



[2019]

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING AGRICULTURAL REPORT

Company: Syngenta

Country: India

Crop: Okra

Production Process: Cross Pollination

Assessment Location: Kheda District, Gujarat

Monitor: I.Mentor Developmentg services

Assessment Dates: 19-24 August 2019

Number of assessed farms: 15

Total area covered: 6.4 Acres

Number of farmers interviewed: 15

Total number of workers: 62

Number of workers interviewed: 23

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.2.1 (PR)	Not Initiated	farm 1, 4 and 10.
	ER.2.1.1 (PR)	In compliance	
Recruitment and Hiring	ER.3.1	Risk of noncompliance	Farm 1, 4 and 10
	ER.3.1.1	Risk of noncompliance	farm 1, 4 and 10
	ER.3.1.2	Risk of noncompliance	farm 1, 4 and 10
	ER.4	N/A	
	ER.5.1	N/A	
	ER.5.2	N/A	
	ER.5.3	N/A	
	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	Noncompliance	all farms
	ER.7.7	In compliance	
ER.7.8	In compliance		
Terms and Conditions	ER.9.1	In compliance	
	ER.9.2		
	ER.9.2.1	In compliance	
	ER.9.2.2	In compliance	
	ER.9.2.3	Risk of noncompliance	farm 1, 4 and 10
	ER.9.3		
	ER.9.3.1	In compliance	
	ER.9.3.2	In compliance	
	ER.9.3.3	In compliance	
	ER.10	N/A	
	ER.11	Risk of noncompliance	farm 1, 4 and 10
	ER.12.1	Noncompliance	farm 1, 4 and 10
	ER.12.1.1	Risk of noncompliance	farm 1, 4 and 10
	ER.12.2	N/A	
	ER.13.1	Risk of noncompliance	farm 1, 4 and 10
ER.13.2 (PR)	In compliance		
ER.13.3 (PR)	In compliance		
Administration	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.17.2 (PR)	In compliance	
	ER.17.3 (PR)	In compliance	
	ER.17.4 (PR)	In compliance	
Worker Involvement	ER.18.1	In compliance	
	ER.18.2 (PR)	In compliance	
Right to Organize and Bargain	ER.19	In compliance	
Work Rules and Discipline	ER.20.1	Risk of noncompliance	Farm 1, 4 and 10
	ER.20.2	Risk of noncompliance	Farm 1, 4 and 10
	ER.20.3 (PR)	In compliance	
	ER.20.4	Risk of noncompliance	Farm 1, 4 and 10
	ER.20.6	Risk of noncompliance	Farm 1, 4 and 10

	ER.20.7	Risk of noncompliance	Farm 1, 4 and 10
	ER.20.8	Risk of noncompliance	Farm 1, 4 and 10
	ER.20.9 (PR)	In compliance	
	ER.20.11	Risk of noncompliance	Farm 1, 4 and 10
Access to Training for Family Members	ER.21	Noncompliance	Farm 1, 4 and 10
HSE Management System	ER.24.1.	Noncompliance	Farm 1, 4 and 10
	ER.24.2 (PR)	Not Initiated	Farm 1, 4 and 10
	ER.24.3	In compliance	
	ER.24.4 (PR)		
	ER.24.4.1 (PR)	Not Initiated	Farm 1, 4 and 10
	ER.24.4.2 (PR)	Not Initiated	Farm 1, 4 and 10
	ER.24.4.3 (PR)	Not Initiated	Farm 1, 4 and 10
	ER.24.4.4 (PR)	Not Initiated	Farm 1, 4 and 10
	ER.24.4.5 (PR)	Not Initiated	Farm 1, 4 and 10
	ER.24.4.6 (PR)	Not Initiated	Farm 1, 4 and 10
Grievance Procedures	ER.24.5 (PR)	Not Initiated	Farm 1, 4 and 10
	ER.25.1 (PR)	In compliance	
	ER.25.2 (PR)	In compliance	
	ER.25.3	In compliance	
	ER.25.4	In compliance	

Employment Relationship Assessment Summary

Notable Feature

Syngenta has a very good relationship with farmers who are allocated seed production plots for a number of years in the area. It fetches them additional lumpsum income, which they can use for their planned needs. They look forward every year to work on seed production plots with Syngenta in comparison to other companies.

Additionally, there is good local practice in the visited village where poor families are proactively engaged in seed production so that they have an equal opportunity to earn. Highly skilled workers can get plots on lease. This practice has been initiated by Syngenta.

Proof of Age Documentation

Benchmarks:

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.

ER.3.1.1: Employers shall take reasonable measures to ensure such documentation is complete and accurate.

ER.3.1.2: In those cases where proof of age documentation is not readily available or unreliable, employers shall take all necessary precautions which can reasonably be expected of them to ensure that all workers are at least the minimum legal working age, including requesting and maintaining medical or religious records of workers, or through other means considered reliable in the local context.

ER.7.6: contract, temporary, casual, daily, seasonal or migrant workers receive at least the minimum wage or the prevailing industry wage whichever is higher, and all legally mandated benefits such as social security, other forms of insurance, annual leave and holiday pay;

Risk of Noncompliance in three farms

Noncompliance in all farms

Findings/Noncompliance Explanation:

Three of the assessed farms (farms 1, 4 and 10) are managed by sharecropper* grower who are not aware of the requirements to verify and maintain age proof of the workers engaged at the farm. During the IEM visit, no young worker was engaged by such share croppers but there is risk of non-compliance in the absence of any awareness and checking mechanism.

Issue related to contracts and non-payment of minimum wages is described under

	<p>the Compensation section. (See Benchmark below C.1.1)</p> <p><u>Source:</u> Worker and farmer interviews; document review</p> <p>* Sharecropper is a tenant farmer. Sharecropping is done when a landowner allows a tenant/grower to use the land in return for a share of the crops produced on the land. Sharecropping has a long history and there are a wide range of different situations and types of agreements that have used a form of the system.</p>
Company Action Plan	
Activity	<p>Syngenta field production team will conduct farmer’s awareness session including sharecroppers before start of the major activity of flowering or pollination. All the farms shall be reached in every season and during crop cycle. The age verification records of all the young or doubtful workers shall be collected and maintained at farm.</p> <p>In addition to this, workers shall be reached out through farm level workers awareness sessions and encouraged to share the copy of their age proof documents. This will be done especially before start of the high labour-intensive activities.</p> <p>Syngenta field production team shall monitor all the farms during their routine field visits.</p>
Output indicators (targeted results)	<p>Raised awareness among all the growers and sharecroppers on Code of Conduct.</p> <p>At least all the workers involved in pollination activity are sensitised on Code of Conduct</p> <p>Maintained age proofs of all the young workers at farms.</p>
Timeline and Deadline Date	May to October 2020
Input (budget/resources)	No specific budget required for this.
Responsible staff (title/department)	<p>Seed Organisers & his field officers</p> <p>Syngenta location production manager and field supervisors</p>

Terms and Conditions	
<p>Benchmarks:</p> <p>ER.9.2: Employment terms shall be those to which the worker has voluntarily agreed, provided those terms do not fall below:</p> <p>ER.9.2.3: the FLA Workplace Code.</p> <p>ER.11: Employers shall ensure that all legally mandated requirements for the protection or management of special categories of workers, including migrant, juvenile, contract/contingent/temporary, casual, daily, home workers, pregnant or disabled workers, are implemented.</p> <p>ER.12.1.1: Employers shall inform workers that any form of harassment or abuse in the workplace shall be subject to disciplinary measures.</p> <p>ER.13.1: Farmer, sharecropper or any kind of supervisor who is leading workers shall have knowledge of the local labor laws and the FLA Code.</p>	Risk of Noncompliance in three farms
<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>	Noncompliance in three farms
Findings/Noncompliance	There is a local practice of engaging sharecroppers on yearly basis, which was observed on three of the assessed farms. These sharecroppers do all the labour

Explanation:	<p>work at farm and get 50% of the total produce, while all the inputs cost is born by the farmer who owns the land and gets 50% of the share.</p> <p>The sharecroppers details are not recorded and monitored by the company. Syngenta has not included sharecroppers in regular meetings, communications and trainings regarding work place rules, health and safety information and laws regarding worker’s rights and thus putting those farms at risk of not respecting the Company Code, especially when the sharecroppers are hiring additional daily workers.</p> <p><u>Source:</u> Observation; farmer and worker interviews; document review</p>
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Company Action Plan

Activity	<p>In fact, growers occupy the land on lease yearly basis and Syngenta records actual grower name in the farm list. So the grower must attend the pre-season meeting and not the land owner. In this case out of three, two sharecropper grower have attended the meeting and one have missed to attend. Still the field production team met him in his farms individually and raised awareness on CoC in face to face meeting.</p> <p>Syngenta will always ensure all the growers should receive the awareness on CoC through pre-season or mid-season meeting, face to face meeting in the farms, and use the communication tools such as poster, information booklets, pamphlets etc. during crop cycle.</p>
Output indicators (targeted results)	<p>All the growers including sharecroppers as above mentioned scenarios must attend the CoC awareness meeting at least once in a crop cycle.</p> <p>Field Production team will maintain the training or meeting records and it can be verified</p>
Timeline and Deadline Date	May 2020 to Sept 2020
Input (budget/resources)	No specific categories defined on budget requirements as this is part of FLA program plan
Responsible staff (title/department)	Syngenta Field Production Team & Grower Leader

Work Rules and Discipline

<p>Benchmarks:</p> <p><i>ER.20.1: Employers shall have disciplinary rules and practices that embody a system of progressive discipline (e.g. a system of maintaining discipline through the application of escalating disciplinary action moving from verbal warnings to written warnings to suspension and finally to termination).</i></p> <p><i>ER.20.2: Any person supervising workers shall be aware of the disciplinary rules and practices.</i></p> <p><i>ER.20.4: The disciplinary system shall be applied in a fair and non-discriminatory manner and include a management review of the actions by someone senior to the manager who imposed the disciplinary action.</i></p> <p><i>ER.20.6: Disciplinary rules and practices shall be clearly communicated to all workers.</i></p> <p><i>ER.20.7: Workers must be informed when a disciplinary procedure has been initiated against them.</i></p> <p><i>ER.20.8: Workers have the right to participate and be heard in any disciplinary procedure against them.</i></p> <p><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>	<p>Risk of Noncompliance in three farms</p>
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Findings/Noncompliance Explanation:	There is risk of noncompliance regarding the disciplinary process on farms managed by sharecroppers as they are not trained on progressive disciplinary rules
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	and policy and COC requirements, and sometimes hired additional workers to help with the farm production. <u>Source:</u> Interview with share croppers & staff and observation
Company Action Plan	
Activity	As per Syngenta’s protocol, all the growers (including sharecroppers) who involved in day to day activities of farms must attend the pre-season meeting. Syngenta’s field production team conducts grower awareness cum meeting before sowing or transplanting of the crop. Sometime few growers may miss to attend the meetings; however, all the growers will be met by the field production team during their routine field visit and communicate all the CoC requirements and policies to the growers and their families. There will always be a requirement to hire additional workers other than family members. The field production team will raise awareness among hired farm workers during their routine field visit, these are informal awareness sessions. Various communication tools will be also utilised to sensitise them on their rights and other CoC requirements.
Output indicators (targeted results)	Raised awareness among the workers on CoC and their rights and reach all the workers by 2022
Timeline and Deadline Date	May 2020 to October 2022
Input (budget/resources)	No specific categories defined on budget requirements as this is part of FLA program plan
Responsible staff (title/department)	Growers Leader and Growers

Access to Training for Family Members	
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>	Noncompliance in three farms
Findings/Noncompliance Explanation:	Syngenta organises meetings and trainings for the farmers (who are in the Syngenta records) and most of the time they either take part themselves or send their family members if they are not available. However the sharecroppers are not recorded on the Company list and they do not get information about such meetings. During the IEM visit, 3 sharecroppers were identified and interviewed. They have never participated in meetings, neither have their family members involved in the farm production <u>Source:</u> Worker, farmer, share cropper interviews; document review
Company Action Plan	
Activity	As per Syngenta’s protocol, all the growers (including sharecroppers) who involved in day to day activities of farms must attend the pre-season meeting. Syngenta’s field production team conducts grower awareness cum meeting before sowing or

	<p>transplanting of the crop. Sometime few growers may miss to attend the meetings, however all the growers will be met by the field production team during their routine field visit and communicate all the CoC requirements and policies to the growers and their families.</p> <p>Syngenta will always ensure all the growers has to be received the awareness on CoC through pre-season or mid-season meeting with the growers, face to face meeting in the farms, and use the communication tools such as poster, information booklets, pamphlets etc. during crop cycle.</p>
Output indicators (targeted results)	<p>All the growers including sharecroppers must be attended the CoC awareness meeting at least once in a crop cycle.</p> <p>Field Production team will maintain the training or meeting records and it can be verified</p>
Timeline and Deadline Date	May 2020 to Sept 2020
Input (budget/resources)	No specific categories defined on budget requirements as this is part of FLA program plan
Responsible staff (title/department)	Syngenta Field Production Team & Grower Leader

HSE Management System	
Benchmarks: <i>ER.24.1: Health, safety and environmental rules shall be communicated to all workers in the local language or language spoken by workers if different from the local language.</i>	Noncompliance in three farms
Findings/Noncompliance Explanation:	<p>Syngenta has developed farmer and worker friendly HSE handouts/kits to communicate important HSE policies, but it has not covered sharecroppers in the supply chain.</p> <p><u>Source:</u> Observation, Interviews and record review</p>
Company Action Plan	
Activity	<p>As mentioned above CAP, all the growers must attend the pre-season or mid-season meetings at village level. Share-croppers are the actual growers and their names are included in the farm list and not the land owner. Still the field production team will always meet all the growers including sharecroppers in their farms and raise awareness on CoC during face to face meeting.</p> <p>During this grower meetings, field production team will communicate the HSE requirements and protocols to be followed in farms. In addition to this, FP team during their field visit also inform the growers and workers instantly based on identified HSE issues and its corrective actions.</p> <p>Syngenta always uses various communication tools such as poster, information booklets, pamphlets etc. during crop cycle.</p>
Output indicators (targeted results)	<p>All the growers including sharecroppers must be attended the CoC awareness meeting at least once in a crop cycle.</p> <p>Field Production team will maintain the training or meeting records and it can be</p>

	verified
Timeline and Deadline Date	May 2020 to Sept 2020
Input (budget/resources)	No specific categories defined on budget requirements as this is part of FLA program plan
Responsible staff (title/department)	Syngenta Field Production Team & Grower Leader

Child Labor

Compliance Status

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	
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 (PR)	In compliance	
	CL.8.2 (PR)	In compliance	
Children on Premises	CL.9	Risk of Noncompliance	Farms 1, 4, 10
Removal and Rehabilitation of Child Laborers	CL.10.1	In compliance	
	CL.10.2 (PR)	In compliance	

Child Labor Assessment Summary

Notable Feature

Syngenta has created awareness about child labor in the community using folk media and through meetings with school authorities. It has also displayed wall paintings at prominent locations and has designed board games which provide awareness about child labour and other health and safety issues. Those actions have led to positive results in the communities.

Children on Premises	
Benchmarks	Risk of Noncompliance in three farms
<i>CL.9: The employer shall ensure that children (including those residing on the farm and those of migrant workers) are not exposed to dangerous agriculture production activities, including exposure to chemicals/pesticides.</i>	
Findings/Noncompliance Explanation:	Although there was no direct exposure of children to dangerous agriculture related production activities at the visited farms, there is a risk of noncompliance for the share croppers as they have not received trainings or communication material and they do live on farm along with their kids and family members. <u>Source:</u> Observation; interview with sharecroppers and company staff

Company Action Plan

Activity	<p>As per Syngenta's protocol, all the growers (including sharecroppers) who is responsible for day to day activities in farms must attend the pre-season meeting. Syngenta's field production team conducts grower awareness cum meeting before sowing or transplanting of the crop. Sometime few growers may miss to attend the meetings, however all the growers will be met by the field production team during their routine field visit and communicate all the CoC requirements and policies to the growers and their families.</p> <p>Syngenta will always ensure all the growers has to be received the awareness and use the communication tools such as poster, information booklets, pamphlets etc. during crop cycle.</p>
Output indicators (targeted results)	<p>All the growers attended the awareness meetings and aware about child labour CoC</p> <p>All the farms received the communication tools</p> <p>Preseason or mid-season awareness sessions conducted in every crop cycle</p>
Timeline and Deadline Date	May 2020 to Sept 2020
Input (budget/resources)	No specific categories defined on budget requirements as this is part of FLA program plan
Responsible staff (title/department)	Syngenta Field Production Team & Grower Leader

Health, Safety and Environment

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	HSE.1.	In compliance	
Document Maintenance, Permits and Certificates	HSE.2 (PR)	Not Initiated	farm 1,4 and 10
	HSE.3.1	In compliance	
	HSE.4 (PR)	In compliance	
Evacuation Requirements and Procedure	HSE.5.1 (PR)	In compliance	
	HSE.5.2	In compliance	
Safety Equipment and First Aid	HSE.6.1 (PR)	Not Initiated	1 Farms 1,4 and 10
	HSE.6.2 (PR)	In compliance	
	HSE.16.3 (PR)	In compliance	
Personal Protective Equipment	HSE.7 (PR)	Not Initiated	Farms 1,4 and 10
	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	In compliance	
	HSE.12.2 (PR)	In compliance	

Infrastructure	HSE.13 (PR)	In compliance	
	HSE.17.1	In compliance	
	HSE.17.2 (PR)	In compliance	
	HSE.19 (PR)	In compliance	
	HSE.21 (PR)	In compliance	
	HSE.22 (PR)	In compliance	
Machinery Safety	HSE.14.1	In compliance	
	HSE.14.2	In compliance	
	HSE.14.3	Noncompliance	Farms 1, 4, and 10
	HSE.14.4	In compliance	
Ergonomics and Medical Facilities	HSE.15.2 (PR)	In compliance	
	HSE.16.2	In compliance	

HSE Assessment Summary

Notable Feature

Syngenta has created and distributed effective HSE communication material in local language. The material is visual and easy to understand and covers all the HSE risks in the milieu of a farm. Some of its element like colouring book creatively engages children in being aware of risk.

Machinery Safety

Benchmarks:

HSE.14.3: Employers shall ensure safety instructions are either displayed or posted near all machinery or are readily accessible to the workers in language(s) spoken by workers. Where workers are illiterate, the instructions should be depicted by pictograms.

Noncompliance in three farms

Findings/Noncompliance Explanation:

Machine Safety instructions were not distributed to sharecroppers.
Source: Observation, Interview with farmers and company staff

Company Action Plan

Activity

Syngenta launched 'HSE for Me' – Field Safety campaigns and under this initiative started providing safety instructions and training to all the growers. Syngenta FLP designed field safety instructions which also includes machinery safety instructions. This will be distributed to the growers and share-croppers from upcoming season.

Field production team will conduct the farm or cluster of farms level sessions with the growers, and explain them on field safety measures which includes all the topics including machinery safety also.

Various communication tools such as farm hand manual, posters, etc. were developed and distribution has started to the growers during meeting. During field visit by the Syngenta field production team, they monitor and verify the farms regularly, if they find any deviations, they instantly provide instructions to the growers and ensure to rectify the same.

In upcoming season, further field assessments shall be done in all the farms and continue the awareness session to the growers and sharecroppers.

Output indicators (targeted results)

The growers received the safety instruction and started following the same in the field.

Timeline and Deadline Date	May to September 2020
Input (budget/resources)	No specific categories defined on budget requirements as this is part of FLA program plan
Responsible staff (title/department)	Field Production Team

Compensation

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	C.1.1	Noncompliance	Farms 4 and 9
	C.1.2	In compliance	
	C.1.3	In compliance	
	C.1.4	In compliance	
Minimum Wage/Fair Compensation	C.2.1	Noncompliance	Farms 4 and 9
	C.2.2	Noncompliance	Farms 4 and 9
	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)	In compliance	
	C.2.6 (PR)	In progress	all farms
Farmer/Producer Income	C.3	In compliance	
	C.4 (PR)	Not Initiated	all farms
Wage Payment and Calculation	C.6	In compliance	
	C.7.1	In compliance	
	C.7.2	In compliance	
	C.7.3 (PR)	In progress	All farms
	C.7.4 (PR)	In progress	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 (PR)	In compliance	
	C.9 (PR)	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 (PR)	In compliance		
Fringe Benefits	C.12.1	In compliance	
	C.12.2 (PR)	In compliance	
	C.12.3	In compliance	
	C.12.4	In compliance	
	C.12.5	In compliance	

Compensation Assessment Summary

Notable Feature

Syngenta has a long mutual relationship with farmers in the assessed village. On request, Company staff makes an effort to allocate plots to poor families who do not have other cash income sources.

General Compliance / Minimum Wage

Benchmarks:

C.1.1: Employers shall comply with all national laws, Collective Bargaining Agreements in force, regulations and procedures concerning the payment of compensation to workers.

C.2.1: Employers shall pay workers at least the legal minimum wage, the prevailing industry sector wage, or the wage pursuant to Collective Bargaining Agreements that are in force, whichever is higher, for regular working hours (not including overtime). Hourly or daily compensation shall be calculated based on the legal minimal wage, the prevailing industry sector wage, or the wage pursuant to Collective Bargaining Agreements that are in force, whichever is higher. Workers should also be informed by the employer about the legal minimum wage applicable to them.

C.2.2: Employers shall provide all legally required benefits to all workers.

**Noncompliance
in two farms**

Findings/Noncompliance Explanation:

Of 23 Interviewed workers, 3 were daily wage workers who were hired on two of the assessed farms. Those workers get only INR 200/- as a daily wage and for 8 hours of work. The same rate was confirmed from other workers as well when they work on others farm. The state notified minimum wage is INR 265/Day in the assessed region.

Source: Worker and farmer interviews; Document review

Company Action Plan

Activity

Syngenta started addressing this systemic issue of minimum wage since 2016-17 through a pilot project in multiple crops. In Gujarat, Syngenta initiated similar kind of pilot project with tomato and extended to okra.

In 2019, the program was launched in Okra in 2 villages of 32 growers and reached around 115 workers. It was successful and all these workers were get paid as per local recommended minimum wages i.e Rs.265. Initially the company focused on one activity i.e., pollination as it is high labour intensive task. Though there are lot of challenges at local level, but company committed to expand it slowly to other activities and larger area coverage.

Syngenta plan to extend the experiments in phase wise and reach to all the farms by end of 2025. The field production team will raise the awareness among the growers and the workers during grower meetings and farm level workers awareness sessions.

Output indicators (targeted results)

All the pollination workers will be getting paid as per local minimum wage rate in first phase of the project

Timeline and Deadline Date

First Phase Project: October 2025

Expansion: To be planned

Input (budget/resources)

Additional cost shall include raised procurement price and monitoring of individual farms

Responsible staff (title/department)

Field production Team, Seed Organisers and Farmers

Overview - Farms vs. Non-compliances

Total number of Farms: 15

	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%	100%	0%	100%	13%	0%	100%	0%	100%	
Farm No. 1	18	0	0	0	1	0	1	0	0	20
Farm No. 2	1	0	0	0	0	0	0	0	0	1
Farm No. 3	1	0	0	0	0	0	0	0	0	1
Farm No. 4	18	0	0	0	1	0	1	0	3	23
Farm No. 5	1	0	0	0	0	0	0	0	0	1
Farm No. 6	1	0	0	0	0	0	0	0	0	1
Farm No. 7	1	0	0	0	0	0	0	0	0	1
Farm No. 8	1	0	0	0	0	0	0	0	0	1
Farm No. 9	1	0	0	0	0	0	0	0	3	4
Farm No. 10	18	0	0	0	1	0	1	0	0	20
Farm No. 11	1	0	0	0	0	0	0	0	0	1
Farm No. 12	1	0	0	0	0	0	0	0	0	1
Farm No. 13	1	0	0	0	0	0	0	0	0	1
Farm No. 14	1	0	0	0	0	0	0	0	0	1
Farm No. 15	1	0	0	0	0	0	0	0	0	1
TOTAL	66	0	0	0	3	0	3	0	6	78