SYNGENTA’S SEED SUPPLY CHAIN IN INDIA: INDEPENDENT EXTERNAL MONITORING & INDEPENDENT EXTERNAL VERIFICATION

EXECUTIVE SUMMARY

In November 2014, January 2015, and March 2015, the FLA conducted unannounced independent external monitoring (IEM) visits and Independent External Verification (IEV) visits to assess working conditions at Syngenta’s seed supplier farms in India. Teams consisting of external service providers conducted the assessments.¹

A total of four IEMs were conducted: one in Karnataka covering pollination processes of sunflowers where a total of 30 farms were visited and 103 workers interviewed; one in Gujarat covering pollination and weeding processes of sunflowers where 16 farms were visited and 26 workers interviewed; two in Andhra Pradesh, one covering de-tasseling processes of corn and one covering pollination processes of hybrid rice. In the IEMs for Andhra Pradesh, a total of 30 farms were visited and 41 workers interviewed regarding the de-tasseling of corn, and a total of 25 farms were visited and 21 workers were interviewed regarding the pollination of hybrid rice.

The IEVs took place in six villages in Karnataka covering the cross-pollination process of hot and sweet peppers and three villages in Maharashtra covering production of tomato seeds. In Karnataka, a total of 22 farms were visited and 22 growers and 39 workers were interviewed. In Maharashtra, a total of 20 farms were visited and 20 growers 36 workers were interviewed.

This report summarizes the FLA’s findings for its 2014-2015 IEM and IEV assessments, the companies’ responses to the 2014-2015 findings, and company actions taken in 2014 in response to the 2013 round of assessments.

INDEPENDENT EXTERNAL MONITORING FINDINGS

The table below summarizes the key findings from the four FLA’s 2014-2015 IEM visits and provides highlights of the corrective action plans (CAPs) developed by Syngenta and submitted in response to the FLA’s findings. To access the detailed reports, please visit http://www.fairlabor.org/affiliate/syngenta

¹ IEMs are conducted on farms where FLA has not conducted assessments in previous visits, and IEVs are conducted on farms where FLA has visited prior to the current IEV. The purpose of IEVs is to assess the progress made and changes implemented by the company with respect to the previous visits.
### CODE AWARENESS AND GRIEVANCE SYSTEM

Despite the fact that Syngenta is organizing Code awareness trainings for growers during pre-season meetings, most of the growers interviewed are not fully aware of Syngenta’s Code of Conduct, especially in Karnataka and Gujarat. In the three states, workers’ awareness is very low as very few of them attended any training. Records illustrate that Code Awareness Trainings were attended by a small minority of workers/growers, but even these trainings have not been effective in developing workers’ understanding of the CoC. It has been documented that wall paintings have been put up in some local village schools to communicate on the most important CoC messages, but coverage of all the villages relevant to company operations is lacking.

Syngenta has developed a grievance procedure and made available a hotline number for any grower/worker willing to raise grievances directly to Syngenta. However, this grievance system is not functioning properly due to lack of awareness and understanding of this line among growers and workers, and the lack of communication of the non-retaliation policy to the workers.

In India, Syngenta is sourcing seeds from about 25,000 smallholders. Syngenta stated it has planned to conduct more village or cluster level awareness meetings in 2015 and 2016, covering more than 75 percent of the growers. By the end of 2020, all growers will be covered under these CoC awareness meetings. Syngenta’s field production team and the seed organizers’ field team plan to extend the code awareness and health and safety trainings to educate the farm workers at farm level during peak activity periods. Syngenta’s CSR team will be designing new innovative “Information, Education, and Communication” (IEC) materials to educate the growers and workers, such as pocket cards, posters, wall paintings, pamphlets, handbooks, etc. Most of these tools will have pictorial messages to reach workers who cannot read. For daily or casual workers, Syngenta has stated that it will conduct Code Awareness trainings as on-the-farm training sessions. Syngenta will first implement this training approach in three pilot villages. Depending on the outcome of these pilots, it will try to cover all relevant farm village areas by 2020.

Regarding the grievance system, Syngenta reports that it will include specific information in the pre-season and farm level trainings given to growers and workers, such as in the IEC materials. On a pilot basis, Syngenta has decided to use the field production office landline number (in Karnataka and Gujarat) and IMS office as a new grievance line. Women mobilizers will also be engaged in pilot locations to conduct field or community level awareness sessions. The female workers will be able to contact these mobilizers personally for any grievance during her visit to home or farm.

Syngenta is also developing a “Community Resource Person” pilot program in selected villages. As part of the pilot, a Committee will be formed that can serve as a grievance channel for workers. The Committee will be composed of someone elected from the village, a Syngenta staff person, a health care worker, a school representative, an organizer/grower, and workers’ representatives. Based on the outcome of these pilots, this program will slowly be extended to 100 percent of the fields by 2018.

### CHILD LABOR

No case of child labor was detected on any of the visited farms and the age verification and recording process was well implemented for workers involved in corn de-tasseling (Andhra Pradesh) who are directly hired by the seed organizers. However, very few growers are going through an age verification process when they recruit workers on their own. Growers are not trained on checking workers’ ages, nor are they accustomed to maintaining documents relating to proof of age. Because there is no

Syngenta reported that they will educate the growers and seed organizers about the importance of maintaining the age proof of all the workers who are engaged in farm activities. Syngenta will progressively educate all the growers in collecting and recording age proofs from the workers and in maintaining age proofs along with the Grower Documentation Kits (GDKs). Syngenta will ensure the proper distribution of GDKs to all the farms by mid-2016. Syngenta staff will conduct trainings for all seed organizers and growers on maintenance of the GDKs.

Regarding the child labor removal and rehabilitation process, Syngenta plans to form village-level stakeholder committees in
age verification system in place, the risk of hiring under-aged workers remains a high possibility in those areas.

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<th>NON-DISCRIMINATION</th>
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<td>In the case of the farms visited in Gujarat, sex-based wage discrimination was identified by the assessors through worker interviews since no wage records are available. Two women workers reported that they get lower wages than men for the weeding task (difference of INR 20). Growers and workers interviewed were not trained by the company on the non-discrimination policy. With respect to rice and corn production in Andhra Pradesh, gender discrimination in work allocation is widely prevalent in all the farms visited. Women are preferred for transplanting and weeding activities, which are labor-intensive and paid at lower rates, whereas men are preferred for plowing, spraying pesticides, and applying fertilizer, which are less labor intensive and better paid.</td>
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<td>Syngenta reported that they will continue and strengthen Code awareness sessions for both growers and workers and make sure to cover the discrimination aspects. The growers will be motivated during pre-season or mid-season meetings to comply with the local government minimum wage rate for agriculture activity and to ensure equal wage payment to both male and female for similar work. In order to tackle this systemic issue, Syngenta will organize a stakeholder consultation at the end of December to seek suggestions from stakeholders such as wage experts, FLA, NGOs, peer industry members, government representatives, and others, and will design an innovative strategy to address the wage issue.</td>
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<td>Health and Safety trainings are organized for growers and workers involved in corn de-tasseling (Andhra Pradesh) who are directly hired by the seed organizers. Other than this, training and information material is not readily accessible to the workers. Wall paintings containing Health and Safety message are made in some production villages but their coverage remains limited. Interviews across all farms indicate that most of the growers have little awareness on chemical management or proper installation and care of electrical equipment on the farms. In the hybrid rice and corn production in Andhra Pradesh, workers – other than the group performing corn de-tasseling – are not using Personal Protection Equipment (PPEs), as they have not been distributed to them and/or growers are not observing the current company policy of having growers purchase their own PPE.</td>
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<td>Syngenta reported it has designed a comprehensive Health and Safety training which consists of three important modules: (1) Safe Chemical Management, (2) Field safety Management, and (3) First Aid Management. These trainings will be organized for at least 50 percent of the growers at cluster level in the first phase of 2015-16 and will slowly extend to all the growers by 2020. Syngenta’s CSR team is developing new innovative IEC tools with more pictorial images to educate the growers and workers, especially those who cannot read, such as pocket cards or calendars, posters, pamphlets, and handbooks. Syngenta will also post communication material at important junctions in the production villages, such as school buildings, bus stations, walls of workers’ colonies, and others. Syngenta reported that it will ensure full production village coverage by 2018. Since it is a challenge to have the workers attend the pre-season trainings, the Syngenta field production team will also conduct farm level awareness sessions for workers during their routine farm visit. Regarding the PPE, Syngenta reported that in addition to the training plan described above, it will provide PPE sets on a pilot basis to at least five percent of the growers in each production location. Through this initiative, Syngenta will try to educate the growers and workers about the importance of PPE and sensitize them to use appropriate PPE. PPE will be bought by the growers for their workers, wherever recommended. Syngenta will help seed organizers and growers to identify vendors to buy appropriate PPEs.</td>
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In order to address the issue of safe disposal of empty containers, Syngenta will conduct a small pilot project in one village (or cluster) in each location across India. Authorized disposal centers will be mapped with the support of internal HSE experts. The empty containers will be collected from the growers and sent to disposal centers. After successful implementation of this project, the same model will be extended to all other villages.

### HOURS OF WORK AND COMPENSATION

In farms visited in Karnataka, Gujarat, and the corn farms in Andhra Pradesh, workers are not earning minimum wages at farms producing for Syngenta. In Karnataka, workers were receiving up to 45 percent less than the state-prescribed minimum wage – depending on the task performed; in Gujarat and Andhra Pradesh – where the group of corn detasseling workers is directly hired by the seed organizers – workers were receiving 30 percent than the local government-prescribed legal minimum wage.

In corn farms visited in Andhra Pradesh, the normal working day in practice for operations like de-tasseling is eight hours (including one hour break for lunch), although the local legislation stipulates that the normal working day is six hours, excluding rest period. Workers do not receive overtime payment for this extra work, which should be one and a half time the ordinary rate of wages.

In all the farms visited, workers are not aware of the minimum wages entitled to them for agriculture work as per their respective state laws. Additionally, absence of record maintenance is a consistent problem in all the farms visited.

In order to tackle the systemic wage issue, Syngenta will organize a multilayer-stakeholders consultation at Hyderabad in the month of December 2015. Based on the results of this consultation and the recommendations made by stakeholders, Syngenta will develop a concrete and workable action plan to address the minimum wage issue, which can be implemented from June 2016 as a pilot program. Based on the experience, the pilot will be extended to all the locations by 2018.

Syngenta reported it would select five villages on a pilot basis in the corn production location of Andhra Pradesh where all the growers and workers of these villages will be educated on all code of conduct, especially on minimum wages and working hours. These trainings will be extended to all other villages. Syngenta will also seek the support from local stakeholders to create awareness on minimum wage payment and will form village level committees to support implementation of the program.

In order to increase workers’ awareness, Syngenta will implement corrective actions as described above in the Code awareness section.

Syngenta’s “Grower Document Kits” will be extended to all the growers across India in 2015-16, which will include information regarding wages, payment details, and how to record working hours. The Syngenta field production team will continuously encourage growers during their routine farm visits, and educate them on maintaining and recording the attendance of the workers and other details.

### MISCELLANEOUS

According to 70 percent of the growers on the farms visited in Karnataka, the seed organizers are not transparent in their dealings with specific reference to purchasing of chemicals/pesticides. Specifically, when growers purchase chemicals/pesticides on credit, their bill at the end of season does not itemize each purchase so they are not aware of the price paid for each item.

Following a recent investigation conducted by FLA in Syngenta India supply chain, a series of corrective actions have been developed by Syngenta to fulfill the identified gaps, especially the issues involving transparency of the seed organizers.

Syngenta reported that it will request the seed organizers to maintain proper records of all the growers on the supplied materials and advances made to them. They have to provide copy of receipts and books of accounts to Syngenta. Syngenta field production team will closely monitor this during their farm visits.
INDEPENDENT EXTERNAL VERIFICATION FINDINGS

In order to assess the progress of Syngenta’s remediation program and its results at the farm level, the FLA has visited two clusters of previously assessed villages in both Karnataka and Maharashtra states. Data were collected by conducting interviews, observation, and record review at four levels: (1) Syngenta India regional offices; (2) growers; (3) workers and (4) relevant stakeholders at the community level. IEV reports compare the situation between 2011 (baseline IEM) and 2014 (verification visit).

In Karnataka hot pepper and sweet pepper production, the following improvements were identified by the assessors:

- Organizations of pre-season code awareness meetings for growers in the production villages and distribution of a Grower Document Kit (GDK) containing Code information to growers;
- No family group contracts were found on the visited farms;
- No cases of harassment or abuse were reported;
- Development of a detailed procedure for workers’ grievance mechanism;
- Awareness of Health & Safety policies has increased, especially among growers;
- Distribution of safety equipment (PPE and first aid box) to some growers.

However, the following issues were still identified in 2014 for which sustainable improvement is still needed:

- Lack of training and Code awareness raising for farm workers;
- Lack of age verification and age recording system on the farms;
- Little awareness of growers and workers of the grievance system;
- Lack of mechanism to address wage variations and task allocation between male and female workers;
- Lack of proper chemical waste disposal and unsafe electrical system on the farms;
- Non-payment of the legal minimum wage to workers and non-awareness of the state-prescribed minimum wage among growers and workers.

In Maharashtra tomato production, the following improvements were identified by the assessors:

- Organizations of pre-season code awareness meetings for growers in the production villages and distribution of a Grower Document Kit (GDK) containing Code information to growers;
- Recruitment of one “Women Mobilizer” to reach out to female workers for awareness raising and informal grievance mechanism;
- Reduced risk of forced labor through non-binding contracts;
- No case of child labor detected on the farms;
- Increased awareness of child labor among growers, workers, and community members and improvement of the age verification process;
- Awareness of Health & Safety policies has increased among growers and workers;
- Distribution of safety equipment (PPE and first aid box) to some growers.

However, the following issues were still identified in 2014 for which sustainable improvement is still needed:
Lack of training and Code awareness raising for farm workers and insufficient number of Women Mobilizers to cover the entire production area;

Lack of mechanism to address wage variations and task allocation between male and female workers;

Lack of functioning grievance mechanism;

Inconsistent distribution and use of PPE and first aid kits;

Lack of hours of work and wage recording system at farm level;

Non-payment of the legal minimum wage to workers and non-awareness of the state prescribed minimum wage among growers and workers.

Based on the 2014 IEV results, Syngenta committed to implement follow-up corrective action plans (CAPs) in the visited clusters and throughout its Indian seed supply chain. To access the detailed reports, please visit http://www.fairlabor.org/affiliate/syngenta.

2014 Actions implemented by Syngenta

Based on the 2013 assessment results\(^2\), Syngenta developed corrective action plans to be implemented in the monitored farms and progressively throughout its seed supply chain in India. Having a large grower-base in India (approx. 25,000 growers), Syngenta is progressively implementing remediation actions to cover the full supply chain. Approximately 30 percent of the growers have been targeted with specific remediation actions in 2014. Some of the issues taken up in the 2013 company action plans (CAPs) recur in the 2014 findings, such as lack of code and grievance procedure awareness among growers and workers, gaps in the age verification system, some health and safety issues, wage discrimination, non payment of minimum wage and lack of reliable time and payment records at farm level.

The below table summarizes the 2013 findings, Syngenta corresponding CAPs and the actions that were actually taken in 2014 as reported by Syngenta. The FLA intends to conduct IEM verification visits at previously assessed farms in the 2015 cycles and report its findings.

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\(^2\) The 2013 IEM visits took place in different farms from those visited in 2014. To access the detailed 2013 IEM findings and related Executive Summary, please visit: http://www.fairlabor.org/sites/default/files/documents/reports/syngenta_india_executive_summary_2013.pdf
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<td>In all assessment locations, Syngenta had taken initiatives to educate the growers and family laborers about its code of conduct (CoC) through pre-season meetings at the seed organizer offices. However, assessors found that the trainees had high awareness only of the health and safety and child labor elements of the CoC, and not on other elements. The scope of these pre-season meetings was limited to a few growers and some family workers, with no further efforts by Syngenta to educate other workers on the Company CoC. Workers did not attend the pre-season meetings and were not part of any kind of training. Wall paintings describing some CoC elements (mostly child labor and health and safety) were available in some villages without covering the whole production scope. Neither growers nor workers displayed an awareness of the company’s grievance policy and procedure, hindering them to raise any grievance through that channel. Syngenta reported being committed to improve growers’ and workers’ awareness of the CoC, adopting a slightly different approach by crop and location. In Andhra Pradesh, Gujarat, and Karnataka, for the sunflower and rice crops, Syngenta reported it will organize awareness campaigns for the growers and workers on all code elements in each village before and during the season. A few selected permanent workers will attend those trainings and will then be responsible to train seasonal workers on farms. In Andhra Pradesh and Karnataka for the corn crop, for the specific group of seasonal de-tasseling workers, the company will conduct worker-awareness sessions for each contracted group before the season, on all elements of the CoC. Communication materials like posters, pamphlets, and notices on different aspects of the CoC will be distributed during these trainings. In all locations, Syngenta reported it will produce more wall paintings describing all different code elements in short sentences, or will display posters at key places in all production villages. Regarding the grievance procedure, Syngenta reported that it will educate the growers and workers about the grievance policy, procedure, and hotline number during pre-season meetings and awareness training organized at the farm level. Syngenta will also explore the possibility of collecting growers’ and workers’ mobile phone numbers and create awareness through SMS alerts. Syngenta reported it has organized pre-season and mid-season awareness meetings with the growers at village level as planned, as well as 164 additional growers’ and workers’ general awareness sessions, 18 health and safety trainings, eight community-level street plays and 34 school events. The field production team also initiated educating farm workers on CoC and field safety at farm level during their routine farm visits. Different communication tools such as hand fans, toran, snake ladder charts, and posters have been distributed to stakeholders at the farm level or during village level sessions. By the end of 2014, around 20 percent of the production villages have wall paintings to communicate key CoC messages. In 2013-14, Syngenta distributed around 5,000 Grower Documentation Kits (GDKs) to vegetable farms across India, i.e. around 25 percent of the farms of 2013-14 production list had been covered. During all the field-level awareness sessions, growers and workers were educated on grievance procedures. All the communication tools such as pamphlets, posters, or wall paintings include information on the grievance channel number.</td>
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<td>No child labor was found on the farms during the assessments. However, the growers did not maintain any age verification documents or other reliable source for verifying the age of young workers. The growers also Syngenta reported that it will strengthen growers’ and workers’ awareness of the CoC and the importance of keeping and checking documentation for age verification. It will distribute Grower Documentation Kits Syngenta reported it introduced the GDKs and distributed them to around 25 percent of farmers in 2013-14 focusing more in vegetable seed production farms. All the farms are planned to be covered by the</td>
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<td>did not have awareness of the terms and conditions to be followed while employing young workers. In Andhra Pradesh and Gujarat, young workers were found on farms working long hours and involved in hazardous process not suitable to young workers.</td>
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| NON-DISCRIMINATION | Assessors identified gender discrimination in wages and work allocation in the visited farms in Andhra Pradesh and Karnataka states. For work with the sunflower and corn crops in Karnataka, women and men were not paid the same daily wage for performing the same tasks. In Andhra Pradesh, assessors found that the actual division of work, which is based on gender, had earning implications for men and women engaged in various production activities. Usually, women are preferred for transplanting and weeding activities, which are labor-intensive and paid at lower rates, whereas men are preferred for plowing, spraying pesticides, and applying fertilizer, which are less labor intensive with higher wages. | In Andhra Pradesh and Karnataka where the issue was identified, Syngenta reported it will conduct an in-depth assessment of the situation with male and female workers involved in different farm operations and will use the findings to arrive at a relevant remediation plan. Syngenta also plans to bring the issue to stakeholder forums to discuss and decide the best strategy to remediate it. In the meantime, Syngenta will further reinforce the message of equal pay for equal work to the growers, and emphasize the need to offer jobs based on skills rather than other criteria like gender. | Syngenta reported it has closely monitored this issue through internal monitoring visits and collected data that were discussed with the Childcare Programme steering committee group. A few recommendations came out of this meeting such as the need for growers to maintain user-friendly wage payment records along with workers' attendance, with detail on task performed and wage rate used. During all the field-level or village-level awareness sessions, Syngenta emphasized communication on minimum wage payment to the workers. Syngenta also conducted an annual review meeting with all its seed organizers and sensitized them on equal payments to all de-tasseling workers who are directly hired by them. |

| HEALTH AND SAFETY | In the three visited states, assessors found that Syngenta had made efforts to educate the growers on health and safety issues through chemical management trainings and distribution of first-aid kits and personal | Syngenta reported it will develop a health and safety manual with policies and procedures to be followed at farms. This manual will be provided to the growers, who will be educated to use it in an effective manner. The | Syngenta reported it has developed a manual for Field HSE, which explains all field related issues and corresponding actions. Based on this manual, Syngenta is developing training modules that will be used during |
Syngenta is sourcing corn seeds, assessors found non-compliances related to hours of work and non-compliance with minimum wage and wages paid are not recorded. Syngenta also reported it has distributed 25 percent of GDKs to 25 percent of the farms in 2013-14, which provide tools to record workers' attendance, working hours and wage payments. Syngenta also trained the seed organizers to provide growers with a form for reporting accident, death, illness and other health and safety issues at farms, and monitor the accidents systematically. Syngenta also reported that it has planned to use different communication materials like posters and pamphlets and will increase the number of wall paintings to spread awareness among workers and community members. The company will also strengthen training programs for growers and workers to cover issues such as usage of PPE, first aid, safe chemical handling, field safety, farm-level hazards such as electricity, snakebites, wounds, machines safety, safe drinking water, and living quarters for migrant workers. As per their five-year plan, the company plans to install first-aid boxes at key places in all the production villages in a phased manner. The company will motivate the growers and seed organizers to maintain the first-aid boxes at farms. Syngenta reported that it plans to provide appropriate PPE to 20 percent of growers on a pilot basis and depending on the feasibility, will extend it to more growers in a phased manner. For corn production, where seed organizers hire some seasonal workers directly, Syngenta would require them to supply complete PPE to workers involved in de-tasseling. Regarding living quarters, Syngenta reported that it will utilize the help of its in-house experts to address the safety issues. It will further raise growers’, workers’, and seed organizers' awareness of the issue and make sure the organizers closely monitor it. Syngenta field team will be also trained on field safety to be able to identify and address such issues in a timely manner.

### HOURS OF WORK AND COMPENSATION

| In Andhra Pradesh and Karnataka states where Syngenta is sourcing corn seeds, assessors found non-compliances related to hours of work and | For corn production, Syngenta reported that it will train and assist the growers and seed organizers in maintaining hours of work records for the hired workers and will educate them about the local laws and | Syngenta reported it has distributed GDKs to 25 percent of the farms in 2013-14, which provide tools to record workers’ attendance, working hours and wage payments. Syngenta also trained the seed organizers |

In all locations, communication to workers about important health and safety procedures were not ensured. MSDs were not made available to the workers. Pictorials were also not available. Growers’ and workers’ awareness of safe chemical handling was very low. In many places, chemicals were not stored at safe places. In Andhra Pradesh, where the seed organizers hired a group of 25 internal migrant workers to perform de-tasseling activities, these workers were provided with crowded and substandard living conditions, including many hazards such as risk of chemical exposure, hazardous electric wirings, and lack of blankets to face cold weather conditions at night.
compensation. Workers involved in corn de-tasseling were working long hours, up to 12 hours a day. According to the local legislations, regular working hours should be six hours in Andhra Pradesh and eight hours in Karnataka. Workers were not compensated for overtime work as required by local law. Those groups of internal migrant workers involved in de-tasseling activities are engaged for a period of 30 to 60 days and work continuously without any rest day.

In the three visited states, minimum wage violations were identified by the assessors. Workers were not paid the legally entitled minimum wage for all farm operations. Minimum wages are defined by state and by type of farm activities. Growers and workers had no awareness of the legal minimum wage they should pay or get. Growers did not maintain records of hours of work or wages at the visited farms.

regulations concerning overtime. Syngenta will train the seed organizer/growers on implementing proper systems to provide one day off in every seven-day period to the workers. Syngenta will provide attendance records and assist them in capturing the working hours and weekly off and will monitor both these aspects strictly with the support of field team.

Syngenta also reported that it will create awareness among the workers about the local minimum wage rate required by the government during village level workers meeting and workers’ awareness sessions. The same information would be communicated through various communication materials such as wall paintings, posters, and pamphlets. The company will educate the growers about the legal wage rates in their area and require them to pay the workers as per the local law. Syngenta will make sure the seed organizers pay the minimum wage to workers hired for corn de-tasseling activity through monitoring and follow up by the regional production staff. The Company will train and assist the growers and seed organizers in maintaining wage records by providing them with Grower Documentation Kits containing code information, attendance sheets, wage rates and working time. Finally, Syngenta will discuss the issue in a local stakeholder’s forum to develop a strategy to improve wage levels in the long term.

and vegetable seed growers on the usage of the GDK and Syngenta field production team is regularly monitoring its implementation during their routine field visits.

All field- and village-level awareness raising sessions as described above included specific focus on the hours of work and minimum wage issues.

Finally, Syngenta reported that the company conducted two local stakeholder consultation meetings to discuss the issue and also regularly participates in the Child Care Programme steering committee. These forums helped to seek support and suggestions from external stakeholders and experts to move the issue forward.