



2012

FAIR LABOR ASSOCIATION
INDEPENDENT EXTERNAL MONITORING
AGRICULTURAL REPORT

COMPANY: Syngenta
COUNTRY: India
PROVINCE: Karnataka
MONITOR: Link ETC.
AUDIT DATE: June 4 – 6, 2012
PRODUCTS: Watermelon
NUMBER OF WORKERS: 33
NUMBER OF WORKERS INTERVIEWED: 26
NUMBER OF FARMS VISITED: 10
TOTAL AREA COVERED IN AUDIT: 24.5 Acres
PROCESSES: Hybridization, Weeding

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 growers 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: No age documentation was available on the farm.

Plan Of Action:

1. During awareness meetings, growers will be educated and motivated on the requirement of maintaining records on the farms.
2. 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 has designed a documentation kit, which consists 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 and will be supplied to all growers to maintain the records. Field supervisors will support illiterate farmers by training their children and their literate workers to maintain the documentation kits. 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: May 2013

Action Taken:

Plan Complete:

Plan Complete Date:



Child Labor: Government Permits and Parental Consent Documentation

CL.5 Growers shall abide by all the relevant rules and procedures where the law requires government permits or permission from parents as a condition of employment.

Noncompliance

Explanation: No parent consent letters or documents were available on the farms.

Plan Of Action:

1. During awareness meetings, growers will be educated and motivated not to engage children of any age group.
2. The company has designed a documentation kit, which consists 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 and will be supplied to all growers to maintain the records. Field supervisors will support illiterate farmers by training their children and their literate workers to maintain the documentation kits. 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: May 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Child Labor: Children on Premises

CL.9 Growers will ensure that children (all children, including those residing on the farm) will not have access to areas such as machine/electric operation; application of pesticide and fertilizers; storage areas; and others where there are activities that can cause harm to children.

Noncompliance

Explanation: We found 1 child from the family on a farm, performing emasculation.

Plan Of Action: We are giving growers and workers continuous education about not employing children on the farms. Auditors verified there was a shortage of workers during peak pollination period. However, Syngenta will not encourage this. Immediately, children are removed from the field and the parents are motivated to re-admit them to school.

Actions:

1. During preseason meetings, we are distributing the code of conduct (COC) in the local language to all growers.
2. The COC has been disseminated in local languages in key places, such as schools, compounds, Panchayat office walls, and in some visible places in the form of wall paintings. They cover all of the program's code elements regarding grievances.
3. On holidays (weekends and other holidays) when children come along with their parents, the field team will closely monitor all the farms and take action immediately.

Deadline Date: May 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Harassment or Abuse: Discipline/Worker Awareness

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

Noncompliance

Explanation: Workers are not aware of the disciplinary practices.

Plan Of Action: 1. Growers will be educated during village level meetings and awareness campaigns. The COC will be communicated through various communication materials, such as wall paintings, wall posters, etc., in all villages.

2. The field team will educate and communicate the COC to workers during their regular farm visits.

3. We will explore engaging more women mobilizers, who will meet workers on their farms and communicate the message.

Deadline Date: May 2013

Action Taken:

Plan Complete:

Plan Complete Date:



Harassment or Abuse: Grievance Procedure

H&A.12 The company shall have in place grievance procedures that allow first an attempt to settle grievances directly between the worker and the grower, but where this is inappropriate or has failed, it is possible for the worker to have the grievance considered at one or more steps, depending on the nature of the grievance and the structure and size of the enterprise. The company shall ensure that workers know the grievance procedures and applicable rules.

Noncompliance

Explanation: There is a written grievance procedure, but it is not being implemented.

- Plan Of Action:**
1. Syngenta has developed a grievance policy for growers and workers.
 2. During grower meetings, we have already informed workers and growers about the procedure. Still, we will educate workers and growers during preseason meetings and distribute pamphlets to them.
 3. We have developed various informational, educational, and communication (IEC) materials, such as pamphlets, posters, wall paintings, etc., which will help us in communication.

Deadline Date: May 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Non-Discrimination: Sex-Based Wage Discrimination

D.3 There shall be no differences in remuneration for male and female workers for work of equal value. Remuneration (wages, compensation) includes the basic minimum or prevailing industry wage and any additional payments to be made directly or indirectly, whether in cash or in kind, by growers to workers and arising out of the workers' employment. Such additional payments include wage differentials or increments based on seniority or marital status; cost of living allowances; housing or residential allowances; family allowances; benefits in-kind, such as the allotment and cleaning of work clothes or provision of fire wood, spices; raw material for food, equipment; and other benefits.

Noncompliance

Explanation: [There is a gender wage disparity; women get paid less than men.](#)

Plan Of Action: [This is a larger social issue and the company is working with local stakeholders to find related remediation.](#)

Deadline Date: [May 2013](#)

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: Document Maintenance/Worker Accessibility and Awareness

H&S.2 All documents required to be available to workers and growers by applicable laws (health and safety policies, MSDS, etc.) shall be made available in the prescribed manner and in the local language or language(s) spoken by workers if different from the local language. If workers are illiterate, the company shall make an effort to provide pictorials that the workers can easily understand.

Noncompliance

Explanation: Auditors did not see any material safety data sheets (MSDS) or a separate area for chemical storage on the farms.

Plan Of Action: We have developed a comprehensive health and safety management system; it is covered in best seed production practices documents and pamphlets that are distributed among growers and workers.

Actions:

1. The company is focusing on conducting separate training programs for growers and workers on the safe handling of chemicals.
2. We have developed different communication tools, which explain related guidelines and procedures, such as the Do's and Don'ts of chemical handling. Chemical handling Do's and Don'ts are also made into wall paintings in selected villages.
3. Our field team also educated workers during their field visit and will continue to do so. Syngenta will identify the hired workers who are involved in hazardous tasks from each cluster/village and train them with external experts.

Deadline Date: May 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: Communication to Workers

H&S.5 The health and safety policy shall be communicated to all workers in the local language or language(s) spoken by workers if different from the local language.

Noncompliance

Explanation: The health and safety policy is not communicated to workers.

Plan Of Action: Syngenta will increase various outreach activities to reach a wider coverage of workers through wall paintings, posters, and farm level worker awareness sessions.

Syngenta's CSR team has a trained field team. This field team will educate workers during their field visit and will continue to do so. Syngenta will identify hired workers who are involved in hazardous tasks from each cluster/village and train them with external experts.

Deadline Date: May 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: Chemical Management and Training

H&S.8 All chemicals and hazardous substances, farm produce, and raw materials should be properly labeled and stored. Growers shall not use any banned (either by national or international laws) pesticides, fertilizers, or any other agro chemicals in the farm. Growers shall ensure the safe disposal of waste chemicals or empty containers of chemicals or packing materials. Growers/organizer/company will provide the necessary training to workers regarding the handling of agro chemicals (pesticides, fertilizers, and other hazardous substances), their application, and the use of personal protective equipment.

Noncompliance

Explanation: There are no health and safety trainings, only a code reference.

Plan Of Action: Syngenta will increase various outreach activities to reach a wider coverage of workers through wall paintings, posters, and farm level worker awareness sessions.

Our field team also educated workers during their field visit and will continue to do so. Syngenta will identify hired workers who are involved in hazardous tasks from each cluster/village and train them with external experts.

We will explore using more women mobilizers, who will be engaged, meet workers on their farms, and communicate the message.

Deadline Date: May 2013

Action Taken:

Plan Complete:

Plan Complete Date:



Health and Safety: Protection of Reproductive Health

H&S.10 Growers will ensure that female workers and young workers are not engaged in work that creates substantial risk to their reproductive health.

Noncompliance

Explanation: There are no health and safety trainings.

Plan Of Action: Syngenta will increase various outreach activities to reach a wider coverage of workers through wall paintings, posters, and farm level worker awareness sessions.

Our field team also educated workers during their field visit and will continue to do so. Syngenta will identify the hired workers who are involved in hazardous tasks from each cluster/village and train them with external experts.

We will explore using more women mobilizers, who will be engaged to communicate the message and specially meet and educate female workers on their farms.

Deadline Date: May 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: Drinking Water

H&S.13 The company should make efforts to create awareness among growers and workers about clean drinking water. Growers shall not place any undue restrictions on drinking water in terms of time or frequency.

Noncompliance

Explanation: This is an area with a high incidence of fluorosis cases, but awareness about potential risks is currently completely lacking.

Plan Of Action: Koppal has an issue with the fluoride content in its water, as bore wells are its only water source. Recently, the government encouragingly installed drinking water processing and cleaning units in most villages. Therefore, many villagers are getting good drinking water, with a nominal charge of Rs 2 – 4 per 20 liters.

Actions:

1. Growers will also be encouraged to provide safe drinking water to workers. Motivate growers to construct temporary rest sheds on the farms where workers can rest.
2. Syngenta has designed a field safety awareness program for growers and workers, which will educate them on farm level risks and safety precautions.
2. The internal monitoring team will collect data on the parameters above.

Deadline Date: May 2013

Date:

Action

Taken:

Plan

Complete:

Plan

Complete

Date:

Hours of Work: Public Holidays

HOW.6 Growers shall provide workers with all public holidays as required under local laws, regulations, and procedures.

Noncompliance

Explanation: As per the local practice, public holidays are not provided.

Plan Of Action: Syngenta will create awareness about public holidays among growers and workers. In India, there are four public holidays a year. The dates could be communicated to workers.

Deadline Date: May 2013

Action Taken:

Plan Complete:

Plan Complete Date:



Wages, Benefits and Overtime Compensation: Worker Wage Awareness

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

Noncompliance

Explanation: Workers are not aware of the minimum wage; however, they are aware of the local prevailing wage practices.

Plan Of Action: 1. During preseason meetings, Syngenta is creating awareness about minimum wage and overtime payments among growers and workers. They are also explained through various IEC materials, such as pamphlets, posters, wall paintings, etc.

2. Syngenta's field team will closely monitor this issue using the documentation kits, which consist 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 and will be supplied to all growers to maintain the records. Field supervisors will support illiterate farmers by training their children and their literate workers to maintain the documentation kits and collect data through an internal monitoring tool. The company will encourage growers to record wage details in the documentation kit at the farm level.

3. Syngenta has planned to address this issue in local stakeholder consultations.

Deadline Date: May 2013

Action Taken:

Plan Complete:

Plan Complete Date:



Wages, Benefits and Overtime Compensation: Record Maintenance

WBOT.7 The company shall make efforts to educate and assist growers in maintaining records of wages provided to workers in cash or in-kind or both, and such records shall be acknowledge by workers.

Noncompliance

Explanation: No pay records were available.

Plan Of Action: 1. The company has designed a documentation kit, which consists 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 and will be supplied to all growers to maintain the records. Field supervisors will support illiterate farmers by training their children and their literate workers to maintain the documentation kits. 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.

2. Syngenta's field team or internal monitors will closely monitor the documentation kits maintained by growers at the farm level. Data will be collected through internal monitoring field staff, collated at the IMS center, and analyzed by local CSR staff.

Deadline Date: May 2013

Action Taken:

Plan Complete:

Plan Complete Date:
