



[2018]

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING AGRICULTURAL REPORT

Company: Syngenta

Country: Turkey

Crop: Corn

Production Process: Detasseling

Assessment Location: Bergama, Izmir

Monitors: Asya Control Certifications & Consultancy

Assessment Dates: 3 – 6 July 2018

Number of assessed farms: 12

Total area covered: 15 ha

Number of farmers interviewed: 12

Total number of workers: 162

Number of workers interviewed: 160

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	In compliance	
	ER.1.3 (PR)	In compliance	
	ER.2.1	Noncompliance	All Farms
	ER.2.1.1	In compliance	
Recruitment and Hiring	ER.3.1	Risk of Noncompliance	All Farms
	ER.3.1.1	In compliance	
	ER.3.1.2	In compliance	
	ER.4	In compliance	
	ER.5.1	In compliance	
	ER.5.2	Noncompliance	All Farms
	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	Risk of Noncompliance	All Farms
Terms and Conditions	ER.9.1	In compliance	
	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	Risk of Noncompliance	All Farms
	ER.12.1.1	In compliance	
	ER.12.2	In compliance	
	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 compliance	
	ER.19	In compliance	
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 Progress	All Farms
	ER.20.6	In compliance	
	ER.20.7	In compliance	
	ER.20.8	In compliance	
	ER.20.9	In compliance	
	ER.20.10 (PR)	In Progress	All Farms
	ER.20.11	Noncompliance	All Farms
Training	ER.21	Risk of Noncompliance	All Farms
	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

Documentation and Inspection		
<p>Benchmarks: ER.2.1: Employers shall maintain on file all documentation needed to demonstrate compliance with the FLA Workplace Code and required laws, at the farm itself or externally with the sourcing company, intermediary, cooperative or an accountant or administrator.</p>		Noncompliance in all farms
<p>Findings/Noncompliance Explanation:</p>	<p>Workers involved in corn detasseling are recruited by a recruitment agency (subcontractor of Syngenta) who recruits workers through local labor contractors.</p> <p>Monitors understood during interviews that only one labor contractor out of the five labor contractors interviewed was holding an official Iskur license. As a result, 80 % of the labor contractors the subcontractor is working with had no license that authorizes them to act as labor contractors.</p> <p><u>Source:</u> Interviews and documentation review</p>	
<p>Company Action Plan:</p>	<p>Currently, Syngenta and Yaklaşım Tarım procedures have bonus system for local labor contractors who has got Iskur certificate. The aim of the system is to encourage the labor contracts to get certificate. This system will continue.</p>	

Deadline Date:	Ongoing
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Recruitment and Hiring / Proof of Age Documentation

<p>Benchmarks:</p> <p>ER.3.1: Employers shall verify proof of age documentation for all young workers in the farm at the time of their employment and work towards collecting and maintaining all documentation necessary to confirm and verify date of birth of all workers, including long term and casual workers.</p> <p>ER.8.3: make excessive use of fixed-term contracts or schemes where there is no real intent to impart skills or provide regular employment.</p> <p>ER.5.2: Fees associated with the employment of workers shall be the sole responsibility of employers. No worker hired via an employment agency or a labor contractor shall pay a fee or get a reduction by applying a fee over his salary.</p>	<p>Risk of Noncompliance in all farms</p>
	<p>Noncompliance in all farms</p>

<p>Findings/Noncompliance Explanation:</p>	<p>A few issues were highlighted by the monitors:</p> <ol style="list-style-type: none"> 1. When farmers hire their own workers, they do not apply any procedure regarding proof of age documentation, despite the fact that Syngenta and the subcontractor (recruitment agency) implement a reliable age verification process for workers they employ. There is still a need for increasing awareness of farmers to implement the same age verification system. 2. The subcontractor manages the employment of seasonal workers based on seasonal agricultural work that lasts, in principle, less than 30 days. However, the monitors understood from interviews that the workers who continue the drying and logistics work after the harvest, work a period longer than 30 days. This covers risk of compliance regarding continuous work contracted under short term contracts. 3. Workers recruited by the subcontractor to handle peak activity tasks for Syngenta do not pay any recruitment fee. However, when the same workers are recruited by farmers to handle other tasks, the labor contractors deduct their commission from workers' wages, and workers end up getting less than the legal minimum wage. Recruitment fees shall be the sole responsibility of the employer. <p><u>Source:</u> Interviews and documentation review</p>
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<p>Company Action Plan:</p>	<ol style="list-style-type: none"> 1. The FLA codes and applies are available at the attachment of contracts which is signed with farmers. This system will be continued. 2. Related legal states will be re-assessed before new campaign in 2019. 3. The FLA codes and applies are available at the attachment of contracts which is signed with farmers. This system will be continued.
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<p>Deadline Date:</p>	<ol style="list-style-type: none"> 1. Ongoing 2. 31.03.2019 3. Ongoing
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Communication

<p>Benchmarks:</p> <p>ER.12.1: Employers shall regularly inform workers about workplace rules, health and safety information, and laws regarding workers' rights with respect to freedom of association, compensation, working hours, and any other legally required information, and the FLA Code through appropriate means, including posted in local language(s) throughout the workplace's common areas or in the surrounding community. In the case of workplaces with informal labor structures, these communication and awareness raising activities could be done with support from supply chain intermediaries such as cooperatives, organizers, tier one suppliers or the participating company.</p>	<p>Risk of Noncompliance in all farms</p>
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<p>Findings/Noncompliance Explanation:</p>	<p>Syngenta and the subcontractor communicate terms of work conditions to workers they employ but not to the workers hired by farmers directly. Although farmers (or labor contractors) make verbal agreements with workers, there is no structural</p>
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	<p>system in place to ensure all workers employed by farmers receive proper communication on workplace rules and conditions of employment.</p> <p><u>Source:</u> Interview</p>
Company Action Plan:	The FLA codes and applies are available at the attachment of contracts which is signed with farmers. This system will be continued.
Deadline Date:	Ongoing
Work Rules and Discipline	
<p>Benchmarks: <i>ER.20.11: The disciplinary system shall include a third-party witness during imposition, and an appeal process. In case of smallholder settings, existing appeal mechanism at community level is acceptable.</i></p>	
Noncompliance in all farms	
Findings/Noncompliance Explanation:	<p>Syngenta's disciplinary system does not include an appeal process when the company, the subcontractor or farmers take any disciplinary measures towards the workers.</p> <p><u>Source:</u> Documentation review and interviews</p>
Company Action Plan:	Discipline procedure will be written and this procedure will be attached to contracts which is signed with farmer.
Deadline Date:	31.03.2019
Access to Training / Family Members	
<p>Benchmarks: <i>ER.21: Family members (spouses and adult children) involved directly or indirectly in agriculture production shall have access to all training and awareness raising activities conducted for the workers and growers on the farms.</i></p>	
Risk of Noncompliance in all farms	
Findings/Noncompliance Explanation:	<p>Syngenta gives training to farmers during the contracting period and invites family members of farmers to attend these trainings as well. However in practice no family member participates in the trainings while they are involved in farming activities. The main reason for this might be the location of the training at the village coffee house, where family members are not comfortable going. Syngenta might think of alternative training places.</p> <p><u>Source:</u> Documentation review and interviews</p>
Company Action Plan:	Syngenta will ask village schools for using training location.
Deadline Date:	30.04.2019

Nondiscrimination

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	ND. 1	In compliance	
Recruitment and Employment Practices	ND.2.1	Risk of Noncompliance	All Farms
	ND.2.2	Risk of Noncompliance	All Farms
	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

Recruitment and Employment Practices	
<p>Benchmarks:</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 in all farms</p>
<p>Findings/Noncompliance Explanation:</p>	<p>Syngenta and the subcontractor (recruitment agency) base their recruitment decisions on proper non-discriminative practices. However, they decided not to employ Syrian refugees without a valid working permit and who do not understand the Turkish communication material, while the Turkish legislation exempts refugees under temporary protection from needing a work permit for conducting seasonal agricultural migrant work.</p> <p><u>Source:</u> Interviews</p>
<p>Company Action Plan:</p>	<p>At the beginning of field activities, the meeting will be done with Yaklaşım Tarım for demand of refugees. All documents will be translated into their language if there is a demand of refugees in the area.</p>
<p>Deadline Date:</p>	<p>30.06.2019</p>

Health, Safety and Environment

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	HSE.1.	In compliance	
Document Maintenance, Permits and Certificates	HSE.2	In compliance	
	HSE.3.1	In compliance	
	HSE.3.2	In compliance	
	HSE.4	Noncompliance	All Farms except 4 and 5
Evacuation Requirements and Procedure	HSE.5.1	In compliance	
	HSE.5.2	In compliance	
Safety Equipment and First Aid	HSE.6.1	In compliance	
	HSE.6.2	In compliance	
	HSE.16.3	Noncompliance	All Farms
Personal Protective Equipment	HSE.7	Noncompliance	Farm 7
	HSE.8	In compliance	
Chemical Management	HSE.9.1	In compliance	
	HSE.9.2	In compliance	
	HSE.9.2.1	In compliance	
	HSE.10	In compliance	
	HSE.11.1	In compliance	
	HSE.11.2	In compliance	
Protection Reproductive Health	HSE.12.1	Risk of Noncompliance	All Farms
	HSE.12.2	In compliance	
Infrastructure	HSE.13	In compliance	
	HSE.17.1	In compliance	
	HSE.17.2	In compliance	
	HSE.18	In compliance	
	HSE.19	In compliance	
	HSE.20	In compliance	
	HSE.21	In compliance	
Machinery Safety	HSE.22	In compliance	
	HSE.14.1	In compliance	
	HSE.14.2	In compliance	
	HSE.14.3	In compliance	
Ergonomics and Medical Facilities	HSE.14.4	In compliance	
	HSE.15.1 (PR)	In compliance	
	HSE.15.2	In compliance	
	HSE.16.1	In compliance	
	HSE.16.2	In compliance	

HSE Assessment Summary

Notable Feature

Syngenta has started an initiative this year for collecting contaminated waste from farms as a pilot project in Konya region. The project includes collecting contaminated waste such as empty chemical containers and transporting them to an accredited waste collection centre. The aim of the project is to decrease environmental pollution, increase awareness of protecting the environment, increase awareness of safe and effective application of pesticides and to create synergy between crop protection and seed operation units of the company.

Permits and Certificates

Benchmarks:

HSE.4: Employers shall at all times be in possession of all legally required and valid permits and certificates related to health, safety, and environmental issues, such as those related to the purchase and storage of chemicals, fire safety inspections, inspection of machinery, and (chemical) waste disposal, where relevant.

**Noncompliance
in 10 farms**

Findings/Noncompliance Explanation:	<p>The number of farmers possessing a legally required crop protection application certificate was limited, as just two farmers out of assessed 12 (16,67 %) had a valid certificate. Syngenta reported that the farmers face difficulties participating in the authorities' trainings, because these are mainly held during peak season periods. As a solution, Syngenta has started providing its own crop protection preparation and application training to their farmers, as a pilot project in Konya region in June 2018, and plans to apply this training to all their farmers in the future.</p> <p><u>Source:</u> Interviews and documentation review</p>
Company Action Plan:	The related meetings will be done with Agricultural Provincial Directorate for arrangement of chemical handling certificate training between farmers and Agricultural Provincial Directorate.
Deadline Date:	30.05.2019
Safety Equipment and First Aid	
<p>Benchmarks: <i>HSE.16.3: An appropriate stock of medical first aid supplies shall be maintained at all times with valid expiration dates.</i></p>	
Noncompliance in all farms	
Findings/Noncompliance Explanation:	<p>The monitors witnessed first aid kits on all buses, which were waiting alongside the production locations. However, they observed that all kits were very basic, with only a few plasters, bandages and scissors. There was just one 50 ml antiseptic solution in each kit and either the date of the bottle was expired, or it was found totally empty.</p> <p><u>Source:</u> Interview and observations</p>
Company Action Plan:	Contents of first aid kits will be reviewed and the kits will be followed during all season.
Deadline Date:	30.06.2019
Personal Protective Equipment	
<p>Benchmarks: <i>HSE.7: Workers shall be provided at no cost with all the appropriate and necessary personal protective equipment (e.g. gloves, eye protection, hat, boots, protective mask, hearing protection) to effectively prevent unsafe exposure (e.g. inhalation or contact with chemicals, noise, dust) to health and safety hazards, including chemical waste.</i></p>	
Noncompliance in one farm	
Findings/Noncompliance Explanation:	<p>Syngenta distributes hats, gloves, raincoats and safety glasses to all seasonal workers. The monitors witnessed that there was one group of 15 workers (11,28 % of all assessed workers) who did not receive their PPE yet due to a late delivery.</p> <p><u>Source:</u> Interviews and observations</p>
Company Action Plan:	Purchase order will be created earlier for all PPEs and the related meetings will be done with supplier.
Deadline Date:	30.05.2019
Protection Reproductive Health	
<p>Benchmarks: <i>HSE.12.1: Employers shall ensure that women are not engaged in work that constitutes a substantial risk to their reproductive health.</i></p>	
Risk of Noncompliance in all farms	
Findings/Noncompliance Explanation:	<p>Although monitors did not find any female worker working with hazardous material, the employer did not have policy and procedure applied to ensure female workers are not engaged in activities that could be harmful for their reproductive health.</p> <p><u>Source:</u> Interview and documentation review</p>

Company Action Plan:	There is no exposure of female workers to hazardous materials during their field activities. Related meetings will be arranged with community clinic.
Deadline Date:	30.06.2019

Hours of Work

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	HOW.1.1	Noncompliance	All Farms
	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	All Farms
Meal and Rest Breaks	HOW.3	In compliance	
Protected Workers	HOW.4.1	Noncompliance	All Farms
	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 / Protected Workers	
<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.4.1: The workplace shall comply with all applicable laws governing work hours regulating or limiting the nature, frequency and volume of work performed by pregnant or nursing women or young workers.</p>	<p>Noncompliance in all farms</p>

Findings/Noncompliance Explanation:	Monitors did not collect any evidence that adult workers were exposed to excessive hours, but work within usual legal working hours. However, the young workers work the same 7.5 to 8 hours per day as adult workers, which means they are working more than 40 hours a week - when work 6 or 7 days a week - which does not comply with the local legislation. Nine young workers were observed being involved in corn detasseling at the time of the assessment. <u>Source:</u> Interview and documentation review
Company Action Plan:	The contacts that are done with workers are daily basis.
Deadline Date:	
Rest Day	
<p>Benchmarks: 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, an alternative consecutive 24 hour 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. When the peak activity period exceeds 3 weeks, and the employer has control over the workers' schedule, the rest day provision must apply.</p>	
Findings/Noncompliance Explanation:	Syngenta employs workers for about 4 weeks during the peak activity period. Since Syngenta and the subcontractor (recruitment agency) have control over the workers' schedule during these 4 weeks, they should provide workers with a weekly paid rest day. Syngenta has started a pilot project in Konya region where a half-paid day is provided to workers working on sunflower flowering of and harvesting periods. There is no similar initiative implemented in other crops and regions. <u>Source:</u> Interview and documentation review
Company Action Plan:	Syngenta paid a weekly paid rest day in Bergama and Konya during all 2018 season.
Deadline Date:	

**Noncompliance
in all farms**

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.2.5 (PR)	In compliance	

	C.2.6 (PR)	In compliance	
	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	Noncompliance	All Farms
	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	In compliance	
	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

Notable Feature

Monitor evidenced that the labor contractor of one worker group was paying the workers TL 70 per day instead of the minimum of TL 67,65 per day as agreed with the subcontractor. This labor contractor was adding TL 2,35 from his commission of TL 7 to the worker's daily wages.

Wage Payment and Calculation

Benchmarks:

C.7.4: Employers shall provide workers a pay statement each pay period and not less frequently than once a month, which shall show:

- earned wages,
- wage calculations,
- total number of hours worked,
- regular and overtime pay,
- bonuses,
- all deductions, and
- final total wage.

The payment statement shall be signed and agreed by the worker. For farms with informal labor structures, and where the illiteracy rate is high, proof of payment may be in the form of alternative means (such as using a witness or affixing a thumb print).

**Noncompliance
in all farms**

Findings/Noncompliance Explanation:

The subcontractor (recruitment agency) signs a daily agreement with each worker which contains wage information, but workers do not receive a pay statement when receiving their payments. The subcontractor pays the labor contractor through the

	bank a total sum covering fortnight wages of all workers. The labor contractor then pays workers in cash without any pay statement or traceability system. The subcontractor informed monitors of planning this year preparing a pay statement to be signed by each worker at end of season. <u>Source:</u> Interview and documentation review
Company Action Plan:	Pay statements will be given to workers weekly basis.
Deadline Date:	2019 season

Overview - Farms vs. Non-compliances

Total number of Farms: 12

	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 farms with non-compliances or risk of non-compliances	100%	0%	100%	0%	100%	0%	100%	100%	100%	
Farm No. 1	7	2	0	0	0	0	3	3	1	16
Farm No. 2	7	2	0	0	0	0	3	3	1	16
Farm No. 3	7	2	0	0	0	0	3	3	1	16
Farm No. 4	7	2	0	0	0	0	2	3	1	15
Farm No. 5	7	2	0	0	0	0	2	3	1	15
Farm No. 6	7	2	0	0	0	0	3	3	1	16
Farm No. 7	7	2	0	0	0	0	4	3	1	17
Farm No. 8	7	2	0	0	0	0	3	3	1	16
Farm No. 9	7	2	0	0	0	0	3	3	1	16
Farm No. 10	7	2	0	0	0	0	3	3	1	16
Farm No. 11	7	2	0	0	0	0	3	3	1	16
Farm No. 12	7	2	0	0	0	0	3	3	1	16
TOTAL	84	24	0	0	0	0	35	36	12	191