



2012

FAIR LABOR ASSOCIATION
INDEPENDENT EXTERNAL MONITORING
AGRICULTURAL REPORT

COMPANY: Syngenta India Limited
COUNTRY: India
PROVINCE: Maharashtra
MONITORS: Ms. Maya Talkar, Mr. Raviraj
AUDIT DATE: January 15 – 18, 2013
PRODUCTS: Tomato
NUMBER OF WORKERS: 103
NUMBER OF WORKERS INTERVIEWED: 86
NUMBER OF FARMS VISITED: 30
TOTAL AREA COVERED IN AUDIT: 9 Acres
PROCESSES: Emasculation, Pollination

To view more about the FLA's work with Syngenta, please visit the FLA website [here](#).



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Child Labor: Proof of Age Documentation

CL.3 Company will assist the grower in maintaining proof of age documentation for all young workers on the farm and is recommended to maintain proof of age documentation for all workers on the farm, including long term and casual workers.

Noncompliance

Explanation: Although growers do not recruit workers less than 15 years of age, they do not maintain proof of age documentation for hired workers.

Plan Of Action: 1. During awareness meetings, growers will be educated and motivated on: a) managing young workers, b) the legal requirements to be met for engaging them, and c) the requirement of maintaining records on farms.

2. Copies of birth certificates, school certificates, ration cards, medical certificates, local government birth records, etc., are accepted as age proof documentation; a copy of any one of these records can be kept on the farms.

3. The company is planning to distribute documentation kits to all growers. The kits will include the age verification procedure and will be maintained by growers.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:



Harassment and Abuse: Discipline/Worker Awareness

H&A.3 Grower will follow disciplinary practices that are fair and are clearly understood by the workers. The grower will take necessary steps to ensure that the farm’s disciplinary procedure is clearly understood by the workers.

Noncompliance

Explanation: Growers’ understanding on harassment and abuse is limited. The company has not developed policy and procedure for handling discipline.

Plan Of Action:

1. Syngenta has developed an internal monitoring system (IMS) manual for the program. In this manual, we have developed a policy on harassment and abuse. An extract of this is available in the “Best Seed Production Practices” document, which is given to all growers. A copy of the IMS manual is available in the IMS center.
2. We are continuously educating growers on code elements during preseason meetings and awareness campaigns. We will continue to educate growers and workers on these parameters during these campaigns.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:



Harassment and Abuse: Discipline/Training

H&A.4 Grower/Organizer/Company will provide training on appropriate disciplinary practices to persons who supervise the workers.

Noncompliance

Explanation: As most of the farms are family owned, grower-worker relations are informal; hence, issues of harassment and abuse are not common in the agriculture sector. No training has been given on appropriate disciplinary practices to persons who supervise workers.

Plan Of Action:

1. Syngenta has developed an internal monitoring system (IMS) manual for the program. In this manual, we have developed a policy on harassment and abuse. An extract of this is available in the "Best Seed Production Practices" document, which is given to all growers. A copy of the IMS manual is available in the IMS center.
2. We are continuously educating growers on code elements during preseason meetings and awareness campaigns. We will continue to educate growers and workers on these parameters during these campaigns.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Harassment and Abuse: Sexual Harassment

H&A.10 Growers shall refrain from any act of sexual harassment, including any insult or inappropriate remark, joke, insinuation, or comment on a person's dress, physique, age, family situation, etc; a condescending or paternalistic attitude with sexual implications undermining dignity; any unwelcome invitation or request, implicit or explicit, whether or not accompanied by threats; any lascivious look or other gesture associated with sexuality; and any unnecessary physical contact such as touching, caresses, pinching, or other. Growers shall not offer – or take any action that may suggest an offer of – recruitment, continued employment, promotion, improved working conditions, preferential work assignments, or other preferential treatment of any kind in actual or implied exchange for a sexual relationship, nor subject workers to prejudicial treatment of any kind in retaliation for refused sexual advances or corrected inappropriate behavior. Growers shall refrain from any action – and shall take all appropriate action to ensure that all workers refrain from any action – that would result in a sexually intimidating, hostile, or offensive work environment.

Noncompliance

Explanation: Although growers treat their workers well and there have been no sexual harassment cases reported so far, growers are not aware of the Vishaka Guidelines (as stipulated by the Supreme Court in 1997) and other government directives against sexual harassment at work.

Plan Of Action: 1. Syngenta has developed an IMS manual for the program. In this manual, we have developed a policy on harassment and abuse. An extract of this is available in the “Best Seed Production Practices” document, which is given to all growers. A copy of the IMS manual is available in the IMS center.

2. Syngenta is continuously educating growers on code elements during preseason meetings and awareness campaigns. We will continue to educate growers and workers on these parameters during these campaigns.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: Access to Safety Equipment and First Aid

H&S.6 Company should ensure that growers and workers have access to safety equipment and first aid.

Noncompliance

Explanation: First aid boxes have not been provided to growers, but they are aware of the health care facilities in the region. In case of emergencies, they go to the closest Primary Health Centre (PHC) in the village to use its facilities. There were no reports of snakebites or chemical exposure injuries on any of the farms monitors visited.

Plan Of Action:

1. Already distributed and installed 50 first aid boxes in key places/villages, with a responsible person in place.
2. Syngenta will try and cover all villages/growers with first aid facilities in a phased manner.
3. Many growers were trained in first aid management across the locations and it is planned to extend these training programs to all growers in phases.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: Medical Facilities

H&S.12 Medical facilities shall be established and maintained as required by applicable laws. In cases where there is no local law, the company should ensure that the growers could approach them in case of medical emergencies and have the local medical officer's contact address available to the growers and workers. In the case of a medical emergency, e.g., injury or sudden illness, employers will not unreasonably delay allowing a worker to have access to medical treatment.

Noncompliance

Explanation: A basic first aid kit is not available on some farms. In case of emergencies, workers go to the closest Primary Health Centre (PHC) in the village to use its facilities. All growers are aware of the medical officer's contact number and other details.

Plan Of Action:

1. Syngenta already distributed and installed 50 first aid boxes in key places/villages, with a responsible person in place.
2. Syngenta will try and cover all villages/growers with first aid facilities in a phased manner.
3. Many growers were trained in first aid management across the locations and it is planned to extend these training programs to all growers in phases.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Hours of Work: Other

Other

Noncompliance

Explanation: Attendance and wage registers are maintained on farms, but hours of work are not mentioned in the registers maintained by growers.

Plan Of Action: All procedures for maintaining attendance registers are in place. The company agrees with the auditor's comments that growers are not maintaining details regarding hours of work in attendance registers. This will be further improved in this season.

Actions:

1. Syngenta developed documentation kits, which will be maintained on farms and be helpful to closely monitor wage rates and working hours. A documentation kit, consisting of: a seed production policy document; a copy of the contract between growers and vendors; health and safety Do's and Don'ts; local agriculture labor laws on hours of work, overtime, and minimum wages; grievance procedure with telephone number; and attendance sheet/wage register for workers will be supplied to all growers to maintain records. Illiterate farmers will be supported by field supervisors, who will train their children and their literate workers to maintain the documentation kits.

2. Syngenta will plan awareness campaigns for addressing this issue and will educate the growers about it.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Wages, Benefits and Overtime Compensation: Worker Wage Awareness

WBOT.6 Grower/Organizer/Company will make an effort to educate workers so that the terms of employment, wages, benefits, and deductions shall be clearly understood and acceptable by the worker.

Noncompliance

Explanation: None of the growers are aware of the minimum wages in the region. There is also no awareness among growers and workers on wages and benefits.

Plan Of Action: 1. Syngenta is creating awareness about minimum wages and overtime payments among growers and workers by wall paintings in all villages.

2. In the long run, we are planning to address this issue during local stakeholder consultations.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Wages, Benefits and Overtime Compensation: Other

Other

Noncompliance

Explanation: Although worker attendance and wage registers were maintained on some farms, there was no mention of the number of hours worked by workers. Therefore, it was not possible to measure overtime.

Plan Of Action: All the procedures for maintaining attendance registers are in place. The company agrees with the auditor's comments that growers are not maintaining details regarding hours of work in attendance registers. This will be further improved in this season.

Actions:

1. Syngenta developed documentation kits, which will be maintained on farms and be helpful to closely monitor wage rates and working hours. A documentation kit, consisting of: a seed production policy document; a copy of the contract between growers and vendors; health and safety Do's and Don'ts; local agriculture labor laws on hours of work, overtime, and minimum wages; grievance procedure with telephone number; and attendance sheet/wage register for workers will be supplied to all growers to maintain records. Illiterate farmers will be supported by field supervisors, who will train their children and their literate workers to maintain the documentation kits.

2. Syngenta will closely monitor wages with the documentation kits and data collected through internal monitoring visits by field staff.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:
