



[2016-
2017]

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING AGRICULTURAL REPORT

Company: Syngenta

Country: Argentina

Crop: Corn

Production Process: Roguing and detasseling

Assessment Location: Merlo City, San Luis Province

Monitor: Cristina Lopez/Francisco Chicas

Assessment Dates: 25-26 January 2017

Number of assessed farms: 1

Total area covered: 1606 acres

Total number of workers: 84

Number of workers interviewed: 45

To view more about the FLA's work with Syngenta, please visit the FLA website [here](#).
To access the FLA Agriculture Monitoring Benchmarks, please visit [this page](#).

Employment Relationship

Compliance Status

Section	Benchmark	Compliance status	Farms
Human Resource Management System	ER.1.1	In compliance	
	ER.1.2 (PR)	In compliance	
	ER.1.3 (PR)	In Progress	
	ER.2.1	In compliance	
	ER.2.1.1	In compliance	
Recruitment and Hiring	ER.3.1	In compliance	
	ER.3.1.1	In compliance	
	ER.3.1.2	In compliance	
	ER.4	In compliance	
	ER.5.1	In compliance	
	ER.5.2	In compliance	
	ER.5.3	In compliance	
	ER.6 (PR)	In compliance	
	ER.7.1	In compliance	
	ER.7.2	In compliance	
	ER.7.3	In compliance	
	ER.7.4	In compliance	
	ER.7.5	In compliance	
	ER.7.6	In compliance	
	ER.7.7	In compliance	
	ER.7.8	In compliance	
	ER.8.1	In compliance	
	ER.8.2	In compliance	
ER.8.3	In compliance		
Terms and Conditions	ER.9.1	Noncompliance	
	ER.9.2	In compliance	
	ER.9.2.1	In compliance	
	ER.9.2.2	In compliance	
	ER.9.2.3	In compliance	
	ER.9.3	In compliance	
	ER.9.3.1	In compliance	
	ER.9.3.2	In compliance	
	ER.9.3.3	In compliance	
	ER.10	In compliance	
	ER.11	In compliance	
	ER.12.1	In compliance	
	ER.12.1.1	In compliance	
	ER.12.2	Noncompliance	
	ER.13.1	In compliance	
	ER.13.2	In compliance	
ER.13.3	In compliance		
ER.13.4 (PR)	In compliance		

Administration	ER.14.1	In compliance	
	ER.14.2	In compliance	
	ER.15.1	In compliance	
	ER.15.2	In compliance	
	ER.15.2.1	In compliance	
	ER.16.1	In compliance	
	ER.16.2	In compliance	
	ER.17.1	In compliance	
	ER.17.2	In compliance	
	ER.17.3	In compliance	
ER.17.4	In compliance		
Worker Involvement	ER.18.1	In compliance	
	ER.18.2	In compliance	
	ER.18.3 (PR)	In Progress	
Right to Organize and Bargain	ER.19	In compliance	
Work Rules and Discipline	ER.20.1	In compliance	
	ER.20.2	In compliance	
	ER.20.3	In compliance	
	ER.20.4	In compliance	
	ER.20.5 (PR)	In compliance	
	ER.20.6	Noncompliance	
	ER.20.7	In compliance	
	ER.20.8	In compliance	
	ER.20.9	In compliance	
	ER.20.10 (PR)	In compliance	
	ER.20.11	In compliance	
Training	ER.21	N/A	
	ER.22.1 (PR)	In compliance	
	ER.22.1.1 (PR)	In compliance	
	ER.22.2 (PR)	In compliance	
	ER.23.1 (PR)	In compliance	
	ER.23.2 (PR)	In compliance	
HSE Management System	ER.24.1.	In compliance	
	ER.24.2	In compliance	
	ER.24.3	In compliance	
	ER.24.4	In compliance	
	ER.24.4.1	In compliance	
	ER.24.4.2	In compliance	
	ER.24.4.3	In compliance	
	ER.24.4.4	In compliance	
	ER.24.4.5	In compliance	
	ER.24.4.6	In compliance	
ER.24.5 (PR)	In compliance		
Grievance Procedures	ER.25.1	In compliance	
	ER.25.2	In compliance	
	ER.25.3	In compliance	
	ER.25.4	In compliance	

Employment Relationship Assessment Summary

Terms and Conditions	
<p>Benchmarks: ER.9.1: Workers should be made aware of the employment terms under which they are engaged. ER.12.2: Where a union exists on the farm, employers shall make available a copy of the collective bargaining agreement to all workers and other interested parties.</p>	
Noncompliance	
<p>Findings/Noncompliance Explanation:</p>	<p>1. Syngenta is directly hiring workers who are involved in peak production activity. Syngenta and the workers signed the legally required employment contracts (known as "Alta temprana"); however, a copy is not provided to the workers immediately after signature, as required by law. The "Altas" are kept by the group leader and given to workers after the production cycle ends. Despite this situation, workers are verbally informed of the working conditions before the production cycle starts.</p> <p>2. Syngenta does not provide workers with a copy of the CBA. Additionally, information provided to the workers on freedom of association is insufficient, as they do not know the implications of union affiliation, why the union fee is deducted, and the advantages of being affiliated with the union.</p> <p><u>Source:</u> Interviews with workers, group leader and company staff; Records review</p>
<p>Company Action Plan:</p>	<p>1. Syngenta will provide a copy to workers immediately after signature of Employment contracts annex (Alta Temprana), before they leave Santiago del Estero province, and receive a signature of the reception. The CBA (individual contract) was provided the first time the employee was hired.</p> <p>2. Syngenta will perform training in Santiago del Estero and create a banner to put in all field camps to explain the implications of union affiliation.</p>
<p>Deadline Date:</p>	<p>1. December 2017 2. December 2017</p>
Work Rules and Discipline	
<p>Benchmarks: ER.20.6: Disciplinary rules and practices shall be clearly communicated to all workers.</p>	
Noncompliance	
<p>Findings/Noncompliance Explanation:</p>	<p>Workers are not informed of the disciplinary system (disciplinary procedures and types of sanctions) implemented at farm level.</p> <p><u>Source:</u> Interviews with workers and company representatives; Records review</p>
<p>Company Action Plan:</p>	<p>1. Syngenta Compliance and HR Team will work on a disciplinary procedure that will specify types of sanctions with the SYT CoC.</p> <p>2. The procedure will be communicated to all temporary rural workers in Santiago del Estero Province before traveling to the different growing areas.</p>
<p>Deadline Date:</p>	<p>1. October 2017 2. December 2017</p>

Nondiscrimination

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	ND. 1	Risk of Noncompliance	
Recruitment and Employment Practices	ND.2.1	Risk of Noncompliance	
	ND.2.2	Risk of Noncompliance	
	ND.2.3	In compliance	
Compensation Discrimination	ND. 3	In compliance	
Discrimination in Training and Communication	ND. 4	In compliance	
Marital or Pregnancy-Related Discrimination	ND.5.1	In compliance	
	ND.5.2	In compliance	
	ND.5.3	In compliance	
	ND.6.1	In compliance	
	ND.6.1.1	In compliance	
	ND.6.2 (PR)	In compliance	
Health-Related Discrimination	ND. 7	In compliance	
	ND.8	In compliance	
	ND. 9	In compliance	
	ND.10.	In compliance	
Respect of Culture and Religion	ND.11	In compliance	

Nondiscrimination Assessment Summary

General Compliance / Recruitment and Employment Practices	
<p>Benchmarks:</p> <p>ND.1: Employers shall comply with all national laws, regulations and procedures concerning nondiscrimination.</p> <p>ND.2.1: Recruitment and employment practices shall be free from any type of discrimination.</p> <p>ND.2.2: Employment policies and practices, including job advertisements, job descriptions, and job performance/evaluation policies and practices shall be free from any type of discriminatory bias.</p>	<p>Risk of Noncompliance</p>
<p>Findings/Noncompliance Explanation:</p>	<p>No female workers are hired for the 2016-2017 production cycle. Group leaders and staff in charge of preparing food and for maintenance tasks at the camp are all men. According to Syngenta representatives, this issue is due to cultural practices in the region where they hire workers (Santiago del Estero). Also, based on legal requirements, the company should continue hiring the same workers hired in previous production cycles. Historically, only male workers have attended work on the farms, and since no new job positions have been created, the chances for including females are limited.</p> <p>The recruitment and hiring practices could not be further assessed during this IEM visit, since the process is conducted in a different province away from the province where the assessed farm is located.</p> <p>With the purpose of assessing the feasibility of hiring female workers, Syngenta conducted a study that involved a survey with women in Santiago del Estero</p>

	<p>province. From this study, Syngenta learned that most of the women are not interested in joining the groups of workers who travel to the farms/camps in every yearly production cycle. However, there is a small number of women that would be willing to do so. Based on the results of this study, Syngenta will assess the implications of incorporating female production workers in future production activity.</p> <p><u>Source:</u> Interviews with group leaders, workers and Syngenta staff; Visual inspection at camp and farm</p>
Company Action Plan:	Syngenta is developing a plan to be implemented in the following years to foment female work in field activities. Next, Campaign Syngenta will begin with an internal programme, where women will be hired in SDE and near some growing areas to develop tasks in field activities.
Deadline Date:	December 2017 (plan launch)

Child Labor

Assessment Summary

Section	Benchmark	Compliance status	Farms
General Compliance	CL.1	In compliance	
Minimum Age	CL.2	In compliance	
Immediate family members	CL.3	In compliance	
Right to education	CL.4.1 (PR)	In compliance	
	CL.4.2 (PR)	In compliance	
Young Workers	CL.5	In compliance	
	CL.6.1	In compliance	
	CL.6.2	In compliance	
	CL.7	In compliance	
Apprenticeships and Vocational Training	CL.8.1	In compliance	
	CL.8.2	In compliance	
Children on Premises	CL.9	In compliance	
Removal and Rehabilitation of Child Laborers	CL.10.1	Risk of Noncompliance	
	CL.10.2 (PR)	Not Initiated	

Child Labor Assessment Summary

Removal and Rehabilitation of Child Laborers	
<p>Benchmarks:</p> <p>CL.10.1: If a child laborer is found working on a farm, all relevant downstream suppliers, including the participating company, shall immediately assess the situation at the child's household level and shall engage with relevant stakeholders to find a sustainable remediation solution that is in the best interest of the child.</p>	Risk of Noncompliance
Findings/Noncompliance	Syngenta does not have a well-defined procedure to follow in case child laborers are

Explanation:	found at a farm. Even if child labor risk is low on Syngenta producing farms, the company needs to have a procedure in place, since child labor remains a systemic issue in the agriculture sector in this region. <u>Source:</u> Interviews with company staff; Document review
Company Action Plan:	A specific contingency plan about Child Labor in field activities will be developed with HR and the Compliance Team. Also, we will assess the situation of the farms, where the workforce is not directly hired by Syngenta, and include it in our contingency plan.
Deadline Date:	December 2017

Health, Safety and Environment

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	HSE.1.	Noncompliance	
Document maintenance, Permits and Certificates	HSE.2	In compliance	
	HSE.3.1	In compliance	
	HSE.3.2	In compliance	
	HSE.4	In compliance	
Evacuation Requirements and Procedure	HSE.5.1	In compliance	
	HSE.5.2	Noncompliance	
Safety Equipment and First Aid	HSE.6.1	Noncompliance	
	HSE.6.2	Noncompliance	
	HSE.16.3	In compliance	
Personal Protective Equipment	HSE.7	In compliance	
	HSE.8	In compliance	
Chemical Management	HSE.9.1	In compliance	
	HSE.9.2	Noncompliance	
	HSE.9.2.1	In compliance	
	HSE.10	In compliance	
	HSE.11.1	In compliance	
Protection Reproductive Health	HSE.11.2	In compliance	
	HSE.12.1	In compliance	
Infrastructure	HSE.12.2	In compliance	
	HSE.13	Noncompliance	
	HSE.17.1	In compliance	
	HSE.17.2	In compliance	
	HSE.18	Noncompliance	
	HSE.19	In compliance	
	HSE.20	In compliance	
	HSE.21	In compliance	
HSE.22	Noncompliance		

Machinery Safety	HSE.14.1	In compliance	
	HSE.14.2	In compliance	
	HSE.14.3	In compliance	
	HSE.14.4	In compliance	
Ergonomics and Medical Facilities	HSE.15.1(PR)	Not Initiated	
	HSE.15.2	Risk of Noncompliance	
	HSE.16.1	In compliance	
	HSE.16.2	In compliance	

HSE Assessment Summary

Evacuation Requirements and Procedure		
Benchmarks: <i>HSE.1: Employers shall comply with all national laws, regulations and procedures concerning health, safety, and the environment.</i> <i>HSE.5.2: Where appropriate, workers shall be trained in evacuation procedures at least once per year.</i>		Noncompliance
Findings/Noncompliance Explanation:	<p>The evacuation drill has not been performed at the farm at the beginning of the production cycle, as required by local law. Syngenta scheduled to conduct it in this farm, when the highest quantity of workers was present at the camp at the end of January. However, an evacuation drill should be performed at the beginning of production cycle, with the workers living in the camp.</p> <p><u>Source:</u> Interviews with workers and company representatives on the field; Records review</p>	
Company Action Plan:	Evacuation drills will be performed at the farm at the beginning of the production cycle.	
Deadline Date:	December 2017	
Safety Equipment and First Aid		
Benchmarks: <i>HSE.6.1: All safety and medical equipment (e.g. first aid kits) shall be available, maintained and stocked as prescribed, and easily accessible to workers.</i> <i>HSE.6.2: A sufficient number of workers shall be trained in first aid and fire safety.</i>		Noncompliance
Findings/Noncompliance Explanation:	<ol style="list-style-type: none"> The kitchen is equipped with an ABC type fire extinguisher. However, it is not the most adequate one for the fire risk in this work area. Syngenta should have a fire extinguisher type K in the kitchen. Farm workers do not carry a first aid kit when they go to work in the field. A first aid kit is kept at the camp, which is around 11 minutes driving distance. Despite the fact that HSE Technicians are monitoring the field and providing assistance when needed, it is important that the first aid kit is kept immediately available at the field. At the time of the visit to the farm, first aid and fire safety trainings had not been conducted with workers. <p><u>Source:</u> Interviews with workers, physical inspection and records review</p>	
Company Action Plan:	<ol style="list-style-type: none"> Syngenta will analyze with a Specialist if it is necessary to install this kind of extinguisher type K in the kitchen. We are going to reinforce with rural worker leaders the obligation of always carrying the first aid kit when they go to work in the field. 	

	<ol style="list-style-type: none"> 3. Review and implement the training matrix priorities during the campaign. 4. Perform a HSE & FLP training the first day rural workers arrive at each growing area. The training will cover first aid and fire safety.
Deadline Date:	<ol style="list-style-type: none"> 1. September 2017 2. December 2017 3. September 2017 4. December 2017
Chemical Management	
<p>Benchmarks: <i>HSE.9.2: All chemicals and hazardous substances shall be properly labeled and stored in secure and ventilated areas and disposed of in a safe and legal manner, in accordance with applicable laws. Where relevant, Material Safety Data Sheets (MSDS) must be available as well.</i></p>	
Noncompliance	
Findings/Noncompliance Explanation:	<p>There is a 3000 Lt fuel mobile deposit close to the camp area, but it is lacking a secondary container, which represents an unsafe storing practice, against the law and the FLA benchmarks.</p> <p><u>Source:</u> Visual inspection</p>
Company Action Plan:	Syngenta will develop, with Machinery Responsible, a secondary container for fuel mobile deposit.
Deadline Date:	October 2017
Infrastructure	
<p>Benchmarks: <i>HSE.13: For indoor workplaces, all necessary ventilation, plumbing, electrical, noise and lighting services shall be installed and maintained to conform to applicable laws and to prevent or minimize hazardous conditions to workers in the facility.</i> <i>HSE.18: When food is provided to the workers, it shall be adequate, nutritious, prepared, stored, and served in a safe and sanitary manner.</i> <i>HSE.22: Employers shall make sure that workers are transported in safe vehicles that meet safety standards such as seat capacity, safety belts, lights and brakes.</i></p>	
Noncompliance	
Findings/Noncompliance Explanation:	<ol style="list-style-type: none"> 1. During the visit to the camp, an unhygienic practice was observed: The cook was washing a 60-liter casserole pan in the washbasins next to restrooms, due to a limitation of space in the kitchen infrastructure. This issue shows the need for assigning a specific area for washing dishes and retraining cooks on best practices. 2. Syngenta has not conducted the legally required annual lighting assessment (Resolution SRT 84/2012) in the kitchen, which is the only indoor work area in the camp. 3. The service provider in charge of transporting workers to the fields had not ensured that seat belts are readily available to be used by workers. During the bus inspection, all seat belts were stuck below the seat, which indicated the seat belts were not ready to be used. Also, two seats out of 24 were missing seat belts. <p><u>Source:</u> Visual inspection; Interviews with workers and company representatives</p>
Company Action Plan:	<ol style="list-style-type: none"> 1. Review and ensure adequate kitchen infrastructure to assign a specific area for washing dishes and kitchen goods. 2. We are going to conduct a lighting assessment in the kitchen of camps. 3. We will reinforce with the service provider in charge of transporting workers to the fields to be in compliance with Health and Safety requirements. 4. Reinforce with rural workers that seat belts must be used.

Deadline Date:	<ol style="list-style-type: none"> 1. November 2017 2. December 2017 3. December 2017 4. December 2017
Ergonomics	
<i>Benchmarks:</i> HSE.15.2: Employers shall train workers in proper lifting techniques, and items such as lifting belts shall be provided.	
Risk of Noncompliance	
Findings/Noncompliance Explanation:	<p>Workers have not been trained on proper lifting techniques, and Syngenta has not assessed whether any worker needs to use a lifting belt.</p> <p><u>Source:</u> Interviews with workers and company staff</p>
Company Action Plan:	Ergonomic risk assessment for the different types of fieldwork to be performed.
Deadline Date:	December 2017

Hours of Work

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	HOW.1.1	Noncompliance	
	HOW.1.2	In compliance	
	HOW.1.3	In compliance	
	HOW.1.4	In compliance	
	HOW.17.1	In compliance	
	HOW.17.2	In compliance	
Rest Day	HOW.2	Noncompliance	
Meal and Rest Breaks	HOW.3	In compliance	
Protected Workers	HOW.4.1	In compliance	
	HOW.4.2	In compliance	
	HOW.4.3	In compliance	
Overtime	HOW.5.1	In compliance	
	HOW.5.2	In compliance	
	HOW.6.1	In compliance	
	HOW.6.2	In compliance	
	HOW.6.3	In compliance	
	HOW.7	In compliance	
Public Holidays and Leave	HOW.8.1	In compliance	
	HOW.8.2	In compliance	
	HOW.8.3	In compliance	
	HOW.9	In compliance	
	HOW.10.1	In compliance	
	HOW.10.2 (PR)	In compliance	

	HOW.11	In compliance	
	HOW.12.1	In compliance	
	HOW.12.2	In compliance	
	HOW.13	In compliance	
	HOW.14	In compliance	
	HOW.15	In compliance	
	HOW.16	In compliance	

Hours of Work Assessment Summary

General Compliance / Rest Day	
<p>Benchmarks:</p> <p>HOW.1.1: Employers shall comply with all national laws, regulations and procedures concerning hours of work, public holidays and leave.</p> <p>HOW.2: Pursuant to any permanent or temporary contract, workers shall be entitled to at least 24 consecutive hours of rest in every seven-day period. If workers must work on a rest day, alternative consecutive 24 hours must be provided within that same seven-day period or immediately following. For short-term seasonal work during peak activities (2-3 weeks), workers have the option to work more than seven days without a day off if they voluntarily agree with it, unless local law prohibits it.</p> <p>When the peak activity period exceeds 3 weeks, and the employer has control over the workers' schedule, the rest day provision must apply.</p>	Noncompliance
<p>Findings/Noncompliance Explanation:</p>	<p>1. There are two hired cooks at the farm who work seven days in a week consecutively, without any rest day. Even when such schedule has been voluntarily agreed, they have been working without any rest since the beginning of the production cycle in early-mid December.</p> <p>2. A group of 18 workers has worked during the first week of January more than 8 consecutive days, without receiving a day off, which is not allowed by law.</p> <p><u>Source:</u> Interviews with workers and company staff; Records review</p>
<p>Company Action Plan:</p>	<p>Review and assurance with HR and Line Managers the actual HoW and its implications for compliance with local legislation. There is a procedure developed to regulate HoW and rest days for cooks. Workers will be trained on this requirement and a tracking system will be implemented.</p>
<p>Deadline Date:</p>	<p>October 2017</p>

Compensation

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	C.1.1	In compliance	
	C.1.2	In compliance	
	C.1.3	In compliance	
	C.1.4	In compliance	
Minimum Wage/Fair Compensation	C.2.1	In compliance	
	C.2.2	In compliance	
	C.2.3	In compliance	

	C.2.4 (PR)	Not to be answered by monitors. The FLA is working on analysis the situation based on real wage data collected during IEMs.
	C.2.5 (PR)	Not Initiated
	C.2.6 (PR)	Not Initiated
	C.3	In compliance
	C.5	In compliance
Farmer/Producer Income	C.4	In compliance
Wage Payment and Calculation	C.6	In compliance
	C.7.1	In compliance
	C.7.2	In compliance
	C.7.3	In compliance
	C.7.4	In compliance
	C.7.5	In compliance
	C.8.1	In compliance
	C.8.2	In compliance
	C.8.3	In compliance
	C.8.4	In compliance
	C.9	In compliance
	C.10.1	In compliance
	C.10.1.1	In compliance
C.10.2	In compliance	
C.10.3	In compliance	
Workers Awareness	C.11.1.1	Noncompliance
	C.11.1.2	In compliance
	C.11.1.3	In compliance
	C.11.1.4	In compliance
	C.11.1.5	In compliance
	C.13	In compliance
Fringe Benefits	C.12.1	In compliance
	C.12.2	In compliance
	C.12.3	In compliance
	C.12.4	In compliance
	C.12.5	In compliance

Compensation Assessment Summary

Workers Awareness		
Benchmarks: C.11.1.1: Employers shall make every reasonable effort to ensure workers understand their compensation, including: the calculation of wages		Noncompliance
Findings/Noncompliance Explanation:	Despite the fact that Syngenta provides communication and training on compensation, workers are not clear about the compensation package, including the wage structure and salary deductions. <u>Source:</u> Interviews with workers and company representatives	
Company Action Plan:	Perform Training in Santiago del Estero and create a banner to put in all field camps to explain compensation package, including the wage structure and salary deductions. The training will include a review to make sure workers understand it.	

Deadline Date:	December 2017
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Overview - Farms vs. Non-compliances

Total number of Farms: 1

	Employment Relationship	Non-discrimination	Harassment or Abuse	Forced Labor	Child Labor	Freedom of Association and Collective Bargaining	Health, Safety and Environment	Hours of Work	Compensation	Total
# of non-compliances or risk of non-compliances	3	3	0	0	1	0	9	2	1	19
	3	3	0	0	1	0	9	2	1	19