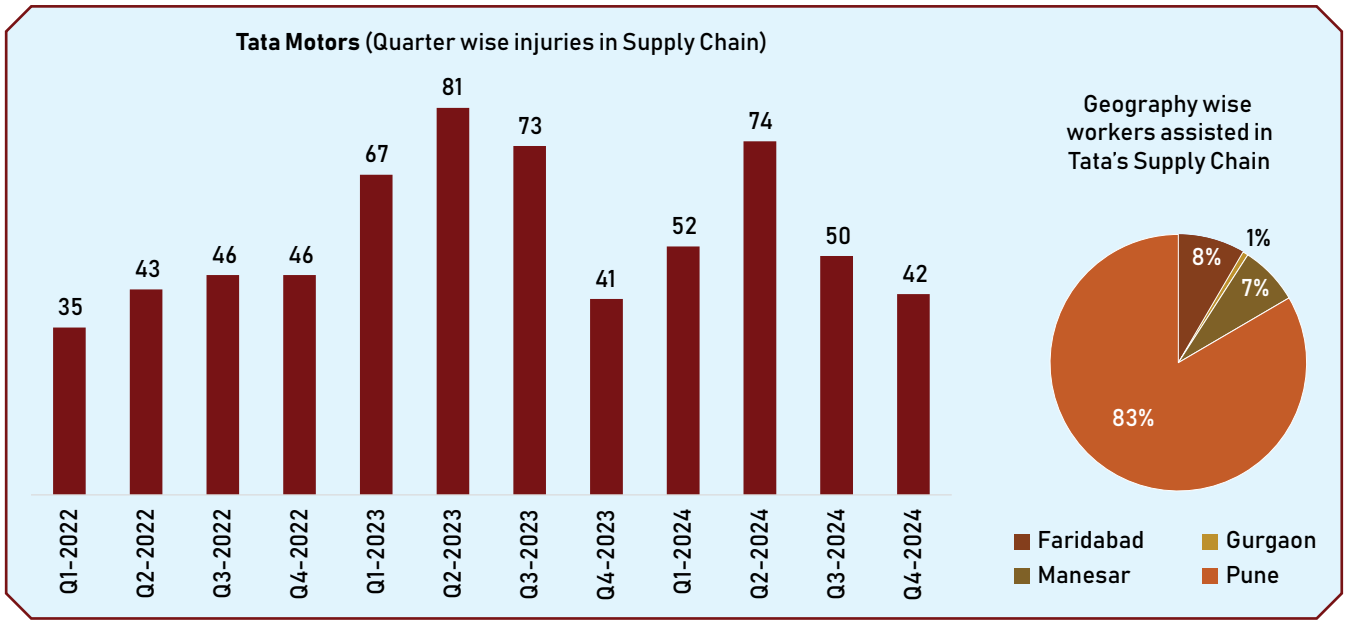
(Haryana: 2019-2024)

A note on data below of Injuries in TATA, Mahindra, and Bajaj supply chains

While an increase was observed after 2022 coinciding with SII's expanded outreach in Pune, a key hub for these brands—the past three years of data now show a consistent pattern of worker injuries. This suggests the initial high number reflected improved reporting to SII rather than a real surge in accidents. This trend is now well established.

5.2.4 Tata Motor: 650+ injured workers since 2022, with avg. 50 injuries in each quarter; injury figures largely unchanged

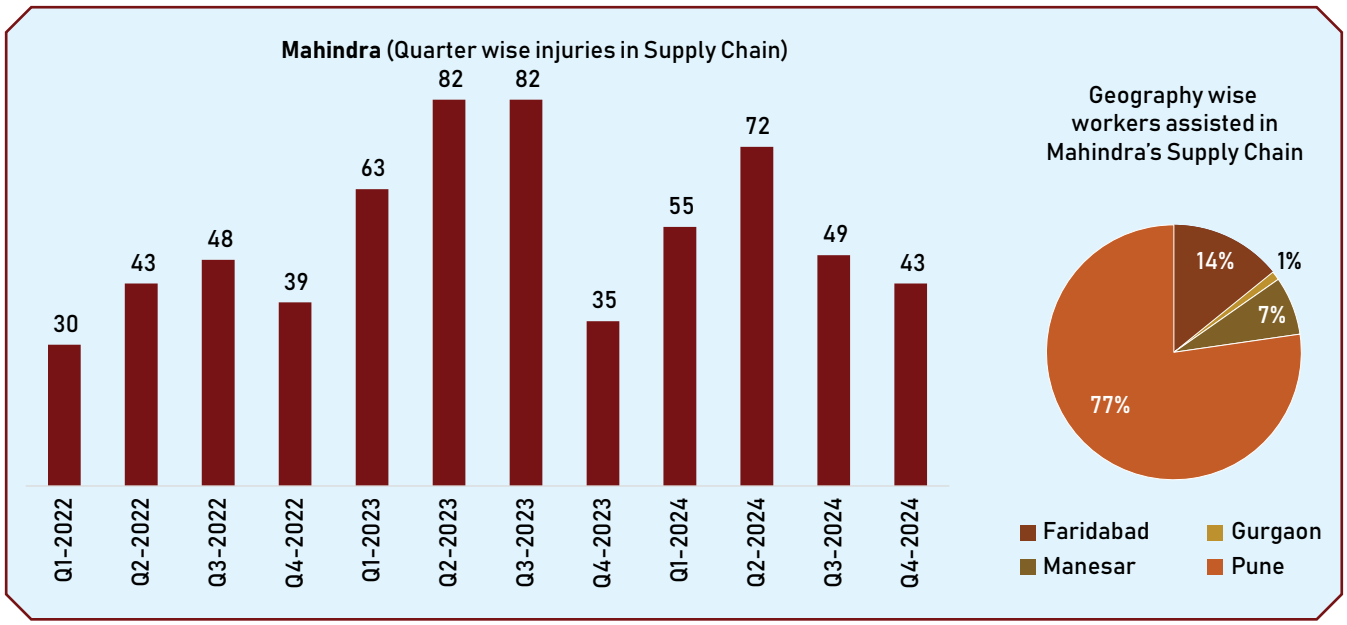
Fig. 5.2.4. Tata Motors: Quarter Wise Supply Chain Accidents & Geography of SII Assistance



(Maharashtra: 2022-2024)

5.2.5 Mahindra: 600+ injured workers, with avg. 50 injuries in each quarter; injury figures largely unchanged

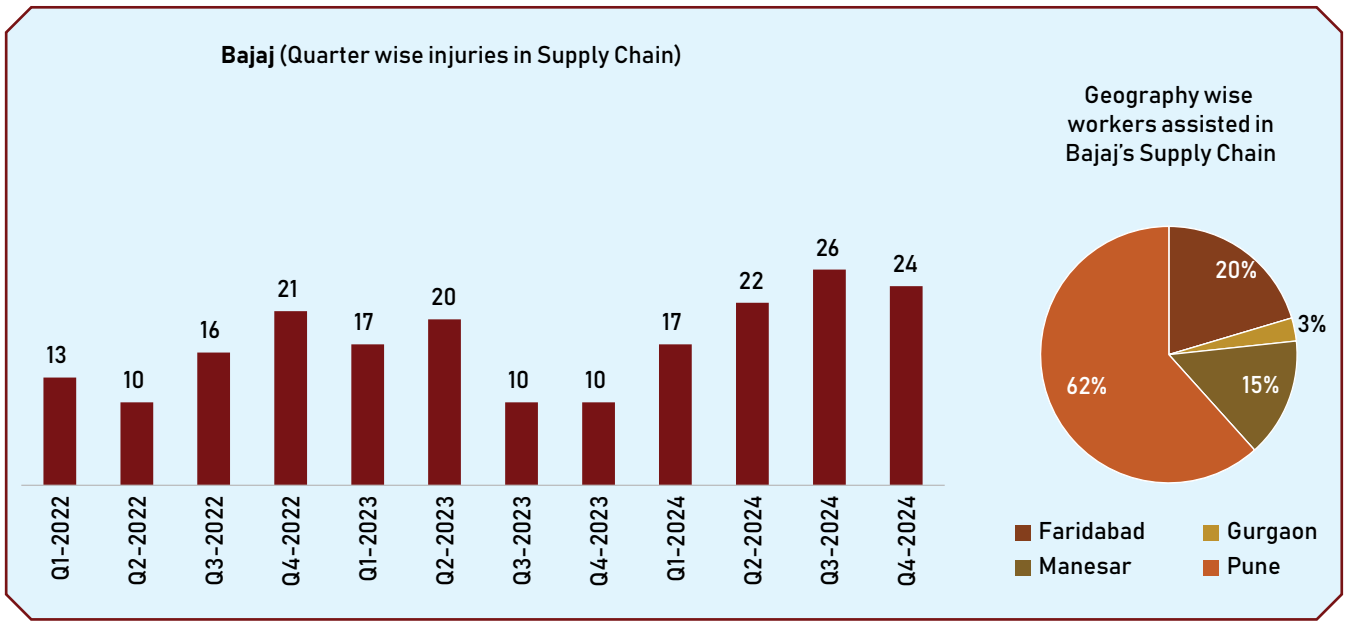
Fig. 5.2.5. Mahindra: Quarter Wise Supply Chain Accidents & Geography of SII Assistance



(Maharashtra: 2022-2024)

5.2.6 Bajaj: 200+ injured workers, with avg. 15 injuries in each quarter; injury figures largely remain unchanged

Fig. 5.2.6. Bajaj: Quarter Wise Supply Chain Accidents & Geography of SII Assistance



(Maharashtra: 2022-2024)

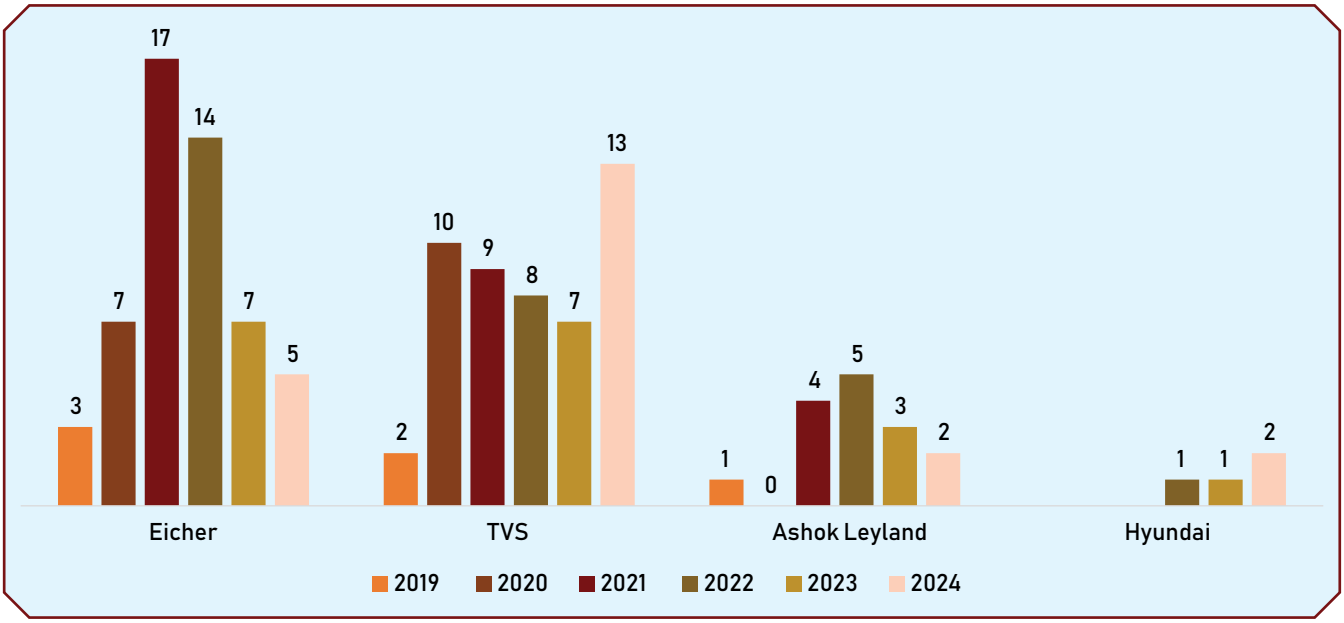
SII's data observed quarterly trends of accidents: An opportunity to time OEM/government audits.

The quarterly trend graphs with indicate a seasonal pattern (higher in Q2 &3) in workplace accidents, highlighting an opportunity for proactive, time-bound monitoring of supply chain operations. If this reflects a broader trend, it may warrant targeted audits and inspections during high-risk periods. Government could also consider this for informed, data-driven interventions.

SII believes that the best time for these audits is the months between April - October.

5.2.7 Eicher, TVS, Ashok Leyland and Hyundai: Annual Trend

Fig. 5.2.7. Auto Brand Wise Annual Injuries (Eicher, TVS, Ashok Leyland, Hyundai)



(2019-2024)

As stated earlier, SII does not yet operate in the core manufacturing locations in the states of Tamil Nadu, Karnataka, Gujarat of Eicher, TVS, Hyundai, or Ashok Leyland. This underrepresents the actual scale of accidents in these companies' core supply chain belts.

As SII expands its operations to the Tamil Nadu, another automotive sector hub, it will obtain more evidence of these brands. These brands however, are engaging with SII to discuss their OSH policies in response to SII's SafetyNiti Report.

CHAPTER 6

SII's Continued Efforts to Improve Working Conditions, Labour Productivity and Manufacturing Professionalism

6.1 About Safe in India Foundation (SII)

Safe in India Foundation (SII) addresses two under-reported and under-addressed issues and opportunities for India:

Opportunity 1: Improving working conditions in Indian manufacturing (especially OSH) to improve Indian Labour Productivity (currently 130th) and MSME professionalism (half of global emerging market average) which is needed for faster, better, more equitable growth:

Focusing on Occupational Safety and Health (OSH) reflects modern, progressive management. The misconception that OSH is merely a cost must shift—it is a proven investment. Research[1] shows a strong link between better work environments and higher productivity[2]. Indian MSMEs, already lagging large firms and even MSMEs in other emerging economies[3], must improve.

Frequent injuries—like widespread finger amputations in automotive supply chains—not only cause human suffering but also reduce quality, scalability, and competitiveness. Poor OSH contributes to India's low labour productivity (130th) and MSME efficiency, harming inclusive economic growth.

All top 10 automobile brands are now engaging with SII, and government is taking the issue seriously and working, indicating movement toward improvement or change.

Automotive sector is one-third of Indian manufacturing GDP and employs 37m people[4]. It has the potential to lead this improvement for the country with its immense influence and resources.

Opportunity 2: Helping & empowering workers towards Social Security by improved ESIC (Healthcare and insurance) access for workers and its quality of services for c.10% (14.5 crore) of India:

Nearly 3.5 crore workers in India—those earning below ₹21,000/month in establishments with over 10 employees—are registered for the Employees' State Insurance Scheme (ESIC), a globally significant but underutilised social security program offering healthcare, maternity, disability, and insurance benefits. Yet, service delivery gaps result in poor experiences for both workers and employers.

Safe in India has helped 10,000+ workers access over ₹100 crore in ESIC benefits (see point 2) and is raising awareness on ESIC rights and OSH. SII helps workers with the ESIC healthcare and compensation and use that experience to advocate for improvement in ESIC services.

About Safe in India Foundation, its supporters and 4 complementary pillars of activities:

Safe in India is a registered Section 8 Company, supported by the batch of IIMA91, IIT88, Azim Premji Foundation, Vikram Lal Family Foundation, IndusInd Bank, Macmillan Education, Forbes Marshall, Tata Chemicals and many others.

Pillar 1: Assisting injured/disabled workers to access ESIC healthcare and compensation benefits

[1] https://www.safeinindia.org/post/economic-survey-2024-25-recommends-worker-safety-as-good-for-business

[2] Human-centred approach to increasing workplace productivity: Evidence from Asia | International Labour Organization

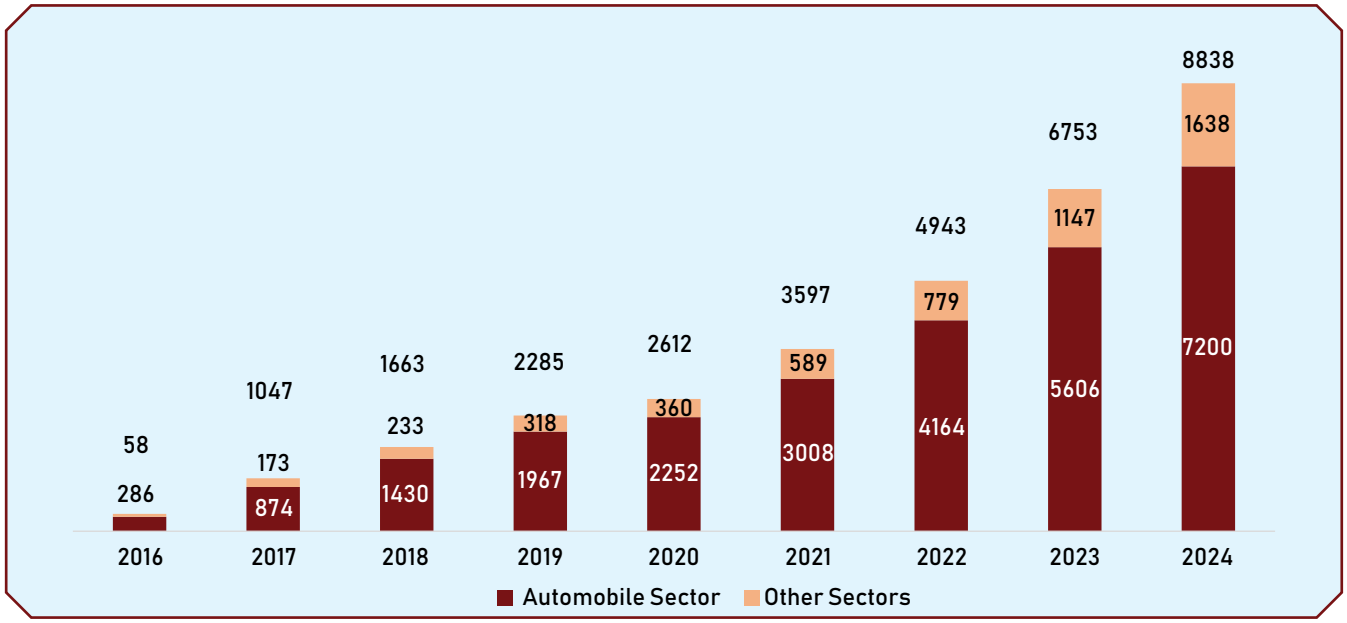
[3] Why closing the small business productivity gap can create enormous value for economies | McKinsey

[4] https://www.india-briefing.com/news/indias-automotive-ecosystem-a-primer-for-investors-23333.html/

SII has now supported c.10,000+ injured workers in ESIC's disability, unemployment, and pension benefits, since 2016, and helped them obtain Rs. 100+Cr from ESIC through five Workers Assistance Centres in two states – Haryana and Maharashtra. (More details at Workers' lives improved).

6.1.1 Injured Workers assisted by SII for their ESIC healthcare and compensation continue to increase significantly every year

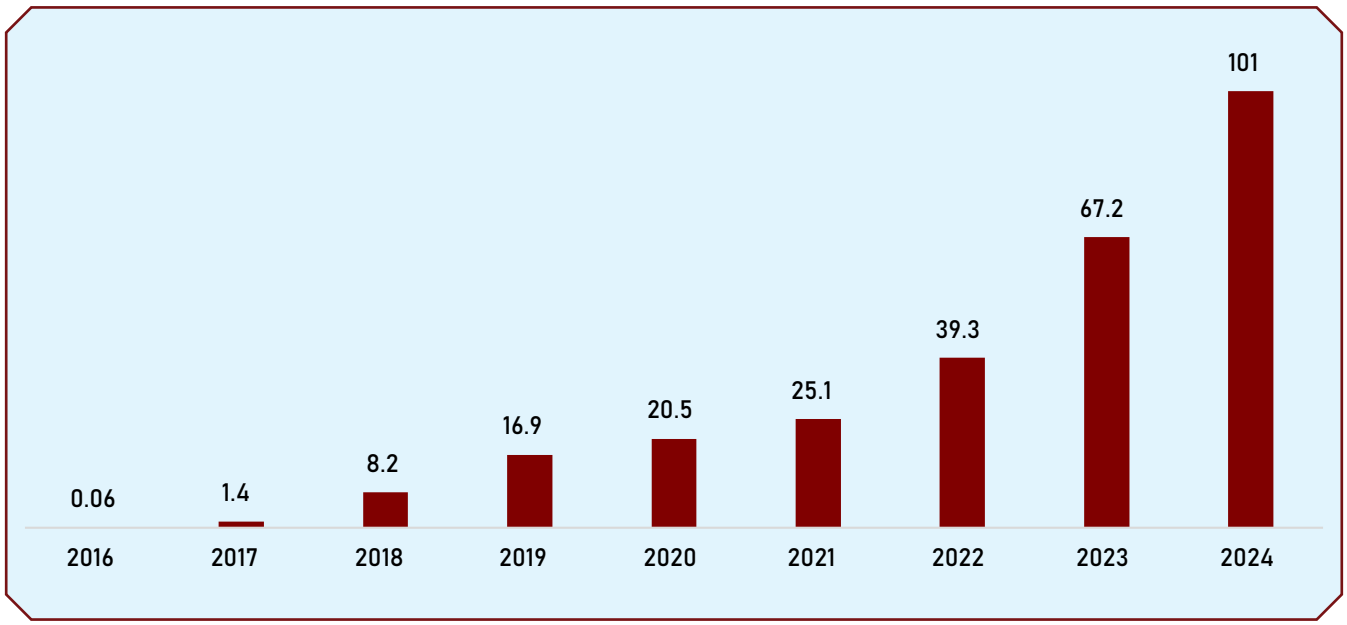
Fig 6.1.1. Injured Workers Assisted by SII (Cumulative)



(Sep2016-Dec2024)

6.1.2 Total ESIC compensation value obtained by injured workers assisted by SII (Rs 34+ crore just in 2024) to Rs100cr+

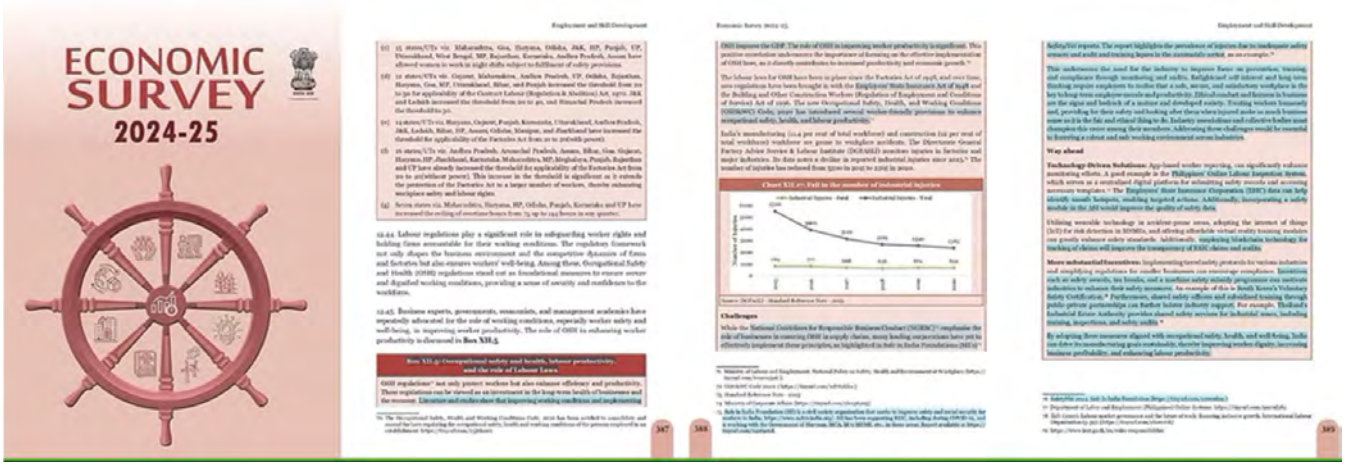
Fig. 6.1.2 Compensation Value (in Cr.) Assistance by SII
(Cumulative)



(Sep 2016 – Dec 2024)

Pillar 2: Nudging to improve Workplace Safety in Manufacturing, Especially Automotive Sector's Deeper Supply Chain, Nationally

Safe in India's Pillar 2 focuses on driving systemic improvements in workplace safety across the Indian manufacturing sector, with a particular emphasis on the deeper supply chains of the automotive industry. This is achieved through sustained engagement with key stakeholders—including the top 10 automobile brands, apex bodies like SIAM and ACMA, investors, non-financial auditors, and central and state governments. SII's annual report series, CRUSHED (since 2019) and SafetyNiti (since 2021), have become reference points for actionable insights and widely accepted recommendations.



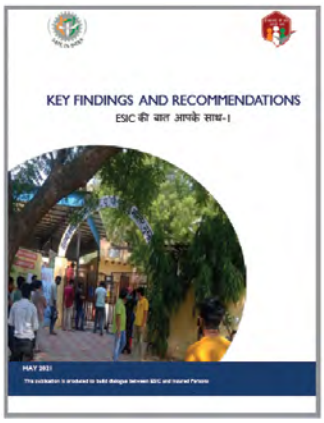
Encouragingly, SII's submission on Occupational Safety and Health (OSH) has been recognised in India's *Economic Survey 2024-25*, under the pivotal chapter on "Employment and Skill Development: Existential Priorities" (pp. 387–389). SII continues to emphasise that automobile brands possess the technical, managerial, commercial, and ethical capacity to lead this transformation—ensuring safer workplaces while strengthening their supply chain resilience and national productivity.

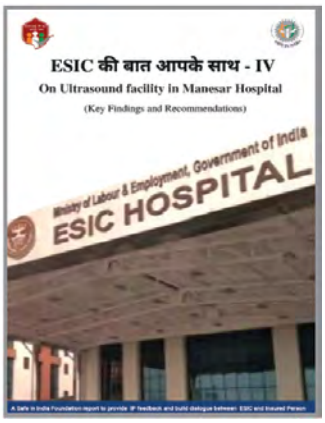
SII also presented its findings at the UN Business & Human Rights Workshop highlighting OSH implications for human rights due diligence in the automotive sector. Additionally, SII partnered with the Indian Institute of Corporate Affairs (Ministry of Corporate Affairs) for a study on BRSR practices of 65 listed automotive companies and NGRBC adaptation for the sector, participating in its Advisory Committee.

CRUSHED & SafetyNiti Report Series

CRSUHED24 Launch

Pillar 3: Improving ESIC's Healthcare & Compensation Services Nationally





SII engages with ESIC regionally and nationally to help improve 'quality' of their services. ESIC has already accepted 12 of SII's c.60 recommendations, potentially impacting lakhs of workers throughout India. SII won National Award from Hon'ble Labour Minister for this work. An interview of DG ESIC here.

In the efforts to ensure that worker's voice reach the ESIC's top executives/board, SII continues to use real data-based evidence of workers' experiences with healthcare and compensation services through its recommendation to ESIC for national/state level policy/process improvements. For this, SII has been publishing worker-voice through 'ESIC Ki Baat Aapkay Saath' reports to make tactical and strategic recommendations since 2017.

SII continues to acknowledge the improvements in ESIC ecosystem though highlighting the need to still walk miles.

Pillar 4: Increasing Awareness on Safety & ESIC Services Among Workers

SII continues to acknowledge the necessity of imparting the workers with knowledge and awareness in addition to assisting them with processes. SII has been doing this through use of offline and online platforms of communication, varying from in-person training sessions, Group Discussions, IEC material to social media.

With a focus on educating and empowering workers with the knowledge of ESIC & workplace safety and influencing key stakeholders towards improving workplace safety & social security, SII has been amplifying the workers voice through SII's YouTube Channels and Facebook pages. SII's Hindi and English Facebook pages for workers now have 1,27,000 and 12,000 followers respectively, generating over 50,000 interactions annually and more than 12 million views. Additionally, SII is enhancing awareness among approximately 12,000 workers through direct outreach using the WhatsApp Business API.

New Project: SII has initiated a project to empower 10,000 ESIC registered workers by training them on ESIC compliance, processes, and benefits; and safety in the factory workspaces.

श्रमिकपुर
youtube page

Safe in India
youtube page

सेफ इन इंडिया हिंदी
फेसबुक पेज

Safe in India English
Facebook page

Safe in India Whatsapp
Channel

Safe in India English
linkedIn page

Safe in India website

CHAPTER 7

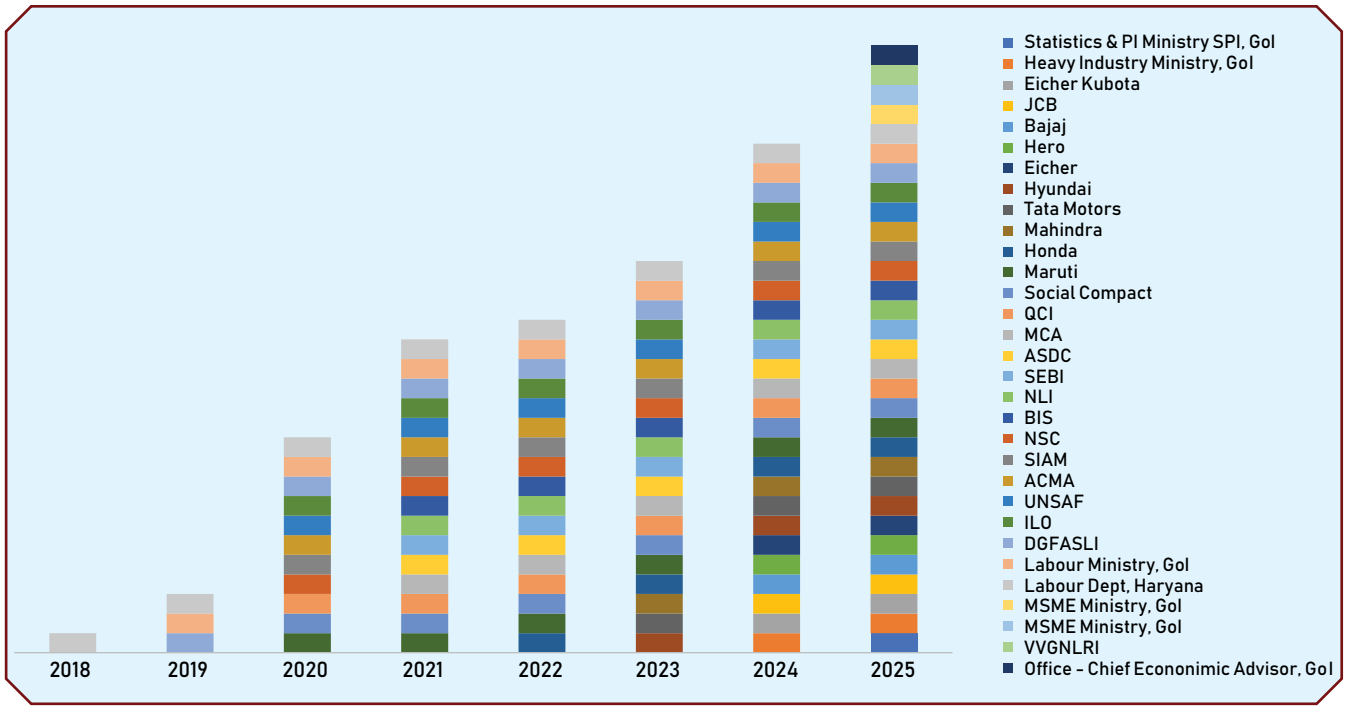
Engagement with All Stakeholders - An Update

7.1 SII's Engagement with a Cross-Section of Stakeholders Continues to Grow

7.1.1 SII's engagements with the automotive sector industry, the government, and other relevant organizations to advocate improvements in OSH in the automotive sector supply chain includes:

1. Top 10 automobile brands in India (by net sales)
2. SIAM and ACMA (Automotive industry associations)
3. Government of India: Ministries of Micro Small & Medium Enterprise (MSME), Labour & Employment (MoL&E), Heavy Industries (MHI) – Automotive sector's modal ministry, CEA, Statistics & Programme Implementation (MoSPI), DG FASLI – the safety advisory arm of MoL&E and Bureau of Indian Standards (BIS)
4. Haryana State Labour Department & Industrial Safety and Health (ISH) - Division of Gurugram & Faridabad, & Maharashtra Industrial Safety and Health (ISH)
5. Indian Institute of Corporate Affairs (IICA) under Ministry of Corporate Affairs
6. Other institutions e.g. Niti Aayog, SEBI, NSDC, etc.

Cross Section of Relevant Industry and Government Stakeholders Since 2017



In addition, SII has been engaging with an increasing number of partner Civil Society Organisations e.g., Social Compact, Aajeevika Bureau, Praxis, WFF and Cividep and academic institutions to champion and amplify the cause of OSH across industries and in India.

While many of these efforts have shown encouraging results, some have yet to gain momentum. The progress achieved often reflects the level of commitment towards protecting workers from such tragedies and mitigating the broader impact on India's skilled workforce and labour productivity. This chapter provides a brief overview of the current state of these engagements and their progress.

What does success for SII look like?

SII measures the success of its engagements by achieving agreements on tangible policies and actionable implementation plans that result in a sustained reduction of severe workplace injuries over a minimum period of three years and improvement in delivery of ESIC services. This benchmark applies to each automotive sector region where SII actively monitors and reports on worker safety.

7.2 All Top 10 Automobile Brands Now Finally Engaged with SII — With Scope to Deepen and Strengthen Collaboration Further

Of the top 10 brands, Maruti-Suzuki was the very first automobile brand to respond in 2019 and since then SII has had varying degrees of engagement with six other brands, namely: Honda, Bajaj, Hero, Eicher, TATA Motors and Hyundai.

In 2024 Mahindra, TVS & Ashok Leyland have begun discussing their plans too.

Bajaj continues to engage in most detail through regular meetings to discuss the latest data, findings, and actions against SII's recommendations.

Status of Top 10 OEM's engagement with SII

CRUSHED 22	Ashok Leyland	Bajaj	Eicher	Hero	Honda	Hyundai	Mahindra	Maruti Suzuki	Tata Motors	TVS
CRUSHED 23	Ashok Leyland	Bajaj	Eicher	Hero	Honda	Hyundai	Mahindra	Maruti Suzuki	Tata Motors	TVS
CRUSHED 24	Ashok Leyland	Bajaj	Eicher	Hero	Honda	Hyundai	Mahindra	Maruti Suzuki	Tata Motors	TVS
CRUSHED 25	Ashok Leyland	Bajaj	Eicher	Hero	Honda	Hyundai	Mahindra	Maruti Suzuki	Tata Motors	TVS

- Not a meaningful engagement/poor response
- Ad hoc meetings/Meetings eg. Only at the Gurugram ISH Joint Plateform; limited discussions on data, findings, actions against recommendtions
- Regular meetings to discuss latest data, findings, actions against recommendtions.

7.2.1 SII's engagement with automobile brands takes the following shape

1. Annual sharing of injury data in their supply chains, where available - for CRUSHED series of reports
2. Annual sharing of SII's analysis of (a) their OSH policies with respect to non-permanent workers in their own factories and all workers in their supply chain and (b) the implementation of these policies, of which some may not have been in public domain or SII may not have noticed; and (c) seeking confirmation of its findings, any missing information, best practices, and actions taken - for SafetyNiti series of reports.
3. Periodic meetings with Automobile brands, as and when agreed.
4. Planned quarterly platform meetings of ISH-Maruti-Hero-Honda-SII in Gurugram (actual frequency about twice a year) from 2021. Last meeting held in October 2024 where other large automobile brands in the region e.g., JCB, Escorts Kubota and some component manufacturers also invited by the ISH in this platform.

Safe In India's efforts will help the workmen, companies, and other stakeholders.

MR GORAKH G VELAPURKAR
VP (Materials), Bajaj Auto, during the rlease of SafetyNiti 2023

7.2.2 The joint ISH-Maruti-Hero-Honda-SII initiative started well with 30 Tier 2 factory audits but has been lacklustre since

One of the most important initiatives agreed by this platform in Manesar, Gurugram was an audit of 30 Tier 2 suppliers – 10 each by these three automobile brands. This audit found "more than 80% of the suppliers failed to meet the requirements of the safety audit".

Based on this initiative, SII has drawn common lessons for a national cascade and suggested next steps, including issuing minimum SOPs (by the brands or ISH) to all factories and organising a series of workshops on power press safety to owners, engineers and managers of factories and communicating these lessons through MSME ministry.

Unfortunately, these recommendations have not been communicated by ISH/implemented yet and SII is now considering the needed escalations to the new state executive.

No significant improvement in four of the five defaulter factories identified by SII, post ISH-audits (one factory since closed).

In Mid-2024, at ISH/brands' request, SII provided a sample list of 5 factories with more than one accident already in the year with dates and locations of accidents for ISH officials to investigate.

Apart from the fact that none of the accidents (which had caused grievous injury with a loss of at least two digits in the workers) had been reported to the state government's labour department, as mandated by law, the Inspectors found that in the four factories that were still operational, (one having shut down in the interim), there were no accident registers, no maintenance records, wilful contravention of the floor plans that had been approved in connection with proper placement of equipment and machinery and route to exits were not clear.

The penalties that the government can impose on such factories is currently not a deterrent to the poor work environment they provide

SII continue to advocate for better monitoring of accident reporting and higher fines for such transgressions, than currently applicable

A Note from Honda Motorcycle and Scooter India

HMSI is actively sensitizing our suppliers about workplace safety through meetings, conferences, and regular communications.

We also conduct annual third-party expert audits at our suppliers in a phased manner, supporting the implementation of necessary countermeasures and recommendations.

Additionally, we provide training to all suppliers to enhance awareness of overall industrial safety.

Adherence to Personal Protective Equipment (PPE) is a key checkpoint in our process audits, reinforcing our commitment to "Safety first, then production.

7.3 No significant collective industry-level actions by SIAM and ACMA, especially SIAM

SIAM and ACMA have made significant contributions to improving business outcomes and driver safety within the automotive sector. However, worker safety remains underemphasized. Despite willingness to collaborate with SII on accident reduction, collective action is often hindered by the need for unanimous member agreement.

To address this, SII has been recommending that automobile brands support SIAM and ACMA in prioritizing worker safety and providing funding for collaborative initiatives. Encouragingly, several brands have individually agreed to this approach. The alarming prevalence of workplace accidents left participants deeply concerned, with many committing to take appropriate action. However, substantial follow-up efforts remain awaited.

SIAM has clarified that it lacks the mandate from Automobile brands to advance the recommendations proposed by SII. Consequently, SII has begun reaching out to Automobile brands, urging them to provide SIAM with the necessary mandate and resources to facilitate these efforts.

SII, in a joint project with ACMA, will embark on spreading **OSH best practices** via digital and social media, including LinkedIn. They will also conduct sessions for ACMA members and their vendors to raise awareness of **ESIC services**, aiming to gather feedback for ESIC.

Sustained efforts are now essential to drive real change and improve safety across the automotive sector supply chain.

Status of engagement with SII in the past one year (Nov22-May25)		
	SIAM	**ACMA**
CRUSHED 23		
CRUSHED 25		
CRUSHED 25		

ACMA's reaction to SII's presentation at the Executive Committee Meeting in 2024

There is a strong need of propagation of importance of ESIC and allied benefits through HR Forum Sessions. All stakeholders working in the ecosystem should must come together to plan and implement a collaborate communication strategy.

VINNIE MEHTA
Director General, ACMA

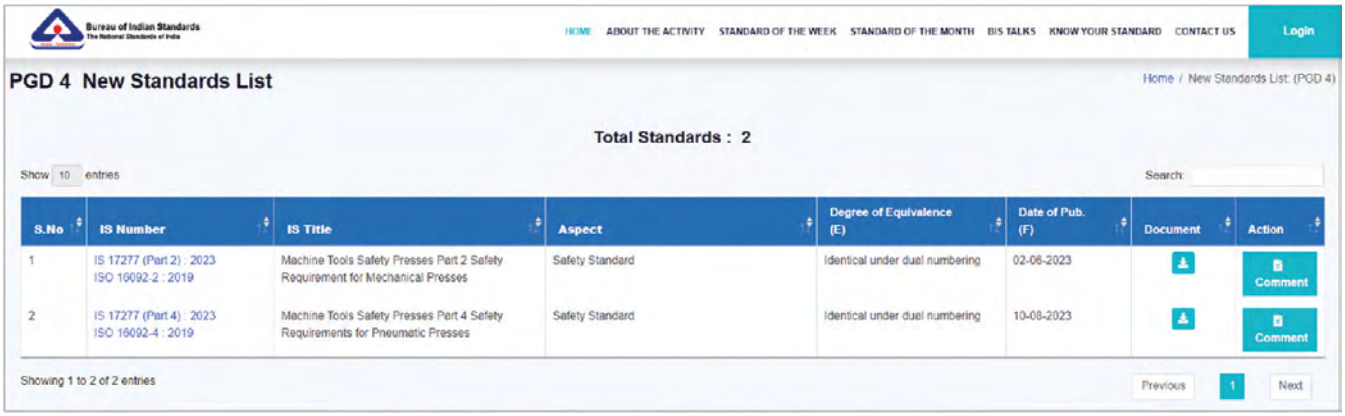
7.4 Ongoing engagement with central and state governments – a few new positive developments with MoMSME, MCA, MHI and MoSPI.

S. No.	Government Ministry/ Department	Engagement with SII *(2023 – 2025)* *
1	Ministry of Labour & Employment (L&E)	1. A constructive meeting with the Hon'ble Minister of Labour and Employment in Aug23 that may lead to further actions. 2. A recent Meeting with Joint Secretary-OSH in Aug23, wherein a few initiatives have been agreed to be progressed. 3. SII participated in the Brainstorming Workshop on 'Occupational Safety, Health, and Mental Wellness of Workers' by VVGNLI (under MoL&E) for establishing a new Centre on Occupational Safety and Health.
2	Ministry of Micro Small & Medium Enterprises (MSME)	1. SII is designing a cluster study to build a business case for study for MSME in collaboration with NPC.
3	Chief Economic Advisor	1. Our 'Better Data' recommendation for enhancing **occupational safety and labour productivity** is now accepted in the **Economic Survey 2024-25.** 2. Inspired by global best practices, our recommendation to introduce stronger **OSH incentives**, especially in MSMEs, is included in the **Economic Survey 2024-25 (p.389)**.

4	Ministry of Statistics & Programme Implementation (SPI)	1. In 2024, SII shared its findings with the Ministry of Statistics and Programme Implementation (MoSPI), recommending the incorporation of specific parameters into surveys. These enhancements aim to improve the accuracy and reliability of industrial accident data within the Annual Survey of Industries and the Periodic Labour Force Survey (PLFS).
5	Ministry of Heavy Industries (HI)	1. In 2024, SII shared its findings with the Ministry of Heavy Industries (MHI) and proposed the formation of a joint committee comprising MHI, MSME, SIAM, ASDC, and other government bodies. 2. The published Machinery and Electrical Equipment Safety (Omnibus Technical Regulation) Order, 2024 draft includes IS Standard IS 17277 (ISO standards 16092 part 1) but does not include IS 17277 parts 2 and 4 which deal with mechanical presses and pneumatic presses. SII is a member of the Section Committee at BIS that drafted the Standards. SII has written and recently met the Ministry of Heavy Industry to make this standard into a law and will pursue this. While SII received assurances that these parts would be included in the next Omnibus Technical Regulation, expected in the coming months, their addition remains pending.
6	Indian Institute of Corporate Affairs (IICA), Ministry of Corporate Affairs	1. In 2024, SII has partnered with the Indian Institute of Corporate Affairs (Ministry of Corporate Affairs, Government of India) for a research study on the Business Responsibility and Sustainability Reporting (BRSR) practices of all 65 listed companies in the automotive sector in India and the adaptation of the National Guidelines on Responsible Business Conduct (NGRBC) for the automotive sector. 2. SII has been participating in the Advisory Committee Meeting for Adaptation of **National Guidelines on Responsible Business Conduct (NGRBC)** for the Automotive Sector. The Advisory Committee has representation from governmental bodies (relevant ministries, regulatory authorities, and governmental think tanks), automobile associations, international organizations.
7	Bureau of Indian Standards	1. SII has been serving as a member of the BIS committee since 2021 and convened the panel *Safety of Metal Forming Machines, PGD 04/P2*. The *Metal Forming Machines Sectional Committee, PGD 04* approved the panel's proposal to adopt ISO standards ISO 16092 Parts 2 and 4 as BIS standards IS 17277 Parts 2 and 4 for power press safety. 2. SII has been involved in conducting the National Implementation & Awareness Seminar on "Indian Standards on Safety of Machine Press". 3. Previously, SII went as an expert speaker for July 2023 webinar on *Indian Standards on Safety of Machine Press*.
8	State Government Haryana	1. Industrial Safety and Health (ISH) wing of the Haryana Labour Department formed a collaborative platform comprising ISH, three leading local automotive brands (Maruti Suzuki, Hero, and Honda), and SII. This platform convenes periodically to drive progress on worker safety initiatives.
9	Multilateral Organisations (UNDP, ILO)	1. SII presented its findings at the UN Business & Human Rights Workshop, underscoring the critical role of occupational safety and health (OSH) in strengthening human rights due diligence across the automotive sector. SII also engaged with UNDP to explore synergies, particularly around the analysis of Business Responsibility and Sustainability Reports (BRSR). 2. SII has been an active participant in the Advisory Committee convened for the adaptation of the *National Guidelines on Responsible Business Conduct (NGRBC)* for the automotive sector, contributing inputs alongside the International Labour Organization (ILO).

** Refer CRUSHED24 for engagements prior to 2023*

SII attending the Advisory Committee Meeting for Adaptation of ***National Guidelines on Responsible Business Conduct (NGRBC)****for the Automotive Sector, IICA & ILO among other stakeholder organisations*



BIS accepts SII recommendation and adopts ISO standards ISO16092 Part 2 and 4 as Indian Standard IS 17277 Part 2 and 41

7.5 Initiation of new engagement: Financial Investors and Non-Financial (ESG) Auditors of top 10 automobile brands

To advocate, constructively, and understanding the significant role and responsibility of non-financial auditors and financial investors and the difference they can make by insisting on better compliance and reporting by automobile brands, SII took a new step in 2024 towards engaging with them, after waiting for five years since its first report – CRUSHED2019.

Some of them have started reverting and discussions have begun.

7.6 Continued direct engagement with workers on workplace safety and ESIC benefits, and compliance is now accelerating

SII has been increasing awareness of workplace safety and ESIC benefits among workers since 2017, through monthly worker meetings (Worker Support Groups) in its Worker Assistance Centres, community outreach, social media, and annual Worker (Shramik Sammelan).

This initiative has been accelerating since 2023 with SII's largest Shramik Sammelan attended by c.1,200 workers (of which c.1000 injured and c.200 women) and social media outreach accelerating through YouTube (new channel – Shramikpur – launch in 2024), new WhatsApp API communication (25,000+ messages sent with 2,500+ responses)

SII, in partnership with Forbes Marshall, a Pune based large manufacturer, has also been increasing ESIC awareness of workers among their vendors and has already covered 130+ suppliers and spoken to 1200+ workers in 48 sessions. 200+ workers have since received their ESIC cards and using ESIC facilities better but there is a long way to go.

SII has now started the initiative to train (and empower) 10,000 workers, over the next three years, in Haryana on workplace safety and ESIC benefits, directly and through willing and cooperative employers. This is expected to make a material difference in the working conditions and social security to a critical mass of worker population (directly and indirectly) in Haryana and help improve labour productivity and manufacturing professionalism.

[1] https://www.services.bis.gov.in/php/BIS_2.0/dgdashboard/Published_Standards_new/standards?commttid=MTQ0&commttname=UEdEIDQ%3D&aspect=&doe=&from=2022-10-24&to=2023-10-24

A Note from Bajaj Auto Limited

Commitment to Safety, Occupational Health, and Environmental Stewardship

Bajaj Auto Limited (BAL) is firmly committed to the continual improvement of **Safety, Occupational Health**, and **Green Initiatives** across its operations and supply chain.

At BAL, safe and healthy working conditions are a top priority. We are committed to the **prevention of work-related injuries and ill health** by systematically **eliminating hazards and reducing OH&S risks**. This approach is not limited to our own plants but is also extended to our supplier network to ensure a clean, healthy, and safe work environment throughout the value chain.

Supplier Engagement & Safety Culture

Our suppliers share this commitment to safety. BAL trains suppliers to proactively identify potential hazards and follow safe work practices, including the proper use of equipment, tools, and personal protective equipment (PPE), as applicable.

BAL implements **Total Productive Maintenance (TPM)** across its plants and has facilitated TPM adoption among key suppliers. Several suppliers have been recognized with the **BAL TPM Awards** as well as prestigious **JIPM TPM Awards** for their deep and effective TPM implementation. The SHE (Safety, Health, and Environment) Pillar is one of the most important among the eight pillars of (TPM). It plays a foundational role in building a sustainable and responsible manufacturing culture. The primary objective of the SHE pillar is to create a safe, healthy, and environmentally responsible workplace. It emphasizes the identification, assessment, and elimination of potential hazards, with a proactive approach toward accident prevention, occupational health improvement, and environmental protection. By integrating SHE practices into every aspect of plant operations, the pillar supports zero accidents, zero health hazards, and zero environmental incidents

BAL Supplier Code of Conduct (BAL SCoC)

The **BAL Supplier Code of Conduct (SCoC)** outlines our core values and ethical business principles. It is based on our long-standing philosophy of **"Leadership** with **Trust"** and focuses on delivering long-term stakeholder value while improving community well-being globally.

BAL expects all suppliers to strictly adhere to the principles laid out in the BAL SCoC, which include the highest standards of **ethics, integrity, impartiality, equity,** and **objectivity**. The BAL SCoC covers Human Rights and ensures supplier compliance.

BAVA – Bajaj Auto Vendor Association: A Platform for Excellence

To minimize supplier interface challenges and promote operational excellence, BAL has established the **Bajaj Auto Vendor Association (BAVA).** This collaborative platform is structured into three regional clusters: **Chakan, Waluj**, and **Pantnagar**.

Key activities of BAVA include:

- **Periodic meetings** with suppliers at BAL locations to foster collaboration
- **Annual vendor conventions** for sharing strategic directions and recognizing TPM and Quality achievements
- **Vendor Kaizen Competitions** conducted annually on topics such as Productivity, Quality Improvement, and Safety, serving as a platform for knowledge sharing and best-practice deployment
- **TPM University at BAL Waluj,** which conducts monthly training sessions for suppliers on topics including Safety
- **Cluster-wise Safety Committees** under BAVA, responsible for periodic **Cross-Functional Team (CFT) Safety Audits**
- Encouragement of **supplier-level safety audits** and **self-audits** for continual safety improvement
- **Vendor portal provision** for reporting workplace accidents
- Collaboration with NGOs such as **Safe In India** to advance shared goals like **Zero Accidents** and the promotion of **Safe Workplaces**

CHAPTER 8

SII Recommendations for All Stakeholders

SII has been making recommendations for implementation by all key stakeholders to improve worker safety in the Automotive Sector in India. Despite the slow reforms, we have now introduced a few new recommendations and updating the previously given ones, following our learnings and reprioritization of the recommendations.

These are categorised into three actionable timeframes: Short-Term (within 12 months), Medium-Term (within 3 years), and Long-Term (within 5 years).

8.1 Recommendations to Automobile brands

All recommendations that follow are for the relevant executives in automobile brands to consider/implement and their progress be included in their board information packs.

Table 8.1.1: Top 3 Policy Recommendations to Automobile Brands (reduced from 5)

S. No.	Top three policy recommendations to automobile brands	Suggested next steps/explanations with indicative time scale prioritisation (ST: short-term; MT: medium-term)
1	Automobile brands boards to take responsibility for worker safety in their deeper supply chain, and to help improve Indian Labour Productivity and MSME professionalism as recommended in the Indian Economic Survey 2024-25.	The board must: (ST)Must make reviewing BRSR reporting, SII reports and other such reports an integral part of organizational reviews with respect to supply chain safety (ST) Ask for the creation of a distinct MIS/report covering data on supply chain safety, which covers accidents and near-misses in Tier 1s to start with, quickly followed by the same in Tier2/3/4 in phases, and to reflect progress
2	Spearhead the transformation of the MSME partners by emphasizing professionalism and aligning safety and productivity practices with global best practices, especially in similar markets.	(MT) Align safety and productivity as per Economic Survey to take advantage of the opportunity and make Indian policies the best practices that are followed globally, especially if different in your own international operations
3	Create/spearhead a supply chain and/or industry wide program for improving the skills, knowledge and productivity of the human capital engaged in manufacturing of automotive vehicles in the deeper supply chain	(ST) Launch and monitor own supply chain and/or industry wide training for factory workers, supervisors, and management, in regional languages and certifications that are accepted through the industry especially for working on dangerous machines like Power Press, potentially through ASDC which needs to be made more effective. (MT) Work as an industry to monitor the quality of training and skills of the workers in the deeper supply chain through audits and re-training and ensure that manpower employed match at least the best regional standards.

Table 8.1.2: Top 4 Operational Recommendations to Automobile Brands (reduced from 5)

S. No.	Top four operational recommendations to automobile brands	Suggested next steps/explanations with indicative time scale prioritisation/additional information and a few best practices
1	Create, publish, and implement a Supplier Code of Conduct (SCoC) that ensures compliance with NGRBC, ESIC and other rules and regulations and enforce on the Tier 1 Suppliers	Publish SCoC/Supplier Sustainability Guidelines in the public domain, and periodically upgrade to ensure it meets the global standards: (ST) A clear statement for OSH for all workers at supplier factories, with 'Suppliers' defined clearly with specific mention for all Tiers (ST) Making SCoC contractually binding. (ST) Maintenance of Near Missess and Accident Registers and studied during audits and periodically and reporting from at least Tier 1 and Tier 2 after a set threshold of accidents. (ST) Ensuring Tier 1 suppliers make OSH principles contractually binding for their own suppliers (i.e., Automobile brands Tier 2 suppliers). (ST) Asking Tier 1 suppliers to cascade OSH, Human Rights, SDG8.8 and NGRBC Principles down the supply chain, even if in phases.
2	Include all non-permanent workers in their own factories, in the OSH Policy statement, at par with their own permanent workers.	(ST) Publish a comprehensive standalone OSH policy in the public domain and categorically include all non-permanent workers (contract/temporary/casual workers/ trainees, etc.) at par with permanent workers under the same OSH policy.
3	Improve transparency and accountability of accident reporting in the supply chain, start weeding out habitual offenders and commercially reward the safest factories	(ST) Increase transparency of the OSH-related information in the supply chain to the Board, which will help accelerate change. (ST) Make public the parameters on safety with thresholds for suppliers and build a blacklist of vendors who do not meet the thresholds. (MT) Improve OSH accountability, including weeding out habitual offenders in the supply chain and rewarding safer suppliers, especially in Tier 2s to start with and Tiers 3 and 4 to follow.
4	Set up a grievance redressal mechanism for deeper supply chain (this will also provide the brands the defaulting factory names they seek).	Publish the details of modes of access to the mechanism and investigate all grievances coming from workers in the deeper supply chain – contractual and permanent

8.2 Recommendations to Industry Associations – SIAM, ACMA and CII

SIAM's, ACMA's and CII's commitment to worker safety and encouraging culture of worker safety in the supply chain by collaborative action would be crucial.

Table 8.2: Top 5 Recommendations for Society of Indian Automobile Manufacturers (SIAM) and Automotive Component Manufacturers Association (ACMA)

S. No.	Top five recommendations to Industry Associations (SIAM, ACMA, and CII)	Suggested next steps/explanations with indicative time scale prioritisation (ST: short-term; MT: medium-term)
1	Convene the auto industry ecosystem to address accidents and productivity in the deeper supply chain, and to help improve Indian Labour Productivity and MSME professionalism as recommended in the Indian Economic Survey 2024-25.	(ST) Organise bi-annual meetings/workshops of SIAM members, OSH/technical experts, and SII to review SII reports, findings, set priorities, and agree on implementation steps.
2	Form a permanent joint safety task force (SIAM, ACMA, CII, & SII)	(ST) Set up an industry-wide safety working group to share best practices, quantify the cost of accidents, support supplier engagement and training, create a business case for safety, and evaluate good practices and make ASDC more effective for the purpose.
3	Develop industry safety standards for the auto sector	**For SIAM** (ST) Adopt and promote SII's model Supplier Code of Conduct (SCoC), with any improvements, applicable at least for Tier 1 & Tier 2 suppliers in the short term and to be extended to Tiers 3 & 4 in the long term (please refer to SafetyNiti 2024) (ST) OEMs (automobile brands) to come together to identify repeat offenders using ESIC and SII data and define how to collectively handle them. (MT) Convene joint SIAM–ACMA meetings to set safety standards and SOPs for deeper supply chains. (ST) Publish and promote business case studies highlighting the value of improved safety.
		For ACMA (ST) Initiate joint working between ACMA, SII, ASDC Minimum Training certification for machine operators which are nationally recognised and scale up if the pilot is found to be impactful. (ST) Initiate ACMA-proposed programme of developing digital/ animated safety modules and telecasting them widely in the supply chain.
		For CII (ST) Build a pan sector platform for automobile brands and component manufacturers in the Large and MSME sectors to build sector wide solutions on technology, manpower and financial solutions (ST) Create a confidential digital grievance system for auto suppliers and workers hosted by an independent third party (ST) Develop and mandate a common "Safe Work Certification" for auto suppliers (ST) Develop an industry-wide OSH checklist to be incorporated into ESG audits for supplier assessments to standardise audit expectations across brands to avoid duplication and improve consistency.

S. No.	Top five recommendations to Industry Associations (SIAM, ACMA, and CII)	Suggested next steps/explanations with indicative time scale prioritisation (ST: short-term; MT: medium-term)
4	Embed worker safety into core values and sustainability claims of SIAM, ACMA and CII members	(ST) Host webinars/seminars on 'Safety is Good for Business' to raise awareness and drive adoption of the following: (ST) Findings from the Economic Survey 2025 that link OSH and productivity (targeting CEOs, plant heads, and HR leads) to build a business case for proactive safety investments. b. (ST) Publish factory-level OSH policies, explicitly covering contract/temporary workers. (could be co-developed with SII) c. (ST/MT) Train workers across own factories and suppliers, including contract/migrant workers. (MT) Create an industry-level training system especially for migrant/contract workers. (ST/MT) Create a sector-wide training system, including web-based OSH resources for all levels of factory staff. (MT) Develop the cost-benefit case of OSH for suppliers. (MT) Set up an OSH technical helpline/advisory for deeper supply chain questions on issues/best practices/etc. (ST) Support ASDC in scaling prior learning initiatives developed with SII (currently inactive)
5	Support members compliance with NGRBC and BRSR for long-term sustainability	(ST) Organise orientation sessions on NGRBC principles for members, focusing on: a. (MT) Establishing grievance redressal systems in supply chains. b. (ST/MT) Ensuring OSH is embedded in members' operations and extended through their supply chains. b. (ST/MT) Ensuring human rights protection is embedded in members' operations and extended through their supply chains.

8.3 Recommendations for Ministry of Labour & Employment (MoLE), GoI

From Jun22, OSH now is also ILO's FPRW (Fundamental Principles Right at Work), which requires the Central and State Governments, and all their agencies responsible for OSH to be accountable and ensure that the enforcement of safe working conditions are non-negotiable. Moreover, Economic Survey 24-25 too emphasised on the need of OSH.

Table 8.3: Top 5 Recommendation for Central Labour Ministry

S. No.	Top five recommendations to MoLE, Government of India	Suggested next steps/explanations with indicative time scale prioritisation (ST: short-term; MT: medium-term)
1	Clarify OSH&WC Labour Code rules to ensure consistent and fair implementation by states (ensuring both business and labour interests are taken care of).	(ST) Clearly define conditions under which states can relax provisions of the OSH&WC Code to prevent misuse. (ST) Ensure that mandatory safety provisions apply to small and mid-sized factories, not just large ones. (MT) Address risks associated with longer work hours and higher overtime limits (now codified under the new OSH Code) by strengthening design standards, machine safety measures, and fatigue monitoring. (ST) Restrict the shift from traditional "Inspections" to "Facilitation" only to factories with strong safety records. For higher-risk factories (as identified through ESIC data), continue with targeted inspections. (ST) Extend mandatory safety requirements to small contractors (with fewer than 50 workers), including compulsory ESIC registration.
2	Improve Coordination and Accountability in MoLE Agencies to ensure that the labour friendly parts of the OSH&WC Labour Code are implemented	(ST) Make industrial safety and health (ISH) divisions accountable for prevention of accidents in factories and collection of accurate information on all accidents that remain woefully underreported. (ST) Publicly list factories that are exempt from inspections. (MT) Ministry of Labour to Direct DGFASLI to a. Create a simple OSH policy format for MSMEs, including pandemic protocols. b. Support MoMSME and MHI develop standard safety audit formats by industry type. c. Use ESIC data to simplify/target inspections by company size and sector. d. Share/publish technical solutions to reduce machine-related accidents. (ST) Restructure and strengthen DGFASLI so it can design and implement long-term OSH programmes focused on improving safety and productivity in MSMEs.
3	Design and Conduct Labour Studies with MOSPI	(ST) Develop methods to combine data from various sources (ESIC, LWF, DGFASLI) on safety, wages, employment type, and audits
4	Build the Business/Economic Case for OSH to help improve Indian Labour Productivity and MSME professionalism as recommended in the Indian Economic Survey 2024-25	(MT) Develop economic models linking working conditions in MSMEs with outcomes such as labour productivity, GDP, and production quality. Use these to shape evidence-based MSME improvement strategies.
5	Use ESIC and state-level accident data to identify high-risk areas and reduce accidents, injuries, deaths, and work-related illnesses nationwide.	(ST) Analyse and publish ESIC data to identify hotspots of unsafe working conditions, enabling targeted action by ESIC, ISH, DGFASLI, RLIs, MoMSME, and others. (ST) Incorporate ESIC data into the inspection planning system to prioritise inspections at higher-risk factories, while reducing checks at safer units—making the process more targeted, efficient, and business-friendly.

8.4 Recommendations for Ministry of Labour (State Govt.)

In this report, we have separated the recommendations for States from the Central Labour Ministries to enable us to track the changes made in different states with respect to measures to improve Worker Safety in their states.

Table 8.4: Top 5 Recommendations for State Labour Ministry

S. No.	Top five recommendations to State Labour Ministries	Suggested next steps/explanations with indicative time scale prioritisation (ST: short-term; MT: medium-term)
1	Use ESIC Data to guide Factory Inspections and Conduct Safety Surveys Across Sectors and Factory Sizes	Further to the recommendation included for the central labour ministry: (ST) Direct ESIC to publicly release data on accident and occupational disease hotspots to promote transparency and targeted action. (MT) Establish a system for monthly or quarterly reporting of workplace accidents by ESIC Regional Offices to DGFASLI, the Labour Commissioner, and State Industrial Safety and Health (ISH) divisions. This will enable timely interventions and improvements in factories with repeated violations or poor safety records.
2	Establish a Reliable System for Accident/Injury Reporting and Governance	(ST) Mandate a unified accident and injury reporting system across all factories, to be used by both central (ESIC) and state labour authorities, enabling data-driven enforcement and continuous safety improvements. (ST) Create standardized templates for accident and injury reporting to ensure uniformity across factories. (MT) Ensure reporting from factories is received/collected at Labour Departments/ISHs (an improvement from the current system, where only ESIC collects accident reports). (MT) Implement a penalty framework for repeat offenders, with escalating consequences based on incident frequency and severity, to ensure accountability and deter non-compliance.
3	Enforce Labour-Friendly OSH&WC Provisions, Especially for Small and Mid-Sized Units for worker safety in factories, and to help improve Indian Labour Productivity and MSME professionalism as recommended in the Indian Economic Survey 2024-25	(ST) Many small and mid-sized factories have been excluded from key safety mandates under the new OSH Code. State labour departments (e.g., ISH, DGFASLI) must proactively enforce safety rules in these units. (ST) Establish a confidential worker helpline for reporting unsafe conditions, including overwork and unsafe environments that disproportionately affect women. (ST) Ensure labour codes, rules, and standards are published in simple, pictorial, and regional languages to help workers understand their rights and workplace safety standards.

S. No.	Top five recommendations to State Labour Ministries	Suggested next steps/explanations with indicative time scale prioritisation (ST: short-term; MT: medium-term)
4	Create a Practical Policy and Support Mechanism for Safety Training of Contract and Migrant Workers	(MT) Develop and adopt a national safety training policy for contract and migrant workers. (ST) Launch a web portal and visual safety materials covering topics like machine safety, maintenance, and accident prevention in a worker-friendly format. Recommended topics: power press checklist, recommended maintenance schedule for all types of presses, technical solutions to make machines safe based on risk of accidents, rights, and duties of workers in factories (ST) Design training content for workshops and social media to connect safety with productivity (e.g., power press training). (MT) Set up worker assistance centres in industrial zones to a. Conduct safety training of workers specifically contractual and migrants. b. Educate workers on government norms/schemes for working conditions, social security schemes (including ESI schemes), and legal rights and duties regarding OSH. c. Provide legal aid if needed. d. Support identification of workers to help them in distress situations like covid. (ST) Create and disseminate digital safety messages tailored to small factories in regional languages.
5	Set Up Expert Committees and Conduct Safety Surveys to Recommend Reforms and Improve Productivity	(ST) Establish expert committees including government, industry, and civil society to recommend worker safety reforms for the auto sector. (ST) Study the impact of workplace accidents on labour productivity at the state level. (ST) Review worker safety conditions in MSMEs and recommend specific improvements. (ST) Commission safety surveys and studies, especially for India's auto sector supply chain in the top 5 auto sector hubs in the states of Haryana, Maharashtra, Tamil Nadu, Karnataka, and Gujarat, to generate actionable insights.

8.5 Recommendations to other ministries, departments, government bodies

Some of these recommendations may seem to overlap with recommendations made to the Central Labour Ministry but given the overlap of responsibilities, SII it is important to reiterate the recommendations to all relevant departments and ministries as they all have a role to play in building a safe and prosperous future for Indian industry.

Table 8.5.1: Top 5 Recommendations for Ministry of Micro, Small & Medium Enterprises (MoMSME)

S. No.	Top five recommendations to MoMSME	Suggested next steps/explanations
1	Improve OSH for worker safety in MSME factories, and to help improve Indian Labour Productivity and MSME professionalism as recommended in the Indian Economic Survey 2024-25	Simplify safety standards by creating sector- and size-specific checklists (e.g., practical power press checklist for MSMEs). Adopt simplified audit protocols aligned with ILO guidelines and IS 14489, with DGFASLI-MoLE support. Mandate safety SOPs and checklists in simple, pictorial formats for low-literacy workers. Link key OSH compliance requirements to UDYAM Registration by identifying "must comply" sections of the OSH Code
2	Make MSMEs accountable for OSH with required standards and support tools	Introduce NGRBC and BRSR Lite focused on worker wellbeing and rights. Mandate display of machine-specific safety instructions in formats understandable to workers. Require written OSH policies for all MSME factories, updated periodically, as per Section 7A (3) of the Factories Act.
3	Commission studies linking OSH to MSME productivity, as evidenced by the Economic Survey 2025.	Launch sectoral studies on safety-linked productivity (e.g., power press operations). Develop and publish case studies showing how safety investments (e.g., digital interlocks) improve performance and reliability.
4	Integrate near-miss and accident reporting into LEAN and ZED programmes	Update LEAN guidelines to include near-miss reporting and corrective action tracking. Revise ZED certification requirements to include safety parameters and standardised incident reporting templates.
5	Build MSME capacity for daily safety practices	Include preventive maintenance as a safety requirement, supported by cost-benefit analysis studies Provide tools and training to MSMEs for calculating and reducing the cost of workplace accidents. Set up worker assistance centres in every industrial zone/ cluster to deliver safety info, legal aid, and scheme awareness (including ESI schemes) in regional languages.

Table 8.5.2: Top 5 Recommendations for Ministry of Heavy Industries (MHI)

S. No.	Top five recommendations to MHI	Suggested next steps/explanations
1	Strengthen the Machinery and Electrical Equipment Safety Order, 2024	Amend the Order to include IS 17277 (ISO 16092) parts 2 and 4, covering mechanical and pneumatic presses, in addition to part 1 (already included).
2	Build capability to manufacture fail-safe machines	Collaborate with MoMSME to set technical and safety standards for high-impact machinery like power presses. Support industry upgrades to meet fail-safe design requirements through targeted incentives or compliance support.
3	Improve awareness and workplace implementation of machine safety standards in industrial zones in line with the Machinery and Electrical Equipment Safety Order, 2024	Mandate public display of machine standards and safety info in the vernacular, including at the location of worker assistance centres. Standardise safety audit tools, including checklists and templates for recording key parameters (e.g., dust, temperature, fumes). Specify user-friendly audit equipment that workers can operate and interpret themselves. Set norms for placement of safety monitoring devices inside factories for accurate and accessible readings. Publish machine-specific technical safety solutions to guide accident prevention measures. Launch pilot safety training programmes (e.g., power press safety with ASDC) in key industrial zones.
4	Integrate OSH into automotive sector support schemes, including the Production Linked Incentive (PLI) Scheme	Include OSH compliance as an eligibility criterion in the Production Linked Incentive (PLI) Scheme and other automotive sector programmes.
5	Create a platform to mainstream OSH in the automotive supply chain, for improving worker safety in the automobile industry's deeper supply chain, and also to help improve Indian Labour Productivity and MSME professionalism as recommended in the Indian Economic Survey 2024-25	Establish an industry platform led by MHI and ACMA to promote OSH across the automotive ecosystem. Develop a sector-wide communication strategy, including awareness seminars and the campaign 'Worker Safety is Good for Business', to engage OEMs, suppliers, and industrial clusters.

Table 8.5.3: Top 4 Recommendations for Ministry of Corporate Affairs (MCA)

S. No.	Top four recommendations to MCA	Suggested next steps/explanations
1	Extend BRSR reporting to large unlisted MNCs	Mandate BRSR reporting for large unlisted MNCs to ensure a level playing field with Indian companies and promote corporate transparency and accountability.
2	Strengthen and operationalise NGRBC implementation across sectors	Launch a national communication campaign on NGRBC principles, targeting large businesses and MSMEs through simplified, phased messaging. Create a dedicated MCA web portal to host NGRBC circulars, templates, and guidance materials. Define roles of key ministries (e.g., MSME, Labour) in NGRBC implementation to ensure clarity and coordination. Develop sector-specific NGRBC guidance documents with practical examples of human rights practices and violations, aligned with the UN Human Rights Convention.
3	Finalize and Release the National Action Plan on Business and Human Rights (NAP)	Complete Phase 2 of NAP development (i.e., the National Baseline Assessment). Set a timeline for public release of the NAP, ensuring timely communication with stakeholders.
4	Integrate OSH and monitoring into business value chains, for improving worker safety, and also to help improve Indian Labour Productivity and MSME professionalism as recommended in the Indian Economic Survey 2024-25	Make OSH practices mandatory in value chains, especially in MSMEs and manufacturing sectors, through a phased national action plan, given their major contribution to GDP, exports, and jobs. Establish transparent monitoring systems for NGRBC and SDGs, including OSH tracking across supply chains.

Table 8.5.4: Top 3 Recommendations for Ministry of Statistics & Programme Implementation (MoSPI)

S. No.	Top three recommendations to MoSPI	Suggested next steps/explanations
1	Improve labour data quality by adding OSH-related parameters to national surveys	Include OSH data in the Annual Survey of Industries (ASI) such as: Number of accidents and permanent disabilities in the past year(s). Percentage of workers injured in factories. Add modules on occupational accidents covering: Nature and severity of injury, disability, lost working days, and worker overwork.
2	Conduct focused studies to map labour status and workplace conditions	(ST) Collaborate with MoLE to design studies capturing data on injury, skills, non-permanent employment, wages, and working conditions using sources like ESIC, LWF, DG FASLI, and BRSR/ NGRBC filings. (ST) Publish OSH-related studies commissioned by the government in the public domain to promote transparency and informed policymaking.
3	Strengthen SDG monitoring systems with expanded OSH indicators under SDG 8	Add workplace safety and health indicators (e.g., SDG 8.8) to the National Indicator Framework (NIF), including coverage under the ESIC Act. Coordinate with NITI Aayog and states to integrate indicators (e.g., factory accident rates) into SDG 8 monitoring as part of state-level SDG KPI tracking.

Table 8.5.5a: Top 5 Policy Recommendations for ESIC

S. No.	Top five policy recommendations to ESIC	Suggested next steps/explanations
1	Amend the ESIC Act to include "quality of services" in its mandate	Update the Act's preamble to reflect a focus on service quality, responsiveness, and measurable standards of care.
2	Establish a Process Re-engineering Cell within ESIC	Institutionalise continuous service improvement through a dedicated unit focused on simplifying processes, integrating feedback, and modernising delivery systems.
3	Use ESIC data to drive proactive healthcare and national OSH strategy, for improving worker safety, and also to help improve Indian Labour Productivity and MSME professionalism as recommended in the Indian Economic Survey 2024-25	Leverage ESIC's structured and unstructured data to: a. Identify high-risk factories and healthcare needs b Inform broader OSH policy and workplace productivity strategies (especially in MSMEs) c. Enable targeted interventions based on accident and illness trends.
4	Introduce performance-linked penalties for employer non-compliance	Make employers financially liable for full Post-Disablement Benefits if they fail to register worker accidents, ensuring accountability.
5	Expand ESIC coverage to gig, platform, and informal workers, without compromising current beneficiaries	Cover additional worker categories via government/employer contributions, ensuring current insured persons (IPs) do not experience service/funding dilution.

Table 8.5.5b: Top 5 Operational Recommendations for ESIC

S. No.	Top five operational recommendations to ESIC	Suggested next steps/explanations
1	Improve MSME compliance through automation and enforcement to prevent non-compliance (non-registrations) and Post-Accident Registrations (PARs)	Digitise Post-Accident Registration (PAR) tracking, strengthen MIS systems to flag employers who fail to report accidents or delay registrations. Impose stronger penalties on employers that do not register workers or underreport accidents.
2	Enhance post-accident response protocols	Automate the accident reporting process, so cases are logged quickly and accurately. Set up a standard protocol for how and when accidents must be reported by employers. Make sure ESIC can track each case in real-time and reduce delays caused by paperwork or manual processes.
3	Improve emergency medical accountability in workplace accidents	Require ESIC doctors to document why workers were taken to non-ESIC hospitals first, especially if delay in treatment during the "golden hour" led to further harm.
4	Ensure universal e-Pehchaan card coverage and verification	Mandate that ESIC-registered factories issue e-Pehchaan cards to all new workers on Day 1 Enable workers to check factory registration and request their cards directly from ESIC.
5	Strengthen factory audits to detect unregistered workers	Prioritise audits of repeat offenders to identify workers not registered under ESIC, particularly in sectors with high injury risk.

Table 8.5.6: Top 5 Recommendations for NITI Aayog

S. No.	Top five recommendations to NITI Aayog	Suggested next steps/explanations
1	Set national and sectoral targets for SDG 8 Indicator 8 on worker safety, for improving worker safety, and also to help improve Indian Labour Productivity and MSME professionalism as recommended in the Indian Economic Survey 2024-25	Define a national target for OSH under SDG 8.8. Break it down sector-wise (e.g., auto sector) and by state to benchmark performance. Use the indicator to monitor and evaluate the quality of employment, with a focus on workplace safety, as part of state and sectoral performance benchmarking.
2	Expand workplace safety indicators in the SDG India Index	Add OSH-focused indicators under SDG 8.8 in future editions of the SDG India Index, while continuing to include existing data points like coverage under ESIC and factory accident rates.
3	Integrate labour and OSH data into SDG monitoring	Develop a standardised data protocol to integrate relevant datasets from ESIC, DG FASLI, and BRSR/NGRBC filings. Focus on critical metrics like workplace injury rates, non-permanent employment, and compliance audits.
4	Design and launch a national scheme to improve OSH in MSMEs	Propose a central initiative to strengthen safety in MSMEs, linking it to productivity and Make in India Safely goals. Promote OSH as a driver of competitiveness through policy messaging to industry bodies, sectoral ministries, and MSMEs, positioning it as a productivity and performance factor, not just a compliance requirement.
5	Support data-led targeting of OSH reforms using ESIC data	Encourage MoLE and ESIC to use accident and illness data to identify high-risk clusters. Recommend to MoLE and ESIC targeted inspections for poor performers and incentives for compliant units, including potential ESIC premium benefits.

Table 8.5.7: Top 5 Recommendations for SEBI

S. No.	Top five recommendations to SEBI	Suggested next steps/explanations
1	Strengthen supply chain and labour-related disclosures in BRSR	Retain and enhance disclosures on accidents, injuries, and working conditions of direct suppliers under BRSR. Ensure that these disclosures remain a requirement, especially for high-risk sectors.
2	Mandate independent assurance of BRSR Core safety data	Require third-party assurance of key BRSR disclosures, specifically on serious injuries and safety practices in the supply chain.
3	Align materiality and data requirements with credible civil society sources	Reference data from independent platforms (e.g., CRUSHED, SafetyNiti) to guide materiality thresholds and improve relevance of BRSR reporting. Use such sources to strengthen sector-specific guidance on disclosure depth.
4	Enable public analysis of BRSR data	Create or support an ecosystem to analyse and publish insights from BRSR filings. Ensure findings are available in the public domain to enhance transparency and stakeholder trust.
5	Promote the business case for OSH-linked productivity through disclosures, for improving worker safety, and also to help improve Indian Labour Productivity and MSME professionalism as recommended in the Indian Economic Survey 2024-25	Encourage listed companies to report the link between working conditions (including OSH) and productivity, as evidenced by the Economic Survey 2025 Support disclosure of the link between working conditions (including OSH) and productivity through research partnerships and awareness campaigns targeted at investors and company boards.

8.6 Top 5 Recommendations to non-financial auditors and financial investors

8.6.1. Non-Financial Auditors Could Insist on Auditing More Sustainability Indicators, Including Most Social and Environmental Indicators, to Help the Brands Identify the Areas They Need to Focus On.

S. No.	Non-financial audits should include in future statements at least the following five:
1	Standards/indicators related to accident and injury data. e.g., GRI 404-9 & GRI 404-10 and BRSR Core: Indicator 3.11 (Number and rate of work-related injuries and fatalities)
2	Standards/indicators related to OSH policies and processes. e.g., GRI 404-1 to GRI 404-8, and BRSR Core: Indicator 3.1.c (Spending on measures towards wellbeing of employees and workers)
3	Standards/indicators related to supplier audits & assessments. e.g., GRI 414-1 & GRI 414-3
4	Data, policies, and processes related to non-permanent workers as part of the audits. E.g., GRI 102-8
5	Data, policies, and processes related to supply chain workers as part of the audit. E.g., GRI 204 & GRI 414 and BRSR Core: Indicator 3.11 (Number and rate of work-related injuries and fatalities - suppliers)

8.6.2. Institutional Investors Have a Duty to Adopt Environmental, Social, and Corporate Governance (ESG) Principles Into Investment Practice.

S. No.	Top five recommendations to Institutional Investors	Suggested next steps/explanations
1	Seek confirmation that SII reports are reviewed by the automobile brands at the board level	Ask portfolio companies (starting with the top 10 automobile brands) to confirm that SII's findings and recommendations are formally discussed at board meetings.
2	Encourage automobile brands' board engagement with affected supply chain workers	Recommend that brands' board members meet injured workers from their supply chains to understand on-ground conditions facilitated by SII where needed.
3	Request regular updates on board-level safety actions by automobile brands, for improving worker safety in the automobile industry's deeper supply chain, and also to help improve Indian Labour Productivity and MSME professionalism as recommended in the Indian Economic Survey 2024-25	Ask companies to report bi-annually on board-level actions taken in response to findings from SII's CRUSHED and SafetyNiti reports.
4	Request disclosure of injury data and mitigation actions in annual reports by automobile brands	Encourage inclusion of SII-reported injury numbers and corresponding corrective actions in annual ESG/ sustainability disclosures.
5	Recommend automobile brands to engage directly with SII for data validation and feedback	Request SII to present its findings to investors' sustainability teams and provide inputs on improving data, methodology, and recommendations.

Annexure

Previous CRUSHED reports contain the data of 6000+ injured workers assisted by SII. The latest dataset of injured workers assisted by SII (Aug 2024-Dec 2024) is presented here:

S. No.	Region	Gender	Age	Type of Injury	No. of fingers/ toes	Machine Type	Automobile Brand
1	Manesar	M	31-40	Non Crushed	1	Don't Know	Maruti
2	Manesar	M	31-40	Non Crushed		Don't Know	
3	Manesar	M	21-30	Non Crushed	2	Don't Know	
4	Faridabad	M	41-50	Non Crushed	3	Don't Know	
5	Manesar	M	41-50	Non Crushed		Don't Know	
6	Pune	M	51-60	Non Crushed	2	Cutting Machine	
7	Gurgaon	F	21-30	Non Crushed		Don't Know	Hero
8	Faridabad	M	21-30	Non Crushed		Don't Know	Maruti, Honda, Hero
9	Manesar	M	31-40	Non Crushed		Don't Know	
10	Gurgaon	M	21-30	Crushed	1	Don't Know	
11	Faridabad	F	31-40	Crushed	1	Don't Know	Maruti
12	Manesar	M	Below 21	Non Crushed		Don't Know	Maruti
13	Faridabad	M	41-50	Non Crushed		Don't Know	
14	Manesar	M	41-50	Non Crushed		Don't Know	Maruti
15	Manesar	M	21-30	Non Crushed	1	Don't Know	Maruti, Honda, Hero
16	Pune	M	41-50	Crushed		Slipped	Tata, Mahindra
17	Faridabad	M	51-60	Crushed	1	Don't Know	Mahindra
18	Manesar	M	21-30	Non Crushed	1	Don't Know	Maruti, Honda
19	Manesar	M	31-40	Non Crushed		Don't Know	Maruti
20	Manesar	M	31-40	Crushed	1	Don't Know	
21	Manesar	M	31-40	Non Crushed	2	Don't Know	
22	Faridabad	M	31-40	Non Crushed		Don't Know	
23	Faridabad	M	21-30	Non Crushed		Don't Know	Maruti, Mahindra
24	Pune	M	41-50	Non Crushed		Power Press	Tata
25	Manesar	M	31-40	Non Crushed		Don't Know	Triumph
26	Faridabad	M	Below 21	Non Crushed		Don't Know	Don't Know
27	Manesar	M	31-40	Non Crushed		Don't Know	
28	Faridabad	M	31-40	Crushed	1	Don't Know	Don't Know
29	Manesar	M	51-60	Non Crushed		Don't Know	Maruti
30	Faridabad	M	31-40	Crushed	2	Don't Know	
31	Gurgaon	M	31-40	Non Crushed		Don't Know	
32	Manesar	M	21-30			Don't Know	
33	Gurgaon	F	41-50	Non Crushed	1	Don't Know	Hero
34	Manesar	M	21-30	Non Crushed		Don't Know	Maruti
35	Faridabad	F	21-30	Crushed	1	Don't Know	
36	Manesar	M	21-30	Non Crushed	2	Don't Know	
37	Manesar	M	21-30	Crushed	3	Don't Know	Honda

38	Manesar	M	31-40	Non Crushed		Don't Know	
39	Faridabad	M	31-40	Non Crushed		Don't Know	
40	Faridabad	M		Non Crushed		Don't Know	
41	Pune	M	41-50	Crushed		Rewinder Machine	
42	Pune	M	41-50	Non Crushed	1	Factory Gate	
43	Pune	M	41-50	Crushed	4	Forging Machine	Tata, Mahindra
44	Faridabad	F	41-50	Non Crushed		Don't Know	
45	Gurgaon	M	21-30	Non Crushed		Don't Know	
46	Faridabad	M	Below 21	Non Crushed	2	Don't Know	
47	Faridabad	M	41-50	Non Crushed	1	Don't Know	Don't Know
48	Manesar	M	31-40	Crushed	2	Don't Know	Maruti
49	Faridabad	M	21-30	Crushed	3	Don't Know	
50	Manesar	M	21-30	Crushed	1	Don't Know	Maruti
51	Manesar	M	21-30	Non Crushed		Don't Know	
52	Manesar	M	21-30	Non Crushed		Don't Know	
53	Pune	M	41-50	Non Crushed		Cutting Machine	
54	Manesar	M	21-30	Non Crushed		Don't Know	Maruti
55	Manesar	M	31-40	Non Crushed		Don't Know	
56	Faridabad	M	21-30	Non Crushed		Don't Know	
57	Manesar	M	21-30	Crushed	1	Don't Know	Maruti, Hero, Bajaj
58	Manesar	M	31-40	Non Crushed		Don't Know	Maruti, Honda
59	Manesar	M	51-60	Non Crushed	1	Don't Know	Maruti, Honda
60	Manesar	M	31-40	Non Crushed		Don't Know	
61	Manesar	F	31-40	Non Crushed		Don't Know	
62	Manesar	M	41-50	Non Crushed	1	Don't Know	
63	Manesar	M	21-30	Non Crushed		Don't Know	
64	Pune	M	41-50	Non Crushed		Raw Material Fell	Bajaj
65	Manesar	M	21-30	Non Crushed		Don't Know	
66	Manesar	M	21-30	Crushed	1	Don't Know	Don't Know
67	Manesar	M	21-30	Non Crushed	2	Don't Know	
68	Manesar	M	21-30			Don't Know	Maruti
69	Manesar	F	21-30	Non Crushed	1	Don't Know	
70	Faridabad	M	21-30	Crushed	1	Power Press	Hero
71	Faridabad	M	21-30	Crushed	2	Power Press	Maruti, Honda, Hero
72	Faridabad	M	31-40	Crushed	2	Power Press	Maruti, Honda
73	Pune	M	41-50	Non Crushed	1	Power Press	
74	Faridabad	M	41-50	Non Crushed	3	Stuck in Gate	
75	Faridabad	M	21-30	Crushed	1	Stuck in Gate	
76	Pune	M	31-40	Crushed	1	Power Press	Tata, Mahindra
77	Faridabad	M	21-30	Non Crushed		MCV (Vertical Machining Center) Machine	Sonalika
78	Pune	M	41-50	Crushed	1	Power Press	Tata, Mahindra
79	Faridabad	M	21-30	Crushed	1	Assembly Line Machine	

80	Faridabad	F	41-50	Non Crushed	4	Batikar Machine	Don't Know
81	Faridabad	M		Non Crushed	1	Bending Machine	
82	Pune	M	41-50	Crushed		Assembly Line Machine	Don't know
83	Faridabad	M	21-30	Crushed	1	Bending Machine	Don't Know
84	Faridabad	M	31-40	Non Crushed	3	Bending Machine	
85	Pune	F	41-50	Non Crushed		Slipped	
86	Pune	M	31-40	Crushed	1	Power Press	Piaggio
87	Faridabad	M	21-30	Non Crushed		Bindsaw Machine	Maruti, Mahindra
88	Faridabad	M	31-40	Non Crushed	1	Bindsaw Machine	Maruti
89	Faridabad	M	41-50	Crushed	1	Cable Machine	
90	Gurgaon	M	31-40	Non Crushed		Cake Machine	
91	Faridabad	F	31-40	Non Crushed		Chamfering Machine	Maruti, Honda, Hero, Bajaj, Mahindra
92	Manesar	M	31-40	Non Crushed	2	CNC Machine	Hero, Bajaj
93	Manesar	M	31-40	Crushed	1	CNC Machine	Honda, Hero, Bajaj
94	Manesar	M	Below 21	Non Crushed	1	CNC Machine	Hero
95	Pune	M	21-30	Crushed	1	Power Press	Tata
96	Manesar	M	31-40	Crushed	3	CNC Machine	Honda
97	Manesar	M	21-30	Crushed		CNC Machine	Maruti, Hero
98	Faridabad	M		Crushed	1	CNC Machine	Maruti, Honda
99	Manesar	M	31-40	Non Crushed	1	CNC Machine	Hero, Bajaj
100	Manesar	M	31-40	Non Crushed		CNC Machine	Maruti
101	Faridabad	M	31-40	Non Crushed		CNC Machine	Hero
102	Pune	M	41-50	Crushed	1	Power Press	Tata, Mahindra
103	Pune	M	31-40	Non Crushed	1	Roller Machine	Bajaj
104	Pune	M	41-50	Crushed	1	Raw Material Fell	
105	Faridabad	M	21-30	Non Crushed		CNC Machine	Bajaj
106	Faridabad	M	21-30	Non Crushed	1	CNC Machine	Honda
107	Pune	M	31-40	Non Crushed		Raw Material Fell	Hyundai
108	Faridabad	M	21-30	Crushed	1	CNC Machine	Don't Know
109	Faridabad	F	41-50	Crushed	1	CNC Machine	
110	Faridabad	M		Non Crushed	4	CNC Machine	Don't Know
111	Manesar	M	21-30	Crushed	1	CNC Machine	
112	Manesar	F	21-30	Non Crushed		CNC Machine	
113	Manesar	M	21-30	Non Crushed		CNC Machine	Honda
114	Pune	M	31-40	Non Crushed		Road Accident	
115	Pune	M	41-50	Non Crushed		Power Press	Don't know
116	Pune	M	41-50	Non Crushed		Power Press	Don't know
117	Pune	M	41-50	Crushed	2	Power Press	
118	Pune	M	31-40	Non Crushed	1	CNC Machine	Tata, Mahindra
119	Pune	M	31-40	Crushed	4	Power Press	Tata, Mahindra
120	Pune	M	31-40	Non Crushed		Power Press	Don't know
121	Faridabad	M	31-40	Crushed	1	CNC Machine	
122	Faridabad	M	41-50	Non Crushed	1	Converger Machine	Don't Know

123	Pune	M	31-40	Crushed	4	Power Press	Tata, Mahindra
124	Faridabad	M	21-30	Crushed	2	Conveyer Belt	
125	Faridabad	M	21-30	Non Crushed	1	Cooling Machine	Honda, Hero
126	Faridabad	M	51-60	Non Crushed	2	Crane Machine	Don't Know
127	Pune	F	31-40	Crushed	1	Power Press	Don't know
128	Faridabad	M	41-50	Non Crushed		Crane Machine	
129	Pune	M	31-40	Crushed	3	Power Press	Don't know
130	Pune	M	31-40	Crushed	1	Injection Moulding	Tata, Mahindra
131	Pune	M	31-40	Crushed	2	Stuck in Chain	
132	Pune	M	31-40	Crushed	3	Power Press	Tata
133	Pune	F	51-60	Non Crushed	3	Power Press	Tata, Mahindra, Bajaj
134	Faridabad	M	21-30	Non Crushed	1	Crane Machine	
135	Manesar	M	21-30	Non Crushed		Crimping Machine	
136	Gurgaon	M	41-50	Crushed	1	Crushing Machine	
137	Manesar	M	21-30	Non Crushed	1	Cutting Machine	Maruti, Honda, Hero
138	Gurgaon	M	31-40	Crushed	1	Cutting Machine	Maruti, Honda, Hero
139	Manesar	M	21-30	Crushed	2	Cutting Machine	
140	Pune	M	31-40	Non Crushed		Road Accident	Mahindra
141	Faridabad	M	21-30	Non Crushed	1	Cutting Machine	
142	Pune	M	21-30	Crushed	4	Power Press	Tata
143	Manesar	F	Below 21	Crushed	1	Cutting Machine	
144	Faridabad	F	31-40	Crushed	4	Cutting Machine	
145	Faridabad	M	21-30	Crushed	4	Cutting Machine	
146	Faridabad	F	21-30	Non Crushed		Cutting Machine	
147	Faridabad	M	21-30	Non Crushed	2	Cutting Machine	
148	Manesar	M	51-60	Non Crushed		Cutting Machine	Maruti, Honda
149	Gurgaon	M	Below 21	Crushed	3	Cutting Machine	
150	Pune	M	41-50		1	Cutting Machine	Don't know
151	Pune	M	21-30	Crushed	2	Power Press	Don't know
152	Manesar	M	21-30	Crushed	2	Cutting Machine	
153	Faridabad	F	41-50	Crushed	3	Cutting Machine	
154	Faridabad	M	21-30	Non Crushed		Cutting Machine	
155	Pune	M	31-40	Crushed	1	Road Accident	Bajaj
156	Pune	M	31-40	Crushed	4	Power Press	Mahindra
157	Pune	M	21-30	Non Crushed		Sewing Machine	Don't know
158	Pune	M	31-40		2	Power Press	Don't know
159	Pune	M	41-50	Non Crushed		Road Accident	
160	Manesar	M	31-40	Crushed	1	Cutting Machine	
161	Pune	M	21-30	Crushed	1	CNC Machine	
162	Pune	M	21-30	Crushed		Power Press	Tata, Mahindra
163	Gurgaon	M	21-30	Non Crushed		Cutting Machine	
164	Faridabad	M	21-30	Non Crushed	1	Dental Machine	Maruti
165	Faridabad	F	Below 21	Crushed	1	Drilling Machine	

166	Faridabad	M		Non Crushed	1	Drilling Machine	Maruti
167	Pune	M	21-30	Crushed	2	Canver	KTM
168	Faridabad	M	41-50	Non Crushed	1	Drilling Machine	
169	Faridabad	M	51-60	Non Crushed	1	Drilling Machine	Eicher
170	Pune	M	41-50	Non Crushed	1	Power Press	Bajaj
171	Pune	F	31-40	Crushed	2	Cutting Machine	Tata, Mahindra
172	Faridabad	M	21-30	Crushed		Electric Shock	
173	Faridabad	M	21-30	Crushed	2	Electric Shock	
174	Faridabad	M	61 & Above	Crushed	1	Electric Shock	
175	Manesar	M	31-40	Non Crushed		Electric Shock	
176	Faridabad	M	41-50	Crushed	1	Femo Machine	Honda, Hero, Bajaj
177	Pune	M	51-60	Non Crushed		Burn	Tata, Mahindra
178	Manesar	M	31-40	Non Crushed		Finishing Machine	Maruti, Hero
179	Faridabad	M	21-30	Non Crushed	3	Flaring Machine	Don't Know
180	Pune	F	31-40	Crushed	2	Power Press	Don't know
181	Faridabad	M	21-30	Crushed	2	Flaring Machine	
182	Faridabad	M	21-30	Non Crushed	3	Flaring Machine	Don't Know
183	Manesar	F	31-40	Crushed	1	Flex Printinh	
184	Faridabad	M	21-30	Non Crushed	3	Flexo Printing Machine	
185	Pune	M	31-40	Crushed	2	Power Press	Mahindra
186	Faridabad	M	21-30	Non Crushed	1	Forging Machine	
187	Manesar	M	41-50	Non Crushed	1	Forging Machine	
188	Gurgaon	M	21-30	Crushed	1	Gauge Machine	Honda, Hero
189	Manesar	M	31-40	Non Crushed		Grinding Machine	Don't Know
190	Manesar	M	41-50	Crushed	1	Grinding Machine	Hero, Mahindra
191	Faridabad	M	41-50	Crushed	1	Grinding Machine	
192	Manesar	M	31-40	Non Crushed		Grinding Machine	Honda, Hero
193	Manesar	M	21-30	Crushed	1	Grinding Machine	Maruti
194	Faridabad	M	51-60	Non Crushed	1	Grinding Machine	
195	Faridabad	M	21-30	Non Crushed	1	Grinding Machine	
196	Faridabad	M	31-40	Non Crushed		Grinding Machine	
197	Faridabad	M	21-30	Non Crushed		Grinding Machine	Don't Know
198	Pune	M	51-60	Crushed		Crane Machine	Tata
199	Manesar	M	21-30	Non Crushed		Grinding Machine	Maruti, Honda
200	Manesar	M	31-40	Crushed	2	Grinding Machine	TVS
201	Faridabad	M	51-60	Non Crushed	1	Grinding Machine	Maruti, Hero, Tata
202	Faridabad	M	21-30	Non Crushed	1	Grinding Machine	
203	Faridabad	M	41-50	Non Crushed		Grinding Machine	
204	Pune	M	31-40	Non Crushed		Grinding Machine	Mahindra
205	Faridabad	M	31-40	Crushed	1	Grinding Machine	Maruti
206	Faridabad	M	21-30	Crushed	1	Gutter Machine	
207	Faridabad	M	41-50	Non Crushed	3	Gutter Machine	Don't Know
208	Faridabad	M		Non Crushed	1	Gutter Machine	

209	Manesar	M	31-40	Non Crushed		Harness Machine	Maruti, Tata, Mahindra
210	Manesar	M	21-30	Non Crushed	3	HMC Machine	Mahindra
211	Faridabad	M	21-30	Non Crushed	1	Hydro Extractor Machine	
212	Manesar	M	31-40	Non Crushed		ID Machine	Don't Know
213	Manesar	F	31-40	Crushed	4	Induction Heating Machine	
214	Faridabad	F	41-50	Non Crushed		Injection Moulding	Maruti
215	Gurgaon	M	21-30	Non Crushed		Injection Moulding	
216	Gurgaon	M	21-30	Crushed	1	Injection Moulding	
217	Gurgaon	M	21-30	Crushed		Injection Moulding	Maruti, Honda, Hero, Bajaj
218	Faridabad	M	21-30	Non Crushed	1	Injection Moulding	Maruti, Honda, Hero
219	Manesar	M	31-40	Non Crushed		Injection Moulding	Maruti
220	Manesar	M	41-50	Non Crushed	2	Injection Moulding	Don't Know
221	Faridabad	M	31-40	Non Crushed	2	Injection Moulding	Bajaj
222	Manesar	M	21-30	Crushed	1	Injection Moulding	
223	Manesar	M	31-40	Non Crushed	2	Injection Moulding	Maruti, Honda
224	Manesar	M	21-30	Non Crushed		Injection Moulding	Hero
225	Faridabad	F	41-50	Non Crushed	2	Injection Moulding	Don't Know
226	Manesar	M	21-30	Non Crushed	2	Injection Moulding	Maruti, Honda, Bajaj
227	Faridabad	M	41-50	Crushed	1	Injection Moulding	Mahindra
228	Faridabad	M	21-30	Non Crushed		Injection Moulding	
229	Faridabad	M	Below 21	Crushed	1	Injection Moulding	
230	Faridabad	F	31-40	Crushed	1	Injection Moulding	
231	Faridabad	M	21-30	Crushed	1	Injection Moulding	
232	Manesar	M	21-30	Crushed	1	Injection Moulding	Hero
233	Manesar	M	31-40	Crushed	3	Injection Moulding	Honda
234	Pune	M	21-30	Non Crushed		Raw Material Fell	
235	Pune	M	31-40	Non Crushed		Road Accident	
236	Manesar	M	21-30	Non Crushed		Injection Moulding	
237	Faridabad	F	31-40	Non Crushed		Injection Moulding	Maruti
238	Pune	M	41-50	Crushed	1	Power Press	Tata
239	Manesar	M	41-50	Non Crushed		Knitting Machine	
240	Faridabad	M	51-60	Non Crushed		Lamination Machine	
241	Manesar	M	31-40	Non Crushed		Lathe Machine	Maruti, Honda, Hero
242	Gurgaon	M	41-50	Non Crushed		Lathe Machine	
243	Faridabad	M	51-60	Non Crushed		Lathe Machine	
244	Faridabad	M	41-50	Non Crushed	1	Lathe Machine	
245	Faridabad	M	31-40	Non Crushed		Lathe Machine	
246	Gurgaon	M	31-40	Crushed	1	Lathe Machine	
247	Manesar	M	21-30	Non Crushed		Machine Flash	

248	Manesar	F	31-40	Non Crushed	2	Milling Machine	Maruti, Honda, Hero
249	Faridabad	M	51-60	Non Crushed		Milling Machine	Don't Know
250	Faridabad	M	21-30	Crushed	3	Milling Machine	Maruti, Honda, Hero
251	Pune	M	31-40	Crushed	4	Power Press	Bajaj
252	Pune	M	21-30	Non Crushed		Don't Know	
253	Manesar	M	31-40	Non Crushed	1	Milling Machine	Don't Know
254	Manesar	M	31-40			Mixing Machine	
255	Pune	M	41-50	Non Crushed	1	CNC Machine	Mahindra
256	Gurgaon	M	21-30	Non Crushed		Mixing Machine	Maruti, Honda, Hero
257	Pune	M	41-50	Crushed	1	Power Press	Tata, Mahindra
258	Pune	M	41-50	Non Crushed		Power Press	Tata, Mahindra, Bajaj
259	Manesar	M	31-40	Non Crushed	4	Mixing Machine	Maruti
260	Faridabad	M	41-50	Crushed	3	Nidar Machine	Mahindra
261	Faridabad	M	31-40	Non Crushed		Nut Machine	Maruti
262	Manesar	M	31-40	Non Crushed		Pad Machine	Honda, Hero, Bajaj
263	Faridabad	M	41-50	Non Crushed	1	Panel Pin Machine	Maruti
264	Gurgaon	M	51-60	Crushed		Paper Stamping Machine	
265	Faridabad	M	41-50	Non Crushed	3	Pasting Machine	
266	Faridabad	M	21-30	Crushed	1	Ponting Machine	
267	Faridabad	M		Crushed	3	Power Press	Hero
268	Faridabad	M	31-40	Crushed	2	Power Press	Maruti, Honda, Hero
269	Faridabad	M	31-40	Non Crushed		Power Press	Maruti
270	Faridabad	M	51-60	Crushed	1	Power Press	Honda, Hero
271	Manesar	M	21-30	Non Crushed	1	Power Press	Maruti, Honda, Hero
272	Manesar	M	Below 21	Crushed	1	Power Press	Maruti
273	Manesar	M	31-40	Non Crushed	2	Power Press	Maruti, Honda, Hero
274	Manesar	M	21-30	Non Crushed		Power Press	Maruti
275	Faridabad	M	21-30	Non Crushed	1	Power Press	Maruti, Tata, Mahindra, Bajaj
276	Manesar	M	31-40	Non Crushed		Power Press	
277	Manesar	M	41-50	Crushed	2	Power Press	Maruti, Honda, Tata
278	Gurgaon	M	31-40	Non Crushed		Power Press	Maruti
279	Faridabad	M	41-50	Non Crushed		Power Press	Honda
280	Faridabad	M	21-30	Crushed	4	Power Press	Maruti
281	Faridabad	M	31-40	Crushed	1	Power Press	Honda
282	Pune	M	31-40	Non Crushed		Raw Material Fell	
283	Pune	M	21-30	Crushed	1	Cutting Machine	
284	Manesar	M	31-40	Non Crushed		Power Press	Maruti, Honda
285	Faridabad	F	41-50	Crushed	1	Power Press	Maruti, Honda

286	Faridabad	F	41-50	Crushed	3	Power Press	Maruti
287	Faridabad	M	41-50	Crushed	1	Power Press	Maruti, Honda
288	Faridabad	M		Crushed	4	Power Press	Don't Know
289	Faridabad	M	31-40	Crushed	1	Power Press	
290	Manesar	M	21-30	Crushed	1	Power Press	Honda
291	Faridabad	M	31-40	Crushed	1	Power Press	Maruti, Tata, Mahindra
292	Faridabad	M	21-30	Crushed	3	Power Press	Maruti
293	Faridabad	F	31-40	Crushed	1	Power Press	Maruti
294	Pune	M	31-40	Crushed	1	Power Press	Don't know
295	Manesar	M	21-30	Crushed	2	Power Press	Maruti, Honda, Hero
296	Faridabad	F	21-30	Non Crushed	1	Power Press	
297	Faridabad	F	31-40	Crushed	2	Power Press	
298	Faridabad	M	21-30	Non Crushed		Power Press	
299	Faridabad	M	31-40	Non Crushed	3	Power Press	Maruti, Honda, Tata, Mahindra
300	Faridabad	M	41-50	Crushed	3	Power Press	Don't Know
301	Manesar	M	31-40	Crushed	2	Power Press	Maruti, Honda, Hero
302	Faridabad	M	41-50	Crushed	2	Power Press	
303	Faridabad	M	21-30	Crushed	1	Power Press	
304	Faridabad	M	51-60	Non Crushed		Power Press	
305	Pune	M	41-50	Non Crushed	1	Power Press	Mahindra
306	Pune	M	31-40	Crushed	4	Power Press	Mahindra
307	Manesar	M	51-60	Crushed	1	Power Press	Maruti, Honda
308	Faridabad	M	41-50	Crushed	4	Power Press	Maruti
309	Manesar	M	21-30	Crushed	3	Power Press	Maruti, Bajaj, TVS
310	Faridabad	M	31-40	Non Crushed		Power Press	Maruti, Honda
311	Gurgaon	M	31-40	Non Crushed		Power Press	Honda, Hero, Tata, Bajaj
312	Manesar	M	31-40	Crushed	3	Power Press	Maruti, Honda
313	Manesar	M	21-30	Crushed	2	Power Press	Hero
314	Pune	M	31-40	Non Crushed		Crane Machine	
315	Manesar	M	21-30	Non Crushed	1	Power Press	Maruti, Honda, Hero, Bajaj
316	Faridabad	M	41-50	Crushed	1	Power Press	Maruti
317	Faridabad	M	41-50	Crushed	4	Power Press	
318	Pune	F	41-50	Crushed	3	Power Press	Mahindra
319	Pune	M	31-40	Non Crushed		Crane Machine	Mahindra
320	Manesar	M	41-50	Non Crushed		Power Press	Honda
321	Faridabad	M	21-30	Crushed		Power Press	Maruti
322	Pune	M	61 & Above	Non Crushed		Power Press	Tata
323	Manesar	M	21-30	Non Crushed		Power Press	Honda, Mahindra
324	Manesar	M	21-30	Crushed	1	Power Press	Maruti, Honda

325	Faridabad	M	31-40	Crushed		Power Press	Honda, Mahindra, Bajaj
326	Faridabad	M	31-40	Crushed	2	Power Press	
327	Faridabad	M	41-50	Crushed	2	Power Press	Maruti
328	Faridabad	M	31-40	Crushed	4	Power Press	Maruti, Honda, Hero, Tata, Mahindra, Bajaj
329	Faridabad	M	21-30	Crushed	2	Power Press	Maruti, Hero, Mahindra
330	Faridabad	M	31-40	Crushed	1	Power Press	Maruti
331	Faridabad	F	31-40	Crushed	4	Power Press	Maruti
332	Manesar	M	41-50	Crushed	2	Power Press	Maruti, Tata, Mahindra
333	Pune	M	31-40	Crushed	3	Power Press	Tata, Mahindra
334	Faridabad	M	21-30	Crushed	4	Power Press	Hero
335	Faridabad	M	31-40	Crushed	3	Power Press	Honda
336	Pune	M	31-40	Crushed		Road Accident	Don't know
337	Pune	M	31-40	Crushed	2	Power Press	Bajaj
338	Faridabad	F	31-40	Crushed	1	Power Press	Don't Know
339	Faridabad	M	31-40	Crushed	1	Power Press	Don't Know
340	Manesar	M	21-30	Crushed	4	Power Press	Maruti, Honda, Hero
341	Pune	M	41-50	Non Crushed		Road Accident	
342	Faridabad	M	31-40	Crushed	4	Power Press	
343	Pune	M	31-40	Crushed	4	Power Press	
344	Pune	M	21-30	Crushed		Cutting Machine	
345	Pune	M	31-40	Crushed	1	Power Press	TVS
346	Pune	M	21-30	Crushed	3	Power Press	Tata, Mahindra
347	Manesar	F	41-50	Crushed	3	Power Press	Maruti
348	Faridabad	M	21-30	Non Crushed	2	Power Press	Maruti
349	Gurgaon	F	21-30	Crushed	2	Power Press	
350	Faridabad	F	41-50	Crushed	1	Power Press	Maruti
351	Manesar	M	21-30	Non Crushed	1	Power Press	Maruti, Honda
352	Manesar	M	Below 21	Crushed	1	Power Press	Maruti
353	Manesar	M	21-30	Non Crushed		Power Press	Maruti, Honda, Hero, Mahindra, Bajaj
354	Faridabad	M	51-60	Crushed	1	Power Press	
355	Faridabad	M	21-30	Crushed	3	Power Press	Don't Know
356	Manesar	F	31-40	Crushed	1	Power Press	Maruti, Hero, Tata
357	Faridabad	M	Below 21	Crushed	1	Power Press	Maruti, Hero
358	Gurgaon	M	21-30	Crushed	2	Power Press	Maruti
359	Gurgaon	M	31-40	Crushed	1	Power Press	Maruti
360	Faridabad	M	41-50	Non Crushed	4	Power Press	Maruti
361	Faridabad	M	41-50	Crushed	1	Power Press	
362	Pune	M	31-40	Crushed	1	Injection Moulding	Tata, Mahindra
363	Manesar	M	31-40	Non Crushed	1	Power Press	Maruti

364	Faridabad	M	Below 21	Non Crushed		Power Press	Maruti
365	Faridabad	M	51-60	Crushed	1	Power Press	Maruti, Honda, Hero
366	Faridabad	F	21-30	Crushed	1	Power Press	Don't Know
367	Manesar	M	31-40	Crushed	5	Power Press	Maruti, Honda, Hero
368	Faridabad	F	31-40	Non Crushed	1	Power Press	Maruti
369	Faridabad	M		Crushed	2	Power Press	
370	Faridabad	M	21-30	Crushed	2	Power Press	Maruti
371	Faridabad	M	31-40	Crushed	1	Power Press	
372	Faridabad	M	41-50	Crushed	4	Power Press	Maruti, Honda, Hero
373	Faridabad	M	31-40	Crushed	3	Power Press	Maruti, Honda, Hero
374	Faridabad	F	41-50	Crushed	1	Power Press	Maruti
375	Faridabad	M	41-50	Crushed	1	Power Press	Maruti
376	Pune	M	41-50	Crushed	2	Power Press	Don't know
377	Faridabad	M		Crushed	3	Power Press	Maruti
378	Gurgaon	M	31-40	Crushed	4	Power Press	Maruti, Honda, Hero, Tata, Bajaj
379	Faridabad	M	21-30	Crushed	1	Power Press	
380	Manesar	M	31-40	Crushed	1	Power Press	Maruti, Honda, Hero
381	Faridabad	M	31-40	Crushed	1	Power Press	
382	Faridabad	M	31-40	Non Crushed		Power Press	Hero
383	Pune	M	31-40	Non Crushed		Road Accident	Tata
384	Pune	F	41-50	Non Crushed	2	Power Press	Tata
385	Faridabad	F	21-30	Crushed	3	Power Press	Hero
386	Gurgaon	F	31-40	Crushed	4	Power Press	Maruti, Honda, Hero
387	Faridabad	M	21-30	Non Crushed	2	Power Press	Maruti
388	Faridabad	M	21-30	Crushed	2	Power Press	Don't Know
389	Faridabad	M	31-40	Crushed	1	Power Press	
390	Faridabad	M	41-50	Crushed	1	Power Press	Maruti
391	Faridabad	F	31-40	Crushed	1	Power Press	
392	Faridabad	F		Crushed	1	Power Press	Maruti
393	Faridabad	M	21-30	Crushed	2	Power Press	Maruti
394	Gurgaon	M	31-40	Crushed	1	Power Press	Maruti
395	Faridabad	M	21-30	Crushed	2	Power Press	Don't Know
396	Gurgaon	M	21-30	Crushed	4	Power Press	Honda, Hero
397	Faridabad	M	21-30	Crushed	1	Power Press	Honda
398	Gurgaon	M	41-50	Crushed	1	Power Press	Don't know
399	Pune	M	21-30	Non Crushed		Road Accident	Bajaj
400	Faridabad	F	21-30	Non Crushed	1	Power Press	Maruti
401	Faridabad	M	31-40	Non Crushed	1	Power Press	Honda, Hero, Mahindra
402	Pune	M	31-40	Crushed	2	Power Press	Tata, Mahindra

403	Faridabad	F	21-30	Crushed	2	Power Press	Hero
404	Faridabad	F	51-60	Non Crushed	1	Power Press	Don't Know
405	Faridabad	F	31-40	Crushed	4	Power Press	
406	Faridabad	F	31-40	Non Crushed	1	Power Press	Don't Know
407	Faridabad	M	31-40	Crushed	1	Power Press	Bajaj, TVS
408	Faridabad	M	41-50	Crushed	4	Power Press	Bajaj
409	Faridabad	M	21-30	Crushed	2	Power Press	Maruti, Honda, Hero
410	Faridabad	F	31-40	Crushed	1	Power Press	Don't Know
411	Faridabad	M	21-30	Crushed	4	Power Press	
412	Faridabad	F	31-40	Crushed	2	Power Press	
413	Faridabad	M	31-40	Crushed	2	Power Press	Maruti, Honda
414	Faridabad	M	21-30	Non Crushed	2	Power Press	
415	Faridabad	M	41-50	Crushed	1	Power Press	Maruti, Honda, Hero, Mahindra, Eicher
416	Faridabad	M	21-30	Crushed	3	Power Press	Hero, Bajaj
417	Faridabad	M	31-40	Crushed	1	Power Press	
418	Manesar	F	31-40	Crushed	3	Power Press	Maruti, Honda, Hero
419	Faridabad	F	41-50	Crushed	1	Power Press	Maruti
420	Manesar	M	31-40	Crushed	2	Power Press	Maruti, Honda
421	Faridabad	M	31-40	Crushed	2	Power Press	
422	Faridabad	M	21-30	Crushed	1	Power Press	
423	Faridabad	M	21-30	Crushed	1	Power Press	Tata
424	Faridabad	M	41-50	Crushed	1	Power Press	Don't Know
425	Faridabad	F	31-40	Crushed	4	Power Press	Honda, Hero
426	Faridabad	M	21-30	Crushed	2	Power Press	Honda
427	Faridabad	M	31-40	Crushed	2	Power Press	
428	Faridabad	M	61 & Above	Crushed	1	Power Press	
429	Faridabad	M	31-40	Crushed	2	Power Press	Honda, Hero, Bajaj
430	Faridabad	M	21-30	Crushed	1	Power Press	Maruti, Honda, Bajaj
431	Pune	M	41-50	Non Crushed		Road Accident	
432	Faridabad	M	31-40	Non Crushed	2	Power Press	
433	Faridabad	M	61 & Above	Crushed	2	Power Press	Maruti, Honda
434	Faridabad	M	21-30	Crushed	1	Power Press	
435	Faridabad	M	51-60	Crushed	2	Power Press	Maruti, Honda, Hero, Bajaj
436	Pune	M	41-50	Non Crushed		Slipped	
437	Pune	M	21-30	Non Crushed		Trolley Fell	Mahindra
438	Manesar	M	41-50	Non Crushed		Power Press	Maruti
439	Pune	M	21-30	Crushed	2	Crane Machine	
440	Pune	M	21-30	Crushed		Power Press	Tata
441	Pune	M	21-30	Non Crushed	1	Drilling Machine	

442	Manesar	M	31-40	Crushed		Power Press	Maruti, Honda
443	Manesar	M	31-40	Non Crushed	1	Power Press	Maruti, Honda, Hero
444	Faridabad	M	31-40	Crushed	3	Power Press	
445	Faridabad	M	41-50	Crushed	1	Power Press	Maruti
446	Faridabad	F	41-50	Non Crushed	4	Power Press	
447	Pune	M	41-50	Non Crushed	1	Raw Material Fell	Tata
448	Faridabad	M		Non Crushed	1	Power Press	
449	Pune	M	21-30	Non Crushed	3	Power Press	Mahindra
450	Pune	M	51-60	Crushed	1	Dubbler Machine	
451	Pune	F	41-50	Crushed	1	Power Press	Tata, Mahindra
452	Faridabad	M	61 & Above	Non Crushed	2	Power Press	Mahindra
453	Faridabad	M	41-50	Crushed	2	Power Press	
454	Faridabad	F	21-30	Crushed	1	Power Press	Honda, Hero, Bajaj
455	Faridabad	F	21-30	Crushed	3	Power Press	Don't Know
456	Faridabad	M	21-30	Crushed	1	Power Press	Maruti
457	Faridabad	F	31-40	Crushed	1	Power Press	Don't Know
458	Faridabad	F	21-30	Crushed	1	Power Press	
459	Faridabad	F	31-40	Crushed	3	Power Press	Don't Know
460	Faridabad	M	31-40	Crushed	3	Power Press	Don't Know
461	Manesar	M	41-50	Crushed	2	Power Press	Honda
462	Gurgaon	M	31-40	Crushed	1	Power Press	Maruti
463	Faridabad	M	21-30	Crushed		Power Press	Honda
464	Faridabad	M	31-40	Crushed	2	Power Press	Maruti, Honda, Hero
465	Faridabad	M	51-60	Crushed	1	Power Press	Maruti
466	Faridabad	F	31-40	Crushed	3	Power Press	
467	Faridabad	M	31-40	Crushed	2	Power Press	Don't Know
468	Pune	M	21-30	Crushed	1	CNC Machine	
469	Faridabad	M	41-50	Crushed	1	Power Press	
470	Faridabad	M	31-40	Non Crushed	1	Power Press	Maruti
471	Manesar	M	21-30	Crushed	1	Power Press	
472	Faridabad	M	21-30	Crushed	2	Power Press	
473	Pune	F	31-40	Non Crushed		Trolley Fell	
474	Pune	M	31-40	Crushed	1	Filter Machine	Tata, Mahindra
475	Pune	M	41-50	Non Crushed		Forklift/Loading-Unloading	Maruti
476	Pune	M	51-60	Non Crushed		Road Accident	
477	Pune	M	41-50	Non Crushed		Slipped	Mahindra
478	Pune	M	21-30	Non Crushed	1	Raw Material Fell	Don't know
479	Pune	M	21-30	Crushed	1	CNC Machine	Don't know
480	Pune	M	21-30	Crushed		Power Press	
481	Pune	M	51-60	Non Crushed		Bending Machine	
482	Pune	M	21-30	Non Crushed		Road Accident	
483	Pune	M	21-30	Non Crushed		Cutting Machine	Don't know

484	Faridabad	M	31-40	Crushed	1	Power Press	Don't Know
485	Faridabad	M	21-30	Crushed	2	Power Press	Maruti
486	Faridabad	F	41-50	Non Crushed	2	Power Press	Maruti
487	Faridabad	M	21-30	Crushed	3	Power Press	
488	Pune	M	41-50	Non Crushed		Road Accident	Bajaj
489	Manesar	M	21-30	Non Crushed	1	Power Press	
490	Faridabad	M	Below 21	Non Crushed	4	Power Press	Don't Know
491	Faridabad	M	21-30	Crushed	1	Power Press	Don't Know
492	Pune	M	21-30	Non Crushed	1	Power Press	Tata, Mahindra
493	Pune	M	41-50	Non Crushed		Power Press	Tata
494	Pune	M	41-50	Crushed	1	Lathe Machine	Don't know
495	Pune	M	31-40	Crushed	4	Power Press	Mahindra
496	Pune	M	31-40	Non Crushed	1	Power Press	Tata, Mahindra
497	Pune	F	41-50	Non Crushed	4	Power Press	Tata, Mahindra
498	Faridabad	M	31-40	Non Crushed		Power Press	Mahindra
499	Faridabad	F	21-30	Crushed	1	Power Press	
500	Faridabad	F	41-50	Crushed	3	Power Press	Don't Know
501	Faridabad	F	31-40	Crushed	3	Power Press	Maruti, Mahindra
502	Faridabad	F	31-40	Crushed	3	Power Press	
503	Faridabad	F	Below 21	Non Crushed	1	Power Press	Maruti
504	Faridabad	F	51-60	Crushed	3	Power Press	
505	Faridabad	F	41-50	Crushed	3	Power Press	
506	Faridabad	F	31-40	Crushed	2	Power Press	Don't Know
507	Faridabad	F	41-50	Crushed	1	Power Press	Maruti
508	Faridabad	F	31-40	Crushed	3	Power Press	
509	Faridabad	F	31-40	Crushed	1	Power Press	Don't Know
510	Faridabad	F	41-50	Crushed	3	Power Press	Mahindra
511	Faridabad	F	31-40	Non Crushed		Power Press	
512	Faridabad	F	31-40	Non Crushed	2	Power Press	
513	Gurgaon	M	21-30	Crushed	1	Power Press	Maruti, Bajaj
514	Faridabad	M	41-50	Crushed	1	Power Press	Maruti
515	Faridabad	F	41-50	Crushed	1	Power Press	Maruti
516	Faridabad	M	31-40	Crushed	1	Power Press	Honda, Hero
517	Faridabad	F	31-40	Crushed	2	Power Press	Don't Know
518	Faridabad	F	21-30	Crushed	1	Power Press	
519	Manesar	M	41-50	Non Crushed	1	Power Press	Don't Know
520	Faridabad	F	21-30	Crushed	2	Power Press	
521	Faridabad	F	51-60	Crushed	1	Power Press	Don't Know
522	Faridabad	F	31-40	Crushed	4	Power Press	
523	Manesar	M	51-60	Non Crushed	1	Power Press	Non Auto
524	Faridabad	M	31-40	Non Crushed		Power Press	Honda, Hero
525	Gurgaon	M	61 & Above	Non Crushed	3	Power Press	Maruti, Honda, Hero, Mahindra
526	Faridabad	M	61 & Above	Crushed	1	Power Press	Maruti, Honda, Hero

527	Faridabad	M	41-50	Crushed	4	Power Press	Maruti
528	Faridabad	M	31-40	Crushed	3	Power Press	Don't Know
529	Gurgaon	M	31-40	Crushed	4	Power Press	
530	Gurgaon	M	31-40	Crushed	3	Power Press	
531	Faridabad	M	31-40	Crushed	1	Power Press	
532	Faridabad	M	31-40	Crushed	4	Power Press	Maruti
533	Faridabad	M	61 & Above	Non Crushed	1	Power Press	
534	Faridabad	M	31-40	Crushed	2	Power Press	
535	Faridabad	M	51-60	Crushed	4	Power Press	Mahindra
536	Faridabad	M	41-50	Crushed	1	Power Press	Don't Know
537	Manesar	M	31-40	Crushed	1	Power Press	Maruti, Honda, Hero, Tata
538	Gurgaon	M	21-30	Crushed	1	Power Press	TVS
539	Faridabad	M	21-30	Crushed	1	Power Press	
540	Manesar	M	31-40	Crushed		Power Press	Non Auto
541	Faridabad	M	31-40	Crushed	2	Power Press	
542	Faridabad	M	31-40	Crushed	4	Power Press	Maruti
543	Faridabad	M	21-30	Crushed	1	Power Press	
544	Gurgaon	M	31-40	Crushed	1	Power Press	
545	Pune	M	31-40	Crushed	4	Cutting Machine	Don't know
546	Faridabad	M	21-30	Crushed	4	Power Press	Maruti
547	Manesar	M	51-60	Crushed	1	Power Press	Maruti
548	Pune	M	41-50	Non Crushed		Road Accident	
549	Pune	M	31-40	Non Crushed		Trolley Fell	Tata
550	Pune	F	31-40	Non Crushed	2	Welding Machine	Bajaj
551	Manesar	M	21-30	Non Crushed	2	Power Press	Maruti
552	Pune	M	31-40	Non Crushed		Road Accident	
553	Pune	M	31-40	Crushed	1	Power Press	Tata
554	Manesar	M	21-30	Crushed	2	Power Press	Maruti
555	Manesar	M	21-30	Non Crushed	1	Power Press	
556	Faridabad	M	21-30	Crushed	2	Power Press	Maruti
557	Faridabad	M	21-30	Crushed	2	Power Press	Don't Know
558	Faridabad	M	31-40	Crushed	4	Power Press	
559	Pune	M	21-30	Non Crushed	1	Power Press	Don't know
560	Pune	M	21-30	Crushed	1	Power Press	Don't know
561	Pune	M	31-40	Non Crushed		Road Accident	
562	Pune	M	Below 21	Non Crushed		Cutting Machine	Tata
563	Pune	M	31-40	Crushed	2	Power Press	Don't know
564	Pune	M	31-40	Crushed	2	Mixing Machine	Don't know
565	Pune	M	31-40	Crushed	4	Power Press	Don't know
566	Pune	M	41-50	Crushed	1	Power Press	Mahindra
567	Pune	M	21-30	Crushed	3	Power Press	Tata
568	Pune	F	21-30	Crushed	4	CNC Machine	Tata, Bajaj
569	Pune	M	41-50	Non Crushed		Road Accident	

570	Pune	M	31-40	Crushed	2	Power Press	Don't know
571	Pune	M	21-30	Non Crushed	1	Power Press	Tata
572	Pune	M	21-30	Crushed	1	Power Press	
573	Pune	M	41-50	Crushed	4	Power Press	Honda, MG
574	Faridabad	F	31-40	Non Crushed	2	Power Press	Don't Know
575	Gurgaon	M	51-60	Crushed	1	Power Press	
576	Pune	M	41-50	Crushed	4	Power Press	Don't know
577	Faridabad	M	21-30	Crushed	1	Power Press	Don't Know
578	Faridabad	M	31-40	Non Crushed	1	Power Press	Maruti
579	Faridabad	M	41-50	Crushed	2	Power Press	Maruti
580	Faridabad	M	51-60	Crushed	2	Power Press	
581	Pune	M	31-40	Non Crushed		UMC Machine	Don't know
582	Manesar	M	21-30	Crushed	3	Power Press	Tata, TVS
583	Faridabad	M	51-60	Crushed	4	Power Press	Maruti, Mahindra
584	Faridabad	F	31-40	Crushed	1	Power Press	
585	Faridabad	F	31-40	Non Crushed	1	Power Press	Don't Know
586	Pune	M	21-30	Non Crushed	1	CNC Machine	Don't know
587	Faridabad	M	21-30	Crushed	2	Power Press	
588	Faridabad	F	31-40	Non Crushed		Power Press	
589	Faridabad	F	31-40	Crushed	1	Power Press	Don't Know
590	Faridabad	M	41-50	Crushed	2	Power Press	
591	Gurgaon	F	41-50	Crushed	3	Power Press	Don't know
592	Faridabad	M	21-30	Crushed	2	Power Press	Maruti
593	Faridabad	M	31-40	Non Crushed		Power Press	Honda, Hero
594	Faridabad	M	31-40	Non Crushed		Power Press	
595	Faridabad	M	31-40	Crushed	1	Power Press	
596	Faridabad	F	41-50	Crushed	1	Power Press	Maruti, Honda, Hero
597	Manesar	M	21-30	Crushed	2	Power Press	Maruti
598	Faridabad	M	21-30	Crushed	4	Power Press	Honda
599	Pune	M	21-30	Crushed	1	Milling Machine	
600	Faridabad	M	21-30	Crushed	2	Power Press	Maruti, Hero, Bajaj
601	Faridabad	M	21-30	Crushed	4	Power Press	
602	Faridabad	M	21-30	Crushed	3	Power Press	Bajaj
603	Faridabad	M	21-30	Crushed	2	Power Press	
604	Faridabad	M		Non Crushed	1	Power Press	Maruti
605	Faridabad	M	21-30	Crushed	1	Power Press	
606	Faridabad	F	21-30	Crushed	2	Power Press	Bajaj
607	Gurgaon	M	21-30	Crushed	4	Power Press	Hero
608	Manesar	F	21-30	Non Crushed		Power Press	
609	Manesar	M	21-30	Crushed		Power Press	Honda
610	Faridabad	M	21-30	Crushed	1	Power Press	
611	Faridabad	F	31-40	Crushed	1	Power Press	Don't Know
612	Pune	M	21-30	Non Crushed		Power Press	Don't know
613	Pune	M	21-30	Crushed	3	Power Press	Mahindra

614	Faridabad	M	21-30	Crushed	1	Power Press	
615	Pune	M	21-30	Non Crushed	1	Grinding Machine	Tata
616	Pune	M	31-40	Non Crushed		Road Accident	
617	Pune	M	31-40	Non Crushed	1	Power Press	Tata
618	Pune	M	21-30	Crushed	2	Power Press	Don't know
619	Pune	M	21-30	Non Crushed	1	Welding Machine	Tata
620	Pune	M	51-60	Non Crushed		Power Press	Mahindra
621	Pune	M	31-40	Crushed	2	Bending Machine	Piaggio
622	Manesar	F	21-30	Non Crushed	1	Power Press	
623	Pune	M	21-30	Non Crushed		Boxing Machine	Maruti
624	Pune	M	21-30	Crushed		Power Press	Mahindra
625	Faridabad	M	21-30	Crushed	4	Power Press	
626	Faridabad	M	Below 21	Crushed	1	Power Press	
627	Faridabad	M	41-50	Crushed	1	Power Press	Honda, Hero, Bajaj
628	Faridabad	M	31-40	Crushed	1	Power Press	
629	Faridabad	F		Crushed	1	Power Press	Don't Know
630	Faridabad	F	41-50	Crushed	1	Power Press	
631	Faridabad	F	31-40	Crushed	1	Power Press	Don't Know
632	Faridabad	F	51-60	Non Crushed	3	Power Press	Don't Know
633	Faridabad	F	41-50	Crushed	3	Power Press	
634	Faridabad	F	41-50	Crushed	1	Power Press	Maruti
635	Faridabad	F	41-50	Crushed	1	Power Press	Maruti
636	Pune	M	31-40	Crushed		Power Press	Maruti
637	Faridabad	F	41-50	Crushed	1	Power Press	
638	Faridabad	F	31-40	Crushed	1	Power Press	
639	Faridabad	F	31-40	Crushed	1	Power Press	Don't Know
640	Faridabad	M	31-40	Crushed	1	Power Press	Maruti, Honda
641	Faridabad	F	21-30	Non Crushed	1	Power Press	Maruti, Mahindra
642	Pune	M	41-50	Crushed	4	Power Press	Don't know
643	Faridabad	F	41-50	Crushed	1	Power Press	Maruti
644	Faridabad	F	21-30	Crushed	2	Power Press	Honda
645	Pune	M	21-30	Crushed	6	Power Press	Bajaj
646	Faridabad	F	41-50	Crushed	1	Power Press	
647	Faridabad	F	41-50	Crushed	1	Power Press	Don't Know
648	Faridabad	M	31-40	Crushed	1	Power Press	Maruti
649	Faridabad	F	31-40	Crushed	3	Power Press	Honda, Hero
650	Faridabad	F	31-40	Non Crushed	1	Power Press	Maruti, Honda, Hero
651	Faridabad	F	31-40	Crushed	1	Power Press	Maruti
652	Faridabad	M	21-30	Crushed	1	Power Press	Honda
653	Faridabad	M	51-60	Crushed	1	Power Press	Don't Know
654	Faridabad	F	41-50	Crushed	1	Power Press	Maruti
655	Faridabad	F	41-50	Crushed	2	Power Press	Don't Know
656	Faridabad	M	31-40	Crushed	2	Power Press	Maruti
657	Faridabad	F		Crushed	1	Power Press	

658	Gurgaon	F	41-50	Crushed	1	Power Press	Maruti
659	Faridabad	F	41-50	Crushed	1	Power Press	Don't Know
660	Manesar	M	Below 21	Non Crushed	1	Power Press	Maruti
661	Manesar	F	31-40	Crushed	3	Power Press	Hero
662	Faridabad	M	41-50	Non Crushed	1	Power Press	Don't Know
663	Faridabad	M	31-40	Non Crushed	1	Power Press	
664	Faridabad	M	51-60	Non Crushed	2	Power Press	TVS
665	Faridabad	F	31-40	Non Crushed	2	Power Press	Don't Know
666	Faridabad	F	41-50	Non Crushed	2	Power Press	Maruti
667	Faridabad	F	Below 21	Crushed	2	Power Press	Maruti
668	Faridabad	F	41-50	Crushed	3	Power Press	
669	Faridabad	M	31-40	Crushed		Power Press	
670	Faridabad	F	41-50	Crushed	2	Power Press	Don't Know
671	Faridabad	M	31-40	Crushed	4	Power Press	
672	Gurgaon	M	31-40	Crushed	1	Power Press	Don't know
673	Faridabad	F	31-40	Crushed	1	Power Press	Maruti, Honda, Hero
674	Faridabad	F	21-30	Crushed	1	Power Press	
675	Faridabad	M	21-30	Crushed	3	Power Press	
676	Faridabad	F	21-30	Crushed	2	Power Press	Don't Know
677	Faridabad	M	41-50	Crushed	1	Power Press	Maruti, Honda
678	Faridabad	F	31-40	Crushed	1	Power Press	Don't Know
679	Faridabad	M	21-30	Crushed	2	Power Press	
680	Faridabad	M	21-30	Crushed	1	Power Press	TVS
681	Faridabad	M	31-40	Non Crushed	1	Power Press	
682	Faridabad	M	41-50	Non Crushed	2	Power Press	
683	Faridabad	F	41-50	Non Crushed	2	Power Press	Maruti
684	Gurgaon	M	41-50	Non Crushed	1	Power Press	Maruti
685	Faridabad	F	21-30	Crushed	3	Power Press	Don't Know
686	Faridabad	M	21-30	Crushed	2	Power Press	Maruti, Honda
687	Gurgaon	M	21-30	Crushed	2	Power Press	
688	Faridabad	M	41-50	Crushed	2	Power Press	Maruti
689	Manesar	M	31-40	Crushed	2	Power Press	Don't Know
690	Faridabad	M	51-60	Crushed	3	Power Press	
691	Manesar	M	41-50	Crushed	4	Power Press	Hero
692	Faridabad	M	21-30	Crushed	1	Power Press	
693	Gurgaon	M	41-50	Non Crushed	1	Power Press	Honda, Hero
694	Faridabad	F	31-40	Non Crushed	2	Power Press	
695	Faridabad	M	41-50	Non Crushed	1	Power Press	Don't Know
696	Faridabad	M		Non Crushed	2	Power Press	
697	Faridabad	M	41-50	Non Crushed	1	Power Press	Maruti
698	Faridabad	F	41-50	Non Crushed	1	Power Press	Maruti
699	Faridabad	F	31-40	Crushed	1	Power Press	Maruti
700	Faridabad	F	51-60	Crushed	2	Power Press	
701	Faridabad	M	31-40	Crushed	3	Power Press	Don't Know

702	Gurgaon	M	21-30	Crushed	1	Power Press	Don't know
703	Faridabad	M		Crushed	1	Power Press	Maruti
704	Gurgaon	M	31-40	Crushed	1	Power Press	
705	Faridabad	M	31-40	Crushed	2	Power Press	Don't Know
706	Faridabad	M		Crushed	1	Power Press	
707	Gurgaon	F	41-50	Crushed	1	Power Press	Maruti, Honda, Hero
708	Faridabad	F	31-40	Crushed	3	Power Press	Don't Know
709	Faridabad	M	41-50	Crushed	4	Power Press	Don't Know
710	Manesar	M	31-40	Crushed	1	Power Press	Maruti
711	Faridabad	M	31-40	Crushed	3	Power Press	Maruti
712	Faridabad	F	41-50	Crushed	1	Power Press	Maruti
713	Faridabad	M	31-40	Crushed	3	Power Press	Maruti, Honda, Hero, Tata, Mahindra, Bajaj
714	Faridabad	M	41-50	Crushed	1	Power Press	Honda, Hero, Bajaj, TVS
715	Faridabad	M	31-40	Crushed	3	Power Press	
716	Faridabad	M	21-30	Crushed	1	Power Press	Don't Know
717	Faridabad	F	31-40	Crushed	4	Power Press	
718	Manesar	M	31-40	Non Crushed	2	Power Press	
719	Faridabad	M	41-50	Non Crushed	2	Power Press	
720	Manesar	M	31-40	Crushed	3	Power Press	Maruti, Honda, Hero
721	Faridabad	M	31-40	Non Crushed		Power Press	Maruti, Honda, Hero, Bajaj, Mahindra
722	Faridabad	M	31-40	Crushed	4	Power Press	Maruti, Tata
723	Faridabad	M	41-50	Non Crushed	2	Power Press	Maruti
724	Faridabad	F	31-40	Non Crushed	2	Power Press	Maruti
725	Faridabad	M	21-30	Crushed	1	Power Press	Don't Know
726	Faridabad	M	21-30	Crushed	2	Power Press	
727	Gurgaon	M	Below 21	Crushed	4	Power Press	Honda, Hero, Eicher
728	Faridabad	M	41-50	Crushed	1	Power Press	Maruti
729	Faridabad	M	51-60	Crushed	1	Power Press	Hero
730	Faridabad	M	41-50	Crushed	2	Power Press	Maruti
731	Faridabad	M	31-40	Crushed	1	Power Press	Maruti, Honda, Hero
732	Faridabad	M	31-40	Non Crushed		Power Press	Don't Know
733	Faridabad	M	41-50	Crushed	1	Power Press	Maruti
734	Manesar	M	31-40	Crushed	1	Power Press	
735	Manesar	M	41-50	Crushed	1	Power Press	Honda, Hero, Bajaj
736	Faridabad	M	31-40	Non Crushed	1	Power Press	Honda
737	Faridabad	M		Non Crushed	4	Power Press	Maruti
738	Faridabad	M	41-50	Crushed	1	Power Press	
739	Faridabad	M		Crushed		Power Press	Maruti

740	Faridabad	M	41-50	Crushed	1	Power Press	Maruti
741	Manesar	M	21-30	Crushed	3	Power Press	Hero
742	Faridabad	M	Below 21	Crushed	1	Power Press	Maruti
743	Faridabad	M	61 & Above	Crushed	1	Power Press	Maruti
744	Pune	M	31-40	Crushed	4	Conveyer Belt	Tata, Mahindra
745	Faridabad	M	51-60	Crushed	2	Power Press	Don't Know
746	Pune	M	21-30	Non Crushed	1	CNC Machine	Tata, Mahindra
747	Faridabad	M	41-50	Non Crushed	1	Power Press	Maruti, Honda
748	Manesar	M	31-40	Non Crushed	1	Power Press	Honda
749	Faridabad	M	21-30	Non Crushed		Power Press	Don't Know
750	Pune	M	Below 21		1	Power Press	Don't know
751	Manesar	M	21-30	Non Crushed	2	Power Press	Maruti, Hero
752	Manesar	M	31-40	Non Crushed	2	Power Press	
753	Faridabad	M	51-60	Non Crushed	1	Power Press	Maruti
754	Faridabad	F	31-40	Crushed		Power Press	Maruti
755	Manesar	M	21-30	Crushed	1	Power Press	Maruti
756	Manesar	M	21-30	Crushed	3	Power Press	Maruti
757	Faridabad	M	31-40	Crushed	2	Power Press	
758	Pune	M	21-30	Non Crushed		CNC Machine	Don't know
759	Pune	M	31-40	Crushed		Power Press	Mahindra
760	Faridabad	M	31-40	Crushed	1	Power Press	
761	Faridabad	M	41-50	Crushed	1	Power Press	
762	Faridabad	M	41-50	Non Crushed		Power Press	
763	Manesar	M	31-40	Non Crushed	1	Power Press	
764	Gurgaon	M	21-30	Non Crushed	2	Power Press	Maruti, Honda, Hero, Bajaj
765	Faridabad	M	41-50	Crushed	1	Power Press	
766	Faridabad	F	31-40	Crushed	1	Power Press	Maruti
767	Manesar	F	31-40	Crushed	3	Power Press	Don't Know
768	Faridabad	M	21-30	Crushed	2	Power Press	Don't Know
769	Faridabad	M	21-30	Crushed	2	Power Press	Don't Know
770	Manesar	M	21-30	Non Crushed	1	Power Press	Maruti, Honda, Hero, Mahindra, Bajaj
771	Pune	M	21-30	Crushed	3	Don't Know	
772	Faridabad	M	41-50	Crushed	3	Power Press	Maruti
773	Gurgaon	M	21-30	Crushed	1	Power Press	
774	Manesar	M	31-40	Crushed	5	Power Press	
775	Manesar	M	21-30	Non Crushed	1	Power Press	Don't Know
776	Faridabad	M	21-30	Crushed	4	Power Press	Maruti
777	Pune	M	21-30	Crushed	1	Power Press	Tata, Mahindra
778	Pune	M	21-30	Crushed		Don't Know	Don't know
779	Pune	M	21-30	Non Crushed	1	Power Press	Don't know
780	Pune	M	31-40	Crushed	2	Power Press	Tata
781	Pune	M	41-50	Non Crushed		Slipped	Don't know

782	Pune	M	41-50	Crushed	3	Power Press	Don't know
783	Manesar	M	31-40	Non Crushed		Power Press	Honda, Hero, Bajaj
784	Pune	M	Below 21	Crushed	1	Power Press	Tata
785	Faridabad	M	31-40	Crushed	1	Power Press	
786	Gurgaon	M		Crushed	1	Power Press	Hero
787	Gurgaon	M	21-30	Crushed	2	Power Press	Honda, Hero
788	Pune	M	Below 21	Crushed	4	Don't Know	Don't know
789	Faridabad	M	41-50	Crushed	4	Power Press	
790	Faridabad	M	41-50	Crushed	4	Power Press	Maruti, Honda, Hero
791	Pune	M	21-30	Crushed	4	Power Press	Don't know
792	Pune	M	21-30	Crushed	2	Power Press	Tata, Mahindra
793	Manesar	M	31-40	Non Crushed	1	Power Press	Maruti, Honda
794	Gurgaon	M	21-30	Crushed	3	Power Press	
795	Pune	M	41-50	Crushed	1	Recycling Machine	
796	Pune	M	21-30	Crushed	1	Power Press	Tata
797	Pune	F	31-40	Crushed	1	Power Press	Don't know
798	Pune	M	21-30	Non Crushed	2	Raw Material Fell	Mahindra
799	Pune	M	21-30	Crushed		Raw Material Fell	
800	Pune	M	21-30	Crushed	4	Power Press	
801	Pune	M	21-30	Non Crushed	2	Power Press	Don't know
802	Pune	M	21-30	Non Crushed		Welding Machine	Tata, Mahindra, Bajaj
803	Pune	M	21-30	Crushed		Power Press	Mahindra
804	Pune	M	21-30	Non Crushed	2	Milling Machine	Don't know
805	Pune	M	21-30	Crushed		Power Press	Don't know
806	Faridabad	M		Crushed	1	Power Press	Maruti
807	Manesar	M	21-30	Non Crushed		Power Press	Maruti
808	Faridabad	M	51-60	Non Crushed	1	Power Press	Don't Know
809	Faridabad	M	41-50	Crushed	1	Power Press	
810	Faridabad	M	31-40	Crushed	2	Power Press	Tata, Bajaj, Johndeer
811	Pune	M	41-50	Non Crushed	1	Cutting Machine	
812	Pune	F	31-40	Crushed	1	Power Press	Don't know
813	Manesar	M	21-30	Non Crushed	2	Power Press	
814	Pune	M	Below 21	Crushed	3	Power Press	Don't know
815	Manesar	M	31-40	Crushed	1	Power Press	
816	Pune	M	31-40	Non Crushed		Road Accident	Honda
817	Pune	M	21-30	Crushed	2	Power Press	Don't know
818	Pune	M	21-30	Crushed	4	Power Press	Don't know
819	Pune	M	31-40	Crushed	1	Power Press	Don't know
820	Faridabad	M	21-30	Crushed		Power Press	
821	Faridabad	M	21-30	Crushed	2	Power Press	
822	Pune	M	31-40	Crushed	3	Power Press	Don't know
823	Pune	M	21-30	Non Crushed	1	Crane Machine	Tata
824	Pune	M	21-30	Crushed	3	Power Press	Don't know

825	Pune	M	21-30	Crushed	4	Power Press	Don't know
826	Pune	M	31-40	Crushed	3	Power Press	Tata
827	Pune	M	21-30	Crushed	4	Power Press	Mahindra
828	Pune	M	21-30	Crushed	3	Power Press	Don't know
829	Pune	M	21-30	Crushed		Power Press	Mahindra
830	Pune	F	21-30	Crushed	1	Flaring Machine	Tata
831	Pune	M	Below 21	Non Crushed		Crane Machine	
832	Pune	M	21-30	Crushed		Power Press	Tata, Mahindra
833	Pune	M	41-50	Crushed	4	Power Press	Don't know
834	Pune	F	31-40	Crushed	2	Don't Know	
835	Gurgaon	M	41-50	Crushed	4	Power Press	
836	Pune	M	Below 21	Non Crushed	1	Raw Material Fell	Tata, Mahindra
837	Pune	M	21-30	Crushed	3	Power Press	Mahindra
838	Pune	M	Below 21	Crushed	1	Power Press	Don't know
839	Manesar	M	21-30	Crushed	2	Power Press	Honda
840	Manesar	M	51-60	Non Crushed		Power Press	Maruti
841	Pune	M	21-30	Crushed	4	Power Press	Bajaj
842	Pune	M	51-60	Non Crushed		Roller Machine	
843	Pune	M	21-30	Crushed	4	Power Press	Mahindra
844	Pune	M	21-30	Crushed	3	Injection Moulding	Don't know
845	Pune	M	31-40	Crushed	4	Power Press	Don't know
846	Pune	M	21-30	Crushed	3	Power Press	Mahindra
847	Pune	M	21-30	Non Crushed		Raw Material Fell	Tata
848	Pune	F	31-40	Crushed	3	Power Press	Tata, Mahindra
849	Pune	F	31-40	Crushed	3	Power Press	Bajaj
850	Faridabad	F	41-50	Non Crushed	1	Power Press	Don't Know
851	Manesar	M	21-30	Crushed	1	Power Press	Honda, Hero
852	Faridabad	M	31-40	Crushed	2	Power Press	Don't Know
853	Gurgaon	M	31-40	Crushed	3	Power Press	Don't know
854	Pune	M	51-60	Crushed	2	Power Press	
855	Pune	M	21-30	Crushed	1	Power Press	Tata, Mahindra
856	Faridabad	F	21-30	Crushed	1	Power Press	
857	Manesar	M	31-40	Crushed	2	Power Press	Maruti, Hero
858	Faridabad	F	31-40	Crushed	1	Power Press	Honda, Hero
859	Pune	M	41-50	Crushed	2	Power Press	Mahindra
860	Faridabad	M	51-60	Crushed	1	Power Press	
861	Faridabad	M	21-30	Crushed	1	Power Press	Maruti
862	Manesar	M	21-30	Non Crushed		Power Press	Maruti, Honda, Tata, Mahindra, Bajaj
863	Manesar	M	41-50	Non Crushed		Power Press	
864	Faridabad	F		Crushed	1	Power Press	Don't Know
865	Faridabad	M	31-40	Crushed	3	Power Press	Honda, Hero
866	Faridabad	M	31-40	Crushed	4	Power Press	Maruti
867	Manesar	M	31-40	Non Crushed	2	Power Press	
868	Pune	M	21-30	Crushed	2	Power Press	Don't know

869	Pune	M	31-40	Non Crushed		Raw Material Fell	
870	Pune	M	21-30	Crushed	3	Power Press	Don't know
871	Faridabad	M	21-30	Crushed	1	Power Press	
872	Faridabad	M	41-50	Crushed	1	Power Press	Maruti, Honda, Hero
873	Faridabad	F	31-40	Non Crushed		Printing Machine	
874	Manesar	M	21-30	Non Crushed		Printing Machine	
875	Faridabad	M		Crushed	1	Printing Machine	
876	Faridabad	M	21-30	Crushed	1	Punching Machine	Tata, Mahindra, Johndeer
877	Faridabad	M	41-50	Non Crushed		Punching Machine	Tata, Mahindra
878	Faridabad	F	31-40	Crushed	1	Punching Machine	Maruti
879	Pune	M	21-30	Crushed	3	Power Press	Mahindra
880	Faridabad	M	51-60	Crushed	4	Punching Machine	
881	Faridabad	F	51-60	Crushed	2	Punching Machine	
882	Pune	M	41-50	Crushed	2	Mixing Machine	
883	Pune	M	31-40	Crushed	2	Power Press	Tata
884	Gurgaon	M	21-30	Crushed	1	Rework Machine	
885	Faridabad	M	31-40	Non Crushed		Roller Machine	Maruti, Hero
886	Gurgaon	M		Non Crushed	1	Roller Machine	
887	Faridabad	M	Below 21	Crushed	2	Roller Machine	Maruti, Honda, Hero, Tata, Mahindra, Bajaj
888	Faridabad	M	21-30	Crushed	2	Roller Machine	
889	Pune	M	51-60	Crushed	1	Power Press	Don't know
890	Pune	M	31-40	Non Crushed	1	Don't Know	Tata, Mahindra
891	Faridabad	M	21-30	Non Crushed		Roller Machine	
892	Manesar	F	31-40	Non Crushed		Rotary Machine	Maruti, Honda, Hero
893	Gurgaon	M	21-30	Crushed	1	Roti Making Machine	
894	Gurgaon	M	21-30	Crushed	1	Roti Making Machine	
895	Faridabad	F	31-40	Crushed	1	Servo Feeder Machine	
896	Manesar	F	31-40	Non Crushed		Sewing Machine	
897	Pune	M	21-30	Non Crushed	2	Don't Know	Don't know
898	Manesar	F	41-50	Non Crushed		Sewing Machine	
899	Faridabad	M	21-30	Non Crushed	1	Shearing Machine	Don't Know
900	Pune	M	31-40	Non Crushed		Stuck in Gate	
901	Pune	M	21-30	Crushed	1	Bending Machine	
902	Faridabad	M	Below 21	Crushed	2	Shearing Machine	
903	Faridabad	M	31-40	Crushed	1	Sheet Making Machine	
904	Faridabad	M	31-40	Crushed	1	Some Machine	Maruti, Hero, Honda, Mahindra
905	Faridabad	M	Below 21	Non Crushed	1	Some Machine	

906	Faridabad	M	41-50	Crushed	1	Some Machine	Maruti, Honda, Tata, Bajaj, Ashok Leyland
907	Manesar	M	21-30	Non Crushed	1	Stitching Machine	
908	Manesar	F	31-40	Non Crushed	1	Stitching Machine	
909	Manesar	M	21-30			Stitching Machine	
910	Manesar	M	21-30	Non Crushed	1	Stitching Machine	
911	Manesar	M	31-40	Non Crushed	1	Stitching Machine	
912	Faridabad	M	41-50	Non Crushed		Stuck in Machine	
913	Faridabad	M	51-60	Non Crushed	1	Stuck in Machine	
914	Faridabad	M	31-40	Non Crushed	1	Stuck in Machine	Don't Know
915	Faridabad	M	31-40	Crushed	1	Stuck in Machine	
916	Manesar	M	41-50	Non Crushed	2	Surface Gringing Machine	
917	Faridabad	F	41-50	Non Crushed		Tabular Knit Compactor Machine	
918	Faridabad	M	41-50	Non Crushed	3	Tenoning Machine	Don't Know
919	Faridabad	M	21-30	Non Crushed	1	Tipping Machine	
920	Manesar	M	Below 21	Crushed	1	Traub Lathe Machine	
921	Manesar	M	21-30	Crushed		Traub Lathe Machine	
922	Manesar	M	31-40	Non Crushed	1	Traub Lathe Machine	Maruti
923	Pune	M	Below 21	Non Crushed	3	Bending Machine	Don't know
924	Faridabad	M	31-40	Crushed	1	Universal Testing Machine	Tata
925	Manesar	M	21-30	Crushed	1	VMC Machine	Don't Know
926	Manesar	M	21-30	Crushed	1	VMC Machine	Maruti, Honda, Hero, Bajaj
927	Faridabad	M	21-30	Non Crushed	1	Voglin Machine	
928	Gurgaon	M	41-50	Crushed	1	Washing Machine	Maruti, Honda, Hero, Tata, Mahindra, Bajaj
929	Pune	M	21-30	Crushed	2	CNC Machine	
930	Faridabad	M	51-60	Crushed	1	Welding Machine	Maruti, Honda
931	Manesar	M	31-40	Crushed	1	Welding Machine	
932	Manesar	M	21-30	Non Crushed	1	Welding Machine	Maruti
933	Pune	M	Below 21	Crushed	1	CNC Machine	
934	Gurgaon	M	21-30	Non Crushed		Welding Machine	
935	Pune	M	41-50	Non Crushed	2	Crane Machine	Tata, Mahindra
936	Manesar	M	21-30	Non Crushed	1	Welding Machine	
937	Gurgaon	M	21-30	Non Crushed	1	Welding Machine	Maruti
938	Manesar	M	41-50	Non Crushed		Welding Machine	Maruti
939	Manesar	M	Below 21	Non Crushed	1	Welding Machine	Honda, Hero
940	Manesar	M	31-40	Crushed	1	Wooden Flashing Machine	

941	Faridabad	M		Non Crushed		Road Accident	
942	Manesar	M	31-40	Non Crushed		Road Accident	
943	Faridabad	M	41-50	Non Crushed		Road Accident	
944	Faridabad	M	41-50	Non Crushed		Road Accident	Mahindra
945	Faridabad	M	41-50	Non Crushed		Road Accident	
946	Faridabad	M	31-40	Non Crushed		Road Accident	Maruti, Honda
947	Faridabad	M		Non Crushed		Road Accident	Don't Know
948	Gurgaon	M	31-40	Non Crushed	1	Road Accident	Hero
949	Manesar	M	21-30	Non Crushed		Road Accident	Honda, Hero, Bajaj
950	Manesar	M	31-40	Non Crushed		Road Accident	Maruti, Honda, Nissan
951	Manesar	M	21-30	Non Crushed		Road Accident	Maruti, Honda, Hero
952	Faridabad	F	41-50	Non Crushed		Road Accident	
953	Faridabad	F	21-30	Non Crushed		Road Accident	
954	Gurgaon	M	41-50	Non Crushed		Road Accident	Maruti, Honda, Hero, Bajaj
955	Faridabad	M	51-60	Crushed		Road Accident	
956	Manesar	M	31-40	Non Crushed		Road Accident	Maruti
957	Faridabad	M	31-40	Non Crushed		Road Accident	Maruti
958	Manesar	M		Non Crushed		Road Accident	Maruti, Honda, Hero
959	Faridabad	M	31-40	Non Crushed		Road Accident	Maruti
960	Faridabad	M	41-50	Non Crushed		Road Accident	Maruti
961	Faridabad	M	51-60	Non Crushed	1	Road Accident	Maruti, Honda, Hero, Mahindra
962	Manesar	M	21-30	Non Crushed		Road Accident	Maruti, Hero
963	Manesar	M	41-50	Non Crushed		Road Accident	Honda, Hero, Bajaj
964	Manesar	M	21-30			Road Accident	Maruti
965	Manesar	M	21-30	Non Crushed		Road Accident	Maruti
966	Gurgaon	M	21-30	Crushed	1	Road Accident	Don't know
967	Gurgaon	M	31-40	Non Crushed		Road Accident	
968	Gurgaon	M	31-40	Non Crushed		Road Accident	Don't know
969	Manesar	M	21-30	Non Crushed		Road Accident	Maruti
970	Faridabad	M	41-50	Non Crushed	1	Road Accident	Maruti
971	Manesar	F	31-40	Non Crushed	1	Road Accident	Maruti, Honda, Hero
972	Manesar	M	41-50	Non Crushed		Road Accident	Maruti, Honda, Hero, Mahindra
973	Faridabad	M	41-50	Non Crushed		Road Accident	Don't Know
974	Manesar	M	31-40	Non Crushed		Road Accident	Maruti
975	Pune	M	21-30	Crushed	1	Cutting Machine	Don't know
976	Faridabad	F	41-50	Non Crushed		Road Accident	
977	Faridabad	F	31-40	Non Crushed		Road Accident	Don't Know
978	Manesar	M	41-50	Non Crushed	1	Road Accident	Maruti, Honda
979	Gurgaon	M	31-40	Non Crushed		Road Accident	Maruti
980	Manesar	M	21-30	Non Crushed		Road Accident	

981	Manesar	M	31-40	Non Crushed		Road Accident	
982	Faridabad	M	41-50	Non Crushed		Road Accident	
983	Gurgaon	M	21-30	Non Crushed		Road Accident	
984	Gurgaon	M	51-60	Non Crushed		Road Accident	Mahindra
985	Manesar	M	31-40	Non Crushed		Road Accident	Hero, Bajaj
986	Gurgaon	M	41-50	Non Crushed		Road Accident	
987	Manesar	M	21-30	Non Crushed		Road Accident	
988	Gurgaon	M	41-50	Non Crushed	1	Road Accident	
989	Gurgaon	M	31-40	Non Crushed		Road Accident	Maruti, Honda, Hero, Bajaj
990	Manesar	F	41-50	Non Crushed		Road Accident	
991	Faridabad	M	31-40	Non Crushed		Road Accident	Maruti, Honda, Hero, Tata, Bajaj
992	Manesar	M	31-40	Non Crushed	1	Road Accident	Maruti
993	Pune	M	Below 21	Non Crushed	1	Drilling Machine	
994	Faridabad	M	31-40	Crushed	1	Road Accident	Don't Know
995	Gurgaon	M	21-30	Non Crushed		Road Accident	Maruti, Hero, Tata
996	Gurgaon	M	31-40	Non Crushed		Road Accident	Don't know
997	Pune	M	31-40	Non Crushed		Drilling Machine	Don't know
998	Faridabad	M	41-50	Non Crushed		Road Accident	
999	Faridabad	M	41-50	Non Crushed	2	Road Accident	
1000	Gurgaon	M	31-40	Non Crushed		Road Accident	Maruti
1001	Faridabad	M	51-60	Non Crushed		Road Accident	Tata
1002	Faridabad	M	41-50	Non Crushed		Road Accident	
1003	Pune	M	51-60	Crushed		Milling Machine	
1004	Manesar	M	31-40	Non Crushed		Road Accident	
1005	Gurgaon	M	31-40	Non Crushed		Road Accident	
1006	Manesar	M	21-30	Non Crushed		Road Accident	
1007	Gurgaon	M	51-60	Non Crushed		Road Accident	Don't know
1008	Gurgaon	M	31-40	Non Crushed		Road Accident	Don't know
1009	Pune	M	21-30	Crushed	2	Power Press	Don't know
1010	Faridabad	M	31-40	Non Crushed		Road Accident	
1011	Pune	M	41-50	Crushed	2	Power Press	Bajaj
1012	Pune	M	21-30	Crushed	2	Power Press	Tata
1013	Gurgaon	M	21-30	Non Crushed		Road Accident	Honda
1014	Gurgaon	F	41-50	Non Crushed	1	Road Accident	Maruti
1015	Gurgaon	M	41-50	Crushed		Road Accident	Hero
1016	Gurgaon	F	41-50	Non Crushed		Road Accident	Don't know
1017	Faridabad	M	31-40	Non Crushed		Road Accident	
1018	Manesar	M	41-50	Non Crushed		Road Accident	
1019	Faridabad	F	51-60	Non Crushed		Road Accident	
1020	Faridabad	M	21-30	Non Crushed		Road Accident	Maruti
1021	Gurgaon	M	21-30	Non Crushed		Road Accident	Maruti
1022	Pune	M	21-30	Crushed	1	Power Press	Tata
1023	Faridabad	M	31-40	Non Crushed		Road Accident	

1024	Faridabad	M	31-40	Non Crushed		Road Accident	
1025	Manesar	M	31-40	Non Crushed		Road Accident	
1026	Pune	M	41-50	Non Crushed		Power Press	Bajaj
1027	Faridabad	M		Non Crushed		Road Accident	Don't Know
1028	Pune	M	Below 21	Crushed	1	Power Press	Tata
1029	Manesar	M	21-30	Non Crushed		Road Accident	
1030	Manesar	M	41-50	Non Crushed		Road Accident	
1031	Manesar	M	21-30	Non Crushed		Road Accident	Maruti, Honda, Tata, Bajaj
1032	Manesar	M	21-30	Crushed	1	Road Accident	
1033	Faridabad	M	21-30	Non Crushed		Road Accident	
1034	Pune	M	31-40	Crushed	2	Power Press	Tata
1035	Manesar	M	31-40	Non Crushed	1	Road Accident	Maruti
1036	Manesar	M	21-30	Crushed	1	Road Accident	Honda
1037	Faridabad	M	21-30	Non Crushed	1	Road Accident	Maruti
1038	Manesar	M	31-40	Non Crushed		Road Accident	Maruti, Honda, TVS
1039	Manesar	M	41-50	Non Crushed		Road Accident	
1040	Faridabad	M	31-40	Crushed		Road Accident	
1041	Faridabad	M	21-30	Non Crushed		Road Accident	
1042	Manesar	M	31-40	Non Crushed		Road Accident	
1043	Faridabad	M	41-50	Non Crushed		Road Accident	
1044	Gurgaon	M	41-50	Non Crushed		Road Accident	Maruti
1045	Manesar	M	41-50	Non Crushed		Road Accident	
1046	Pune	M	Below 21	Crushed	1	Power Press	Tata, Mahindra
1047	Manesar	M	31-40	Non Crushed		Road Accident	Maruti
1048	Manesar	M	31-40	Non Crushed		Road Accident	
1049	Pune	F	21-30	Crushed	2	Power Press	
1050	Manesar	M	31-40	Non Crushed		Road Accident	
1051	Gurgaon	M	41-50	Non Crushed		Road Accident	
1052	Manesar	M	51-60	Non Crushed		Road Accident	Maruti
1053	Pune	M	Below 21	Crushed	2	Power Press	Don't know
1054	Pune	M	51-60	Crushed	3	Power Press	Tata, Mahindra
1055	Pune	M	21-30	Crushed	1	Power Press	Mahindra
1056	Pune	M	Below 21	Non Crushed	4	Power Press	Don't know
1057	Pune	M	31-40	Non Crushed	2	Power Press	Tata, Mahindra
1058	Pune	M	31-40	Crushed	3	Power Press	
1059	Pune	M	41-50	Non Crushed	2	Power Press	Don't know
1060	Pune	M		Crushed	1	Power Press	Tata, Mahindra
1061	Gurgaon	M	31-40	Non Crushed		Road Accident	
1062	Faridabad	M	31-40	Non Crushed		Road Accident	
1063	Faridabad	M	51-60	Non Crushed		Road Accident	
1064	Manesar	M	41-50	Non Crushed		Road Accident	
1065	Manesar	M	41-50	Crushed		Road Accident	
1066	Manesar	M	31-40	Non Crushed		Road Accident	
1067	Faridabad	M	41-50	Non Crushed		Road Accident	Don't Know

1068	Manesar	M	31-40	Non Crushed		Road Accident	
1069	Manesar	M	21-30	Non Crushed		Road Accident	Maruti
1070	Manesar	M	31-40	Non Crushed		Road Accident	
1071	Faridabad	M	41-50	Non Crushed	2	Road Accident	Don't Know
1072	Faridabad	M	41-50	Non Crushed		Road Accident	
1073	Gurgaon	M	21-30	Crushed	1	Air Conditioner HO Meter	
1074	Manesar	M	21-30	Crushed	1	Atroscone	Maruti, Honda
1075	Gurgaon	M	21-30	Non Crushed		Boiler Blast	Hero
1076	Manesar	M	21-30	Non Crushed		Boiler Blast	Hero
1077	Gurgaon	M		Non Crushed		Boiler Blast	Hero
1078	Gurgaon	M		Non Crushed		Boiler Blast	Hero
1079	Manesar	M	21-30	Non Crushed		Boiler Blast	Honda, Hero
1080	Faridabad	M	41-50	Non Crushed	2	Burn	Maruti, Tata, Mahindra
1081	Faridabad	M	41-50	Non Crushed		Burn	Don't Know
1082	Pune	M	31-40	Crushed	1	Power Press	Don't know
1083	Pune	M	21-30	Crushed	1	Power Press	
1084	Gurgaon	M	31-40	Non Crushed		Ceiling Fell	
1085	Manesar	M		Non Crushed	1	Cooler Stand	Maruti
1086	Manesar	M	21-30	Non Crushed	1	Die Casting	Maruti, Honda
1087	Manesar	M	31-40	Non Crushed		Die Fell	Maruti
1088	Manesar	M	41-50	Crushed	1	Die Fell	Maruti
1089	Faridabad	M	41-50	Non Crushed	1	Dimple Rotary Pleater	
1090	Gurgaon	M	41-50	Non Crushed	1	Fan	Maruti
1091	Gurgaon	M	51-60	Non Crushed	2	Fan (Table)	
1092	Faridabad	F	21-30	Non Crushed	1	Fan Fell	Don't Know
1093	Manesar	M	31-40	Non Crushed		Forklift/Loading-Unloading	Hero, Tata
1094	Gurgaon	M	41-50	Non Crushed	4	Forklift/Loading-Unloading	Maruti, Tata, Mahindra
1095	Manesar	M	31-40	Crushed	2	Forklift/Loading-Unloading	
1096	Manesar	M	31-40	Non Crushed	1	Forklift/Loading-Unloading	
1097	Faridabad	M		Non Crushed		Forklift/Loading-Unloading	
1098	Faridabad	F	41-50	Non Crushed		Forklift/Loading-Unloading	Maruti
1099	Manesar	M	21-30	Non Crushed	2	Forklift/Loading-Unloading	Hero
1100	Gurgaon	M	51-60	Crushed		Forklift/Loading-Unloading	Maruti, Hero
1101	Pune	M	31-40	Crushed	1	Power Press	Tata
1102	Manesar	M	31-40	Non Crushed	1	Forklift/Loading-Unloading	Maruti

1103	Manesar	M	31-40	Non Crushed		Forklift/Loading-Unloading	
1104	Gurgaon	M	21-30	Non Crushed		Forklift/Loading-Unloading	
1105	Manesar	M	41-50	Non Crushed		Forklift/Loading-Unloading	Maruti
1106	Faridabad	M	41-50	Non Crushed		Forklift/Loading-Unloading	
1107	Faridabad	M	21-30	Non Crushed	3	Glass Fell	Don't Know
1108	Manesar	M	21-30	Non Crushed	1	Glass Fell	
1109	Manesar	M	31-40	Non Crushed		Hand Crafting	Maruti, Honda, Hero, Bajaj
1110	Faridabad	M	31-40	Non Crushed	1	Heater	Don't Know
1111	Pune	M	Below 21	Crushed	1	Power Press	Don't know
1112	Gurgaon	M	21-30	Non Crushed		Iron Channel	Maruti, Honda
1113	Manesar	M	31-40	Non Crushed	1	Jack Press	Maruti, Tata
1114	Faridabad	M	41-50	Crushed	1	Packaging	
1115	Faridabad	M	51-60	Non Crushed		Packaging	
1116	Faridabad	M	51-60	Crushed	1	Packaging	
1117	Faridabad	M	41-50	Non Crushed		Rack Fell	
1118	Faridabad	M	41-50	Non Crushed	1	Raw Material Fell	Tata, Mahindra
1119	Faridabad	M	21-30	Non Crushed	1	Raw Material Fell	
1120	Pune	F	51-60	Non Crushed	3	Power Press	Don't know
1121	Faridabad	F	31-40	Crushed	1	Raw Material Fell	
1122	Faridabad	M	41-50	Non Crushed		Raw Material Fell	Maruti
1123	Manesar	M	51-60	Non Crushed		Raw Material Fell	
1124	Faridabad	M	41-50	Crushed	1	Raw Material Fell	
1125	Faridabad	M	21-30	Non Crushed		Raw Material Fell	Hero
1126	Faridabad	M	21-30	Non Crushed		Raw Material Fell	Maruti
1127	Faridabad	M	61 & Above	Non Crushed		Raw Material Fell	
1128	Pune	M	21-30	Crushed		Power Press	Don't know
1129	Faridabad	M	41-50	Non Crushed	1	Raw Material Fell	
1130	Manesar	M	31-40	Non Crushed	1	Raw Material Fell	
1131	Faridabad	M	31-40	Crushed	1	Raw Material Fell	
1132	Pune	M	21-30	Crushed	3	Power Press	Mahindra, Bajaj
1133	Faridabad	M	21-30	Non Crushed		Raw Material Fell	Maruti
1134	Faridabad	M	21-30	Crushed	3	Raw Material Fell	
1135	Gurgaon	M	Below 21	Non Crushed		Raw Material Fell	Don't know
1136	Manesar	M	51-60	Non Crushed		Raw Material Fell	Honda, Hero
1137	Manesar	M	41-50	Non Crushed		Raw Material Fell	Maruti, Honda, Hero
1138	Faridabad	M	51-60	Crushed	1	Raw Material Fell	
1139	Faridabad	F	41-50	Non Crushed		Raw Material Fell	
1140	Faridabad	M	21-30	Non Crushed	3	Raw Material Fell	
1141	Pune	M	Below 21	Crushed	1	Power Press	Mahindra
1142	Faridabad	M	31-40	Crushed	1	Raw Material Fell	

1143	Pune	F	41-50	Crushed	1	Power Press	Tata
1144	Faridabad	M	31-40	Non Crushed		Raw Material Fell	Honda, Hero, Bajaj
1145	Faridabad	M	31-40	Non Crushed		Raw Material Fell	Maruti
1146	Faridabad	M	31-40	Non Crushed		Raw Material Fell	
1147	Faridabad	F	21-30	Non Crushed		Raw Material Fell	
1148	Manesar	M	51-60	Crushed	1	Raw Material Fell	Maruti, Hero, Bajaj
1149	Faridabad	M	21-30	Non Crushed		Raw Material Fell	
1150	Faridabad	M	31-40	Non Crushed		Raw Material Fell	Tata
1151	Faridabad	M	31-40	Non Crushed		Raw Material Fell	
1152	Pune	M	31-40	Non Crushed	3	Power Press	Tata
1153	Pune	M	31-40	Crushed	3	Power Press	Mahindra
1154	Pune	M	31-40	Crushed	1	Power Press	Don't know
1155	Pune	M	21-30	Crushed	3	Power Press	Tata, Mahindra
1156	Pune	M	Below 21	Crushed	4	Power Press	Mahindra
1157	Faridabad	M	31-40	Non Crushed		Raw Material Fell	Maruti
1158	Faridabad	M	31-40	Non Crushed	1	Raw Material Fell	
1159	Faridabad	M	41-50	Non Crushed		Raw Material Fell	
1160	Faridabad	M	41-50	Non Crushed		Raw Material Fell	
1161	Faridabad	M	21-30	Non Crushed		Raw Material Fell	
1162	Pune	M	61 & Above	Crushed	1	Power Press	Don't know
1163	Faridabad	M	21-30	Non Crushed		Raw Material Fell	
1164	Faridabad	M	21-30	Crushed	1	Raw Material Fell	
1165	Faridabad	M	21-30	Non Crushed	1	Raw Material Fell	Maruti
1166	Pune	M	21-30	Crushed	4	Power Press	Don't know
1167	Pune	M	31-40	Non Crushed	1	Power Press	
1168	Pune	M	Below 21	Crushed		Power Press	Don't know
1169	Gurgaon	M	21-30	Non Crushed		Raw Material Fell	
1170	Faridabad	F	51-60	Non Crushed		Raw Material Fell	Don't Know
1171	Gurgaon	F	21-30	Non Crushed		Shopfloor Accident	Mahindra
1172	Gurgaon	M	31-40	Non Crushed		Shopfloor Accident	
1173	Gurgaon	M	31-40	Non Crushed		Shopfloor Accident	
1174	Gurgaon	M	31-40	Non Crushed		Shopfloor Accident	
1175	Gurgaon	M	21-30	Non Crushed		Shopfloor Accident	Maruti
1176	Gurgaon	M	31-40	Non Crushed		Shopfloor Accident	
1177	Manesar	M	31-40	Non Crushed		Shutter Fell	
1178	Manesar	M	21-30	Non Crushed		Slipped	Maruti, Hero
1179	Manesar	M	41-50	Non Crushed		Slipped	
1180	Manesar	F	21-30	Non Crushed	1	Slipped	
1181	Faridabad	F	51-60	Non Crushed		Slipped	Maruti
1182	Faridabad	M	31-40	Non Crushed		Slipped	Maruti
1183	Manesar	F	31-40	Non Crushed		Slipped	Honda, Hero
1184	Manesar	M	31-40	Non Crushed		Slipped	
1185	Manesar	M	31-40	Non Crushed		Slipped	
1186	Pune	M	31-40	Crushed	2	Power Press	Tata

1187	Faridabad	M	31-40	Non Crushed		Slipped	Hero
1188	Manesar	M	31-40	Non Crushed		Slipped	Maruti
1189	Manesar	M	41-50	Non Crushed		Slipped	Honda, Hero
1190	Manesar	M	31-40	Non Crushed		Slipped	
1191	Manesar	F	21-30	Non Crushed		Slipped	Maruti, Honda, Hero
1192	Faridabad	M		Crushed		Slipped	
1193	Pune	M		Crushed	1	Power Press	
1194	Gurgaon	M	41-50	Non Crushed		Slipped	
1195	Pune	M			1	Power Press	Tata
1196	Faridabad	M	51-60	Non Crushed	1	Slipped	
1197	Manesar	M	21-30	Non Crushed		Slipped	Honda, Hero, Bajaj
1198	Manesar	M	31-40	Non Crushed		Slipped	
1199	Manesar	M		Non Crushed		Slipped	Honda, Hero
1200	Manesar	M	31-40	Non Crushed		Slipped	
1201	Pune	M	51-60	Non Crushed	1	Punching Machine	
1202	Pune	M	31-40	Crushed	3	Shearing Machine	Don't know
1203	Faridabad	M	41-50	Non Crushed		Slipped	
1204	Faridabad	M	41-50	Non Crushed		Slipped	Don't Know
1205	Faridabad	M	41-50	Non Crushed		Slipped	
1206	Faridabad	M	41-50	Non Crushed		Slipped	
1207	Manesar	M	31-40	Non Crushed		Slipped	Maruti
1208	Faridabad	M	31-40	Non Crushed		Slipped	
1209	Manesar	M	41-50			Slipped	
1210	Pune	M	21-30	Crushed	1	Shearing Machine	Tata
1211	Manesar	M	51-60	Non Crushed		Slipped	
1212	Faridabad	M	41-50	Non Crushed		Slipped	
1213	Manesar	F	31-40	Non Crushed	1	Slipped	
1214	Faridabad	M	51-60	Non Crushed		Slipped	
1215	Faridabad	F	51-60	Non Crushed		Slipped	
1216	Faridabad	M	31-40	Non Crushed		Slipped	
1217	Manesar	M	21-30	Non Crushed		Slipped	
1218	Manesar	M	31-40	Non Crushed		Stuck	Maruti, Tata
1219	Faridabad	M	41-50	Non Crushed	1	Stuck	Don't Know
1220	Faridabad	M	21-30	Crushed	1	Stuck in Belt	
1221	Faridabad	F	41-50	Non Crushed		Stuck in belt/rope	Maruti, Honda, Hero, Tata, Mahindra, Bajaj
1222	Faridabad	M	51-60	Non Crushed		Stuck in Chain	
1223	Faridabad	M	31-40	Non Crushed		Stuck in Chain	
1224	Faridabad	M	31-40	Non Crushed	1	Stuck in Chain	
1225	Pune	M	31-40	Crushed		Injury from Strip	
1226	Pune	M	21-30	Non Crushed		Raw Material Fell	Don't know
1227	Faridabad	M	31-40	Non Crushed	1	Stuck in Fan	Maruti
1228	Faridabad	M		Crushed	2	Stuck in Fan	Maruti
1229	Faridabad	M	51-60	Non Crushed		Stuck in Fan	

1230	Faridabad	M	21-30	Non Crushed	2	Stuck in Fan	
1231	Faridabad	M	31-40	Non Crushed	1	Stuck in Fan	
1232	Faridabad	M	31-40	Non Crushed	1	Stuck in Fitter	
1233	Faridabad	M	31-40	Non Crushed		Tool Fell	Maruti
1234	Faridabad	M	41-50	Non Crushed		Trey Fell	Maruti, Hero, Tata, Mahindra, Bajaj
1235	Gurgaon	M	21-30	Non Crushed		Trolley Fell	Maruti, Honda, Hero
1236	Manesar	M	31-40	Crushed	1	Trolley Fell	Honda
1237	Faridabad	M	21-30	Non Crushed		Trolley Fell	Non Auto
1238	Faridabad	M	31-40	Non Crushed		Trolley Fell	Maruti, Tata
1239	Pune	M	41-50	Non Crushed	3	Raw Material Fell	
1240	Faridabad	M	Below 21	Non Crushed		Trolley Fell	
1241	Gurgaon	M	41-50	Non Crushed		Trolley Fell	Don't know
1242	Pune	M	51-60	Non Crushed		Slipped	Tata
1243	Gurgaon	M	21-30	Crushed	1	Trolley Fell	Maruti, Hero
1244	Manesar	M	41-50	Crushed	1	Trolley Fell	Maruti, Honda, Hero, Bajaj
1245	Pune	M	21-30	Non Crushed		Slipped	Tata, Mahindra
1246	Manesar	M	Below 21	Non Crushed			
1247	Gurgaon	F	31-40	Non Crushed		Don't Know	
1248	Pune	M	41-50	Non Crushed		Road Accident	
1249	Pune	M	31-40	Non Crushed		Don't Know	
1250	Manesar	M	21-30	Crushed	1	CNC Machine	Maruti, Honda, Hero
1251	Faridabad	M	31-40	Crushed	1	Crane Machine	Maruti, Tata
1252	Pune	M	41-50	Non Crushed		Stuck in Chain	Don't know
1253	Faridabad	M	41-50	Crushed	1	Crane Machine	
1254	Faridabad	M		Non Crushed	1	Cutting Machine	
1255	Manesar	M	41-50	Crushed		Injection Moulding	
1256	Pune	M	21-30	Crushed		Mixing Machine	
1257	Pune	M	31-40	Crushed	3	Power Press	Don't know
1258	Faridabad	F	41-50	Crushed	2	Power Press	Don't Know
1259	Manesar	M	31-40	Crushed	1	Power Press	Maruti
1260	Pune	M	21-30	Crushed	4	Power Press	Tata
1261	Faridabad	M	31-40	Crushed	1	Power Press	Maruti
1262	Faridabad	F	31-40	Non Crushed	1	Power Press	Don't Know
1263	Faridabad	M	41-50	Non Crushed		Power Press	Maruti, Honda, Tata, Mahindra
1264	Faridabad	M	31-40	Non Crushed	1	Power Press	Don't Know
1265	Faridabad	M		Crushed		Power Press	
1266	Faridabad	M	41-50	Crushed	4	Roller Machine	
1267	Faridabad	M	41-50	Non Crushed		Some Machine	Maruti, Honda, Hero, Tata, Mahindra, Bajaj
1268	Gurgaon	M	21-30	Crushed	1	Welding Machine	Maruti
1269	Faridabad	M		Non Crushed		Road Accident	

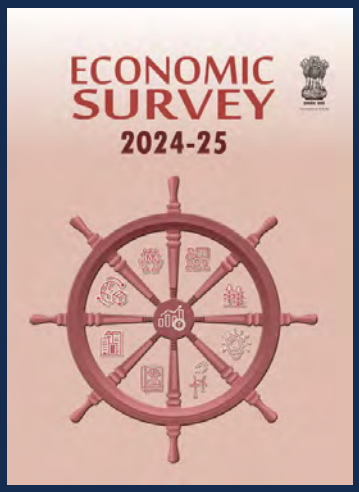
1270	Gurgaon	M	21-30	Non Crushed		Boiler Blast	Hero
1271	Gurgaon	M	21-30	Crushed	2	Die Casting	Hero
1272	Faridabad	M	41-50	Crushed		Others	
1273	Faridabad	M	51-60	Non Crushed		Rack Fell	Don't Know
1274	Faridabad	M	51-60	Non Crushed		Raw Material Fell	Maruti
1275	Faridabad	M	31-40	Non Crushed		Slipped	
1276	Manesar	M	31-40	Non Crushed		Slipped	Tata
1277	Pune	M	21-30	Crushed		Road Accident	
1278	Manesar	M	21-30	Crushed	2	CNC Machine	Tata
1279	Gurgaon	M	21-30	Crushed	1	Cutting Machine	Maruti, Honda, Hero
1280	Pune	M	21-30	Crushed	2	CNC Machine	
1281	Faridabad	M	51-60	Non Crushed		Finishing Machine	
1282	Pune	M	21-30	Crushed	2	Power Press	Tata
1283	Faridabad	F	21-30	Crushed	2	Power Press	
1284	Faridabad	M	31-40	Crushed	1	Power Press	Tata
1285	Faridabad	F	21-30	Crushed	2	Power Press	
1286	Manesar	M	41-50	Crushed		Road Accident	Maruti
1287	Faridabad	M	51-60	Crushed	3	Power Press	
1288	Faridabad	M	41-50	Crushed		Power Press	Honda
1289	Faridabad	F	31-40	Crushed	1	Power Press	
1290	Faridabad	M	31-40	Crushed	1	Torque Machine	Maruti
1291	Manesar	M	31-40	Non Crushed		Road Accident	Maruti, Honda, Hero
1292	Faridabad	M	31-40	Crushed	1	Stuck in Chain	Maruti
1293	Faridabad	M		Non Crushed		Don't Know	
1294	Faridabad	M	21-30	Crushed	4	Power Press	
1295	Faridabad	M	51-60	Crushed	1	Power Press	Maruti
1296	Faridabad	M	51-60	Non Crushed		Slipped	Don't Know
1297	Gurgaon	M	31-40	Non Crushed		Crane Machine	Maruti
1298	Faridabad	F	41-50	Crushed	3	Power Press	Don't Know
1299	Faridabad	F	21-30	Crushed	1	Power Press	Don't Know
1300	Faridabad	M	21-30	Crushed	1	Power Press	Maruti, Honda
1301	Faridabad	F		Crushed	1	Power Press	
1302	Faridabad	M	41-50	Crushed	4	Power Press	Don't Know
1303	Manesar	M	21-30	Crushed	4	Power Press	Hero
1304	Faridabad	F	41-50	Crushed	1	Don't Know	
1305	Faridabad	F	21-30	Crushed	3	Power Press	
1306	Faridabad	M	41-50	Crushed	3	Power Press	Maruti
1307	Manesar	M	31-40	Non Crushed		Forklift/Loading-Unloading	Maruti
1308	Manesar	M	31-40	Crushed	3	Mixing Machine	Hero
1309	Manesar	M	31-40	Crushed	3	Power Press	Hero, Tata
1310	Faridabad	M	31-40	Non Crushed	3	CNC Machine	
1311	Faridabad	M	31-40	Crushed	1	Power Press	Don't Know
1312	Gurgaon	M	31-40	Crushed	4	Power Press	Don't know

1313	Manesar	M	Below 21	Non Crushed		Don't Know	Maruti, Bajaj
1314	Gurgaon	F	51-60	Crushed	1	Don't Know	Honda
1315	Manesar	F	21-30			Don't Know	
1316	Gurgaon	M	31-40	Non Crushed		Don't Know	
1317	Manesar	M	31-40			Don't Know	
1318	Gurgaon	F	41-50	Non Crushed		Don't Know	
1319	Gurgaon	M	51-60	Non Crushed		Don't Know	
1320	Gurgaon	F	41-50	Non Crushed		Don't Know	
1321	Gurgaon	M	41-50	Non Crushed		Don't Know	
1322	Gurgaon	M	21-30	Non Crushed		Don't Know	
1323	Gurgaon	M	41-50	Non Crushed		Don't Know	
1324	Gurgaon	M	21-30	Non Crushed		Don't Know	
1325	Gurgaon	M	21-30	Non Crushed		Don't Know	
1326	Gurgaon	M	21-30	Non Crushed		Don't Know	
1327	Gurgaon	M	41-50	Non Crushed		Don't Know	
1328	Gurgaon	M	31-40	Non Crushed		Don't Know	
1329	Gurgaon	M	51-60	Non Crushed		Don't Know	
1330	Gurgaon	M	31-40	Non Crushed		Don't Know	
1331	Gurgaon	M		Non Crushed		Don't Know	
1332	Gurgaon	M	21-30	Non Crushed		Don't Know	
1333	Gurgaon	M	41-50	Non Crushed		Don't Know	
1334	Gurgaon	M	51-60	Non Crushed		Don't Know	
1335	Gurgaon	M	31-40	Non Crushed		Don't Know	
1336	Gurgaon	M	21-30	Non Crushed		Don't Know	
1337	Gurgaon	M	51-60	Non Crushed		Don't Know	
1338	Manesar	M	21-30	Non Crushed	1	Injection Moulding	Maruti, Honda
1339	Manesar	M	31-40	Non Crushed		Mixing Machine	
1340	Manesar	M	31-40	Non Crushed		Welding Machine	
1341	Gurgaon	M	51-60	Non Crushed		Road Accident	
1342	Gurgaon	F	31-40	Non Crushed		Road Accident	
1343	Gurgaon	M	41-50	Non Crushed		Road Accident	
1344	Gurgaon	M	21-30	Non Crushed		Road Accident	Don't know
1345	Gurgaon	M	41-50	Non Crushed		Road Accident	
1346	Manesar	M	21-30	Non Crushed		Road Accident	Maruti, Honda, Hero, Bajaj
1347	Gurgaon	M	31-40	Non Crushed		Road Accident	
1348	Gurgaon	M	51-60	Non Crushed		Road Accident	
1349	Gurgaon	M	21-30	Non Crushed		Road Accident	
1350	Gurgaon	M	41-50	Non Crushed		Road Accident	
1351	Gurgaon	M	31-40	Non Crushed		Road Accident	
1352	Gurgaon	M	41-50	Non Crushed		Road Accident	
1353	Gurgaon	M	21-30	Non Crushed		Road Accident	
1354	Gurgaon	M	21-30	Non Crushed		Road Accident	
1355	Gurgaon	M	31-40	Non Crushed		Road Accident	
1356	Gurgaon	M	31-40	Non Crushed		Road Accident	

1357	Gurgaon	M	41-50	Non Crushed		Road Accident	
1358	Gurgaon	M	31-40	Non Crushed		Road Accident	
1359	Gurgaon	M	31-40	Non Crushed		Road Accident	
1360	Gurgaon	M	21-30	Non Crushed		Road Accident	
1361	Gurgaon	M	41-50	Non Crushed		Road Accident	
1362	Gurgaon	M	31-40	Non Crushed		Road Accident	
1363	Gurgaon	M	31-40	Non Crushed		Road Accident	
1364	Gurgaon	M	31-40	Non Crushed		Road Accident	
1365	Gurgaon	M		Non Crushed		Road Accident	
1366	Gurgaon	M	31-40	Non Crushed		Road Accident	
1367	Gurgaon	M	41-50	Non Crushed		Road Accident	
1368	Gurgaon	F	21-30	Non Crushed		Road Accident	
1369	Gurgaon	F	41-50	Non Crushed		Road Accident	
1370	Gurgaon	M	31-40	Non Crushed		Road Accident	
1371	Gurgaon	M	51-60	Non Crushed		Road Accident	
1372	Gurgaon	M	31-40	Non Crushed		Road Accident	
1373	Gurgaon	M	31-40	Non Crushed		Road Accident	
1374	Gurgaon	M	31-40	Non Crushed		Road Accident	
1375	Gurgaon	M	31-40	Non Crushed		Road Accident	
1376	Gurgaon	M	31-40	Non Crushed		Road Accident	
1377	Gurgaon	M		Non Crushed		Boiler Blast	Hero
1378	Manesar	M	31-40	Crushed	4	Forklift/Loading-Unloading	
1379	Gurgaon	M	31-40	Non Crushed		Slipped	
1380	Manesar	M	31-40	Non Crushed		Slipped	
1381	Manesar	M	31-40	Non Crushed		Slipped	

Safe in India Foundation's key recommendations have been included in the Economic Survey 2024–25.

The Economic Survey 2024–25, drawing on insights from Safe In India's working paper, recognised that better working conditions are good for business. The recommended solutions like Centralized Online OSH System and Incentive-Based Safety Programmes have worked in other countries. We are grateful that our research could contribute in a small way to highlighting how safer workplaces, especially in MSMEs, can help boost productivity and support India's economic ambitions. (chapter 12 "Employment And Skill Development: Existential Priorities", p.387-389)



"We need to abandon the recourse or the use of jugaad, it's a sub-optimal approach."

— V Anantha Nageswaran

Chief Economic Advisor, India

SAFE IN INDIA

This report is based exclusively on information disclosed in the public domain by the companies mentioned and any information provided by the seven companies that interacted with us. All this information is taken at face value and has not been validated through independent assessments or investigations. It is possible that some of the information available in the public domain has been missed despite our best efforts, especially for the three companies that did not respond to our numerous requests. We hope that these the government published the data and the companies provide us with any information needed to correct any data points/analysis in the report as soon as possible and more importantly, act on the recommendations here to make their OSH policies better to reduce these factory accidents.

www.safeinindia.org