



[2019]

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING AGRICULTURAL REPORT

Company: Syngenta

Country: India

Crop: Rice

Production Process: Pollination

Assessment Location: Chinnabandirevu, Badhradri Kothagudem
District, Telangana

Monitor: Glocal Research Services

Assessment Dates: 11-14 March, 2020

Number of assessed farms: 20

Total area covered: 39.8 Acre

Number of farmers interviewed: 20

Total number of workers: 71

Number of workers interviewed: 42

To view more about the FLA's work with Nestle, 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)	In compliance	
	ER.2.1.1 (PR)	In compliance	
Recruitment and Hiring	ER.3.1	Risk of noncompliance	Farm 4, 8, 13, 18
	ER.3.1.1	Risk of noncompliance	Farm 4, 8, 13, 18
	ER.3.1.2	Risk of noncompliance	Farm 4, 8, 13, 18
	ER.4	N/A	
	ER.5.1	N/A	
	ER.5.2	N/A	
	ER.5.3	In compliance	
	ER.6 (PR)	Not Initiated	All farms
	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		
Terms and Conditions	ER.9.1	In compliance	
	ER.9.2.1	Noncompliance	All farms
	ER.9.2.2	In compliance	
	ER.9.2.3	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	In compliance	
	ER.13.1	Noncompliance	All Farms
	ER.13.2 (PR)	In progress	All Farms
ER.13.3 (PR)	In compliance		
Administration	ER.15.1	In compliance	
	ER.15.2	In compliance	
	ER.15.2.1	Noncompliance	All Farms
	ER.16.1	In compliance	
	ER.16.2	In compliance	
	ER.17.2 (PR)	In progress	All Farms
	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	Noncompliance	All Farms
	ER.20.2	Noncompliance	All Farms
	ER.20.3 (PR)	Not Initiated	All Farms
	ER.20.4	Noncompliance	All Farms
	ER.20.6	Noncompliance	All Farms
	ER.20.7	Noncompliance	All Farms
	ER.20.8	Noncompliance	All Farms
	ER.20.9 (PR)	Not Initiated	All Farms
ER.20.11	Noncompliance	All Farms	
Access to Training for Family Members	ER.21	In compliance	
HSE Management System	ER.24.1.	In compliance	
	ER.24.2 (PR)	In compliance	

	ER.24.3	In compliance	
	ER.24.4.1 (PR)	In compliance	
	ER.24.4.2 (PR)	In compliance	
	ER.24.4.3 (PR)	In compliance	
	ER.24.4.4 (PR)	In compliance	
	ER.24.4.5 (PR)	In compliance	
	ER.24.4.6 (PR)	In compliance	
	ER.24.5 (PR)	In compliance	
Grievance Procedures	ER.25.1 (PR)	In compliance	
	ER.25.2 (PR)	Not Initiated	All Farms
	ER.25.3	In compliance	
	ER.25.4	Noncompliance	All Farms

Employment Relationship Assessment Summary

Recruitment and Hiring	
<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.3.1.1: Employers shall take reasonable measures to ensure such documentation is complete and accurate.</p> <p>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.</p>	<p>Risk of Noncompliance in four farms</p>
<p>Findings/Noncompliance Explanation:</p> <p>The monitors identified four young seasonal workers doing pollination activity in four of the assessed farms. Although the company informed the farmers to maintain the documents, the farmers did not collect the documents from the workers. Consequently, this issue has been identified as a risk.</p> <p><u>Source:</u> Interview</p>	
Company Action Plan:	
<p>Activity</p>	<p>According to Syngenta’s plan of action, age will be verified for all young workers or doubtful aged workers (workers who look like children). All farmers will be informed to collect their age proof document and preferably a copy of Adhar card before the commencement of any work in their farms.</p> <p>Syngenta field production team shall repeatedly raise awareness among the farmers in every pre-season season or mid-season meeting. In addition to this, all workers shall be reached out through farm level sessions before the commencement of tasks and encouraged all the young workers to share and carry their age proof documents. At least three times in a crop cycle, the field production team explores to reach the farm workers and raise awareness.</p> <p>Syngenta field production team shall monitor all these young workers during their routine field visits.</p>
<p>Output indicators (targeted results)</p>	<p>Age proof documents for young workers will be made available whenever it is needed.</p> <p>Maintaining a copy of this record is not advisable on security background.</p>
<p>Timeline and Deadline Date</p>	<p>May 2021</p>
<p>Input (budget/resources)</p>	<p>Distribution of farm workers record template</p>
<p>Responsible staff (title/department)</p>	<p>Seed Organizers & Syngenta team</p>

Terms and Conditions	
<p>Benchmarks:</p> <p><i>ER.9.2: Employment terms shall be those to which the worker has voluntarily agreed, provided those terms do not fall below:</i></p> <p><i>ER.9.2.1: provisions of national laws;</i></p> <p><i>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.</i></p>	
Noncompliance in all farms	
Findings/Noncompliance Explanation:	<p>The terms and conditions relating to wages was not in compliance with the local law (more information is enunciated under compensation). Farmers have little awareness on certain code standards like wages, non-discrimination, harassment. Due to lack of awareness among farmers, the information does not get communicated to workers.</p> <p><u>Source:</u> Interviews, observation, documentation</p>
Company Action Plan:	
Activity	<p>Indian agriculture sector is an unorganized industry where there is no structured system of operations in the farm and on the other hand, majority of farmers and workers are illiterate. The minimum wage is a complex socio-economic issue and involves a large number of stakeholders required to have this social change. Indian farmers don't take much interest as it is an important livelihood and affects their minimum income.</p> <p>According to Syngenta's action plan, all the farmers shall be reached in every season under various awareness sessions and informed them on all CoC including local minimum wage. Before the beginning of every season, the field production team will conduct the village or cluster level farmers awareness sessions, where they plan to explain about Syngenta CoC and local laws. In between the season, the field production team visits the farms and communicates CoC & local laws again to the farmers and their family members. So, if any farmer missed to attend the sessions, he might be covered under this farm level one-to-one awareness sessions.</p> <p>Syngenta planned to reach all the workers under the field level awareness campaign in phase wise. In the first phase, the workers who are involved in pollination shall be covered, it is a major labor-intensive task. All these workers might be involved in one or other activities in the farm from day one till the end. So, the field production team shall conduct farm level sessions with these workers.</p> <p>Syngenta is trying to raise awareness among stakeholders through different types of promotional methods that have more pictorial messages like posters, local folk indoor game charts (snakes and ladders, and Ludo), wall paintings, danglers, posters, charts, video clips, etc. These will be distributed to every farmer and use these in their house.</p>
Output indicators (targeted results)	Increased awareness on CoC and its terms and conditions among all the stakeholders.
Timeline and Deadline Date	2025
Input (budget/resources)	-
Responsible staff (title/department)	Production field team

Administration	
<p>Benchmarks:</p> <p><i>ER.15.2.1: Advances must be properly documented, and their receipt and accuracy must be confirmed by the recipient worker, in writing whenever possible (e.g. signature, thumbprint).</i></p>	
Noncompliance in all farms	
Findings/Noncompliance Explanation:	<p>The farmers are paying wage advances to the workers. The advance amount varies from INR 1000 to 3000. There is no documentation maintained in this regard before the beginning of the season. As a result, there is no system to administer the accuracy of the advances paid, wages deducted or worker acknowledgement.</p> <p><u>Source:</u> Interviews and observation</p>
Activity	<p>Syngenta designed and distributed attendance and wage payment recording templates to all the farms every season. It is user friendly and easy to record the wage and advance paid to the workers by farmers and can be ensured by the acknowledgment from the workers as well.</p> <p>During pre-season meetings or immediately after sowing, this will be distributed to all the farmers and in-depth training will be given to them. This recording template also can be used to record the pre-paid advance paid to the workers and acknowledgement can be recorded after the work has started in the farm.</p> <p>In addition to this during internal monitoring, the field production team will help growers understand and motivate them to maintain this record.</p> <p>The field production team will monitor this during their routine field visit to ensure the records are maintained properly.</p>
Output indicators (targeted results)	Workers recorded maintained by the farmers in Farm Record Template
Timeline and Deadline Date	2025
Input (budget/resources)	-
Responsible staff (title/department)	Production field team

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>	
Noncompliance in all farms	
Findings/Noncompliance Explanation:	<p>There is no policy and procedure on disciplinary rules or progressive disciplining. As a result, there is no such training imparted to workers.</p> <p><u>Source:</u> Interviews, document review, observation</p>
Company Action Plan:	
Activity	Syngenta has developed recently a customized policy and procedure on disciplinary practice. These policies and procedures shall be imparted first to the farmers during pre-season or mid-season meetings. And later also communicated

	<p>to the farm workers during the farm level worker’s meeting before the start of the major activity in the farm.</p> <p>The summary of these policies and procedures shall be included in “Farm Manual” on Fair Labor and can be distributed to all the farms and it will be useful to explain to them during awareness meetings, and it shall be a ready reference document.</p>
Output indicators (targeted results)	<p>Increased awareness among the farmers and workers on policy and procedure on disciplinary practice.</p> <p>Farm manual with policy and procedure on disciplinary practice.</p>
Timeline and Deadline Date	2025
Input (budget/resources)	-
Responsible staff (title/department)	Field Production Team

Grievance Procedures	
<p>Benchmarks: ER.25.4: The company shall create awareness of this communication and non-compliance reporting mechanism to its service providers and suppliers.</p>	Noncompliance in all farms
Findings/Noncompliance Explanation:	<p>Although Syngenta has established a grievance system (local helpline number), most growers and workers are not aware of the system. Need to provide more information or training on the utility of the grievance channel.</p> <p><u>Source:</u> Interviews, observation</p>
Company Action Plan:	
Activity	<p>The pre-season grower meeting and farm level workers meeting will be a comprehensive training to the farmers and workers. During this meeting, they shall be communicated on all fair labor code of conduct which also includes grievance mechanisms.</p> <p>Syngenta has introduced multiple communication tools to communicate and increase the knowledge on CoC and its requirements. Example – Posters, IEC kit, handouts, pocket cards, wall paintings, street play or dramas, etc. All these tools or media shall be covered with the information related grievance channel details including the local helpline number. Out of this, pocket cards shall be distributed to individuals and always it can be available with them.</p> <p>During internal monitoring visits to the farms by the field production will check the awareness level among the growers and workers on grievance channels and raise further awareness on this.</p> <p>There is also a plan to engage professional people to handle the grievance related issues and helpline calls.</p>
Output indicators (targeted results)	Increased awareness on grievance channel among the stakeholders
Timeline and Deadline Date	2025

Input (budget/resources)	-
Responsible staff (title/department)	Field Production Team

Non-discrimination

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	ND. 1	In compliance	
Recruitment and Employment Practices	ND.2.1	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	

Non-Discrimination 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>ND.2.3: If not provided by law, employers must provide protection to workers who allege any type of discrimination in recruitment and employment practices.</p>	Noncompliance in all farms
Findings/Noncompliance Explanation:	<p>The recruitment decisions are not purely based on skills, there exists gender-based preferences and division of labor. Women are preferred for labor-intensive, but low-paid activities like sowing, weeding and pollination. While men mostly do ploughing, pesticide application, loading and unloading, the wage differences are substantial between the activities carried out by men and women.</p> <p><u>Source:</u> Interviews, observation</p>
Company Action Plan	
Activity	<p>As observed during monitoring, more than 70% are female workers engaged in all types of activities. As this is an unorganized sector, there is no specific guideline for recruitment—it is not by selection, it is by choice. Workers are free to select their tasks which they want to perform in the farms and based on their physical strength choose the activities. Wage rates are decided based on the type of work they</p>

	<p>perform in the farms and demand for wage by the workers.</p> <p>Syngenta always raise awareness during farm level workers awareness and grower meetings on all CoCs including non-discrimination. It shall be continued in the upcoming season also and encouraged female workers to involve all types of works.</p> <p>A huge number of workers shall be involved in rice fields and as per company's plan cover all the workers in five years phase wise.</p>
Output indicators (targeted results)	Female workers start performing all types of works in the field
Timeline and Deadline Date	2025
Input (budget/resources)	-
Responsible staff (title/department)	Field Production Team

Harassment or Abuse

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	H/A.1.1	In compliance	
	H/A.1.2	Risk of noncompliance	All Farms
Discipline	H/A.2	In compliance	
	H/A.3	In compliance	
	H/A.4	In compliance	
	H/A.5	In compliance	
	H/A.6	In compliance	
	H/A.7	In compliance	
	H/A.12	In compliance	
	H/A.13	In compliance	
Violence	H/A.8.1	In compliance	
	H/A.8.2	In compliance	
	H/A.8.3	In compliance	
Sexual Harassment	H/A.9.1	In compliance	
	H/A.9.2	In compliance	
	H/A.9.3	In compliance	
	H/A.9.4	In compliance	
	H/A.9.5 (PR)	In compliance	
Security Practices	H/A.10	In compliance	
	H/A.10.1	In compliance	
	H/A.10.2	In compliance	
	H/A.11	In compliance	

Harassment or Abuse Assessment Summary

General Compliance	
<p>Benchmarks: H/A.1.2: Workers at the farm shall not be subject to any corporal punishment, sexual harassment, oppression, coercion or any other kind of mental or physical abuse or intimidation, disregarding whether they are family members without a formal contract or hired staff.</p>	
Risk of Noncompliance in all farms	
<p>Findings/Noncompliance Explanation:</p>	<p>Farmers and workers showed limited understanding of workplace harassment. There is a risk of noncompliance due to little awareness of this aspect. There is no committee or systems (according to Sexual Harassment of Women at Workplace Act 2013) within Syngenta to address issues concerning sexual harassment at farm level.</p> <p><u>Source:</u> Interview</p>
Company Action Plan	
<p>Activity</p>	<p>Syngenta has established a national level grievance redressal committee long back. This committee is functional with different members on it, like Syngenta field production lead, Country FLP (Fair Labor Program) lead, Community Organizer (Women), a local farmer representative and two local worker representatives (female and male), NGO representative (external) etc. This committee is presided by an expert from an NGO – Dr.Davuluri from Glocal Research Hyderabad.</p> <p>All the complaints including harassment and abuse are handled by this committee and the committee resolves the issues and conclude redressal. If any calls are received to seek the information, the receiver himself provides the necessary answers. But if it requires additional investigation, then it shall be forwarded to the committee for handling. Based on the call received and if required, the committee will arrange a meeting to discuss the resolution. Even though once in a year there will be a steering committee meeting to discuss overall progress.</p> <p>All the stakeholders shall be raised awareness on this grievance redressal and compliant committee. The pre-season grower meetings and farm level workers sessions shall be conducted in every season to raise awareness on all CoC and grievance redressal.</p> <p>Different communication tools shall be used during sessions such as posters, pocket cards, IEC kits, farm manual, etc.</p>
<p>Output indicators (targeted results)</p>	<p><i>Raised awareness among all the stakeholders.</i></p> <p><i>Functional grievance redressal committee and regular review meeting.</i></p>
<p>Timeline and Deadline Date</p>	<p>2025</p>
<p>Input (budget/resources)</p>	<p>-</p>
<p>Responsible staff (title/department)</p>	<p><i>Field Production Team</i></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 (PR)	In compliance	
	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)	In progress	All Farms
	HSE.6.2 (PR)	In progress	All Farms
	HSE.16.3 (PR)	In progress	All Farms
Personal Protective Equipment	HSE.7 (PR)	In progress	All Farms
	HSE.8	Noncompliance	All Farms
Chemical Management	HSE.9.1	In compliance	
	HSE.9.2	Noncompliance	All Farms
	HSE.9.2.1	Noncompliance	All Farms
	HSE.10	Noncompliance	All Farms
	HSE.11.1	In compliance	
Protection Reproductive Health	HSE.11.2	In compliance	
	HSE.12.1	In compliance	
Infrastructure	HSE.12.2 (PR)	In compliance	
	HSE.13 (PR)	In compliance	
	HSE.17.1	In compliance	
	HSE.17.2 (PR)	In compliance	
	HSE.19 (PR)	In compliance	
	HSE.21 (PR)	Not Initiated	All Farms
Machinery Safety	HSE.22 (PR)	Not Initiated	All Farms
	HSE.14.1	In compliance	
	HSE.14.2	Noncompliance	All Farms
	HSE.14.3	Noncompliance	All Farms
Ergonomics and Medical Facilities	HSE.14.4	In compliance	
	HSE.15.2 (PR)	In compliance	
	HSE.16.2	In compliance	

Assessment Summary

Personal Protective Equipment	
<p>Benchmarks:</p> <p>HSE.8: Workers shall be provided with training on the use and maintenance of personal protective equipment.</p>	
Noncompliance in all farms	
<p>Findings/Noncompliance Explanation:</p>	<p>The workers were not provided with appropriate PPEs (personal protective equipment) like hats, boots, hand gloves to protect them from pollination hazards.</p> <p><u>Source:</u> Observation, worker interviews</p>
Company Action Plan	
<p>Activity</p>	<p>HSE is first most priority in Syngenta in all the operations. In 2019-20, distributed 470 Gumboots, 1,900 cut resistance hand gloves to pollination workers and 2,187 spraying kits to workers which had reached around 80% of our farms. This is the first initiation in the entire seed industry in India, Syngenta distributed these many PPEs to the rice farmers and workers. This will motivate the farmers and workers to practice using PPEs during all types of farm activities. Syngenta will continue this for a few more years until growers and workers feel it is essential for their safety.</p> <p>The field production team always raises awareness on usage of PPE and other safety equipment during distribution of these safety kits.</p> <p>The field supervisors will monitor during their field visit and also to be recorded in an internal monitoring tool. If any deviations are found in farms, immediate action will be taken by the field supervisors and try to raise awareness again to the</p>

	farmers and workers.
Output indicators (targeted results)	Enhanced awareness on PPE usage and started using during all types of activities in the farm
Timeline and Deadline Date	5 Years
Input (budget/resources)	-
Responsible staff (title/department)	Syngenta Field Production Team Seed Organizers & Farmers

Chemical Management

<p>Benchmarks:</p> <p><i>HSE.9.2: All chemicals and hazardous substances shall be properly labelled 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> <p><i>HSE.9.2.1: Labels shall be placed in the local language and the language spoken by workers, if different from the local language. Where workers are illiterate, the labels and instructions for their handling should be depicted by pictograms.</i></p> <p><i>HSE.10: Workers shall receive training, appropriate to their job responsibilities, concerning the hazards, risks and the safe use of chemicals and other hazardous substances.</i></p>	<p>Noncompliance in all farms</p>
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Findings/Noncompliance Explanation:	<p>Statutory guidelines are not followed in case of disposal of used chemical containers. Chemicals used in the farms are not properly segregated or labelled. There is no separate place allocated for storing chemicals. Most of the farmers store the chemicals in their homes without putting them in a separate box with a lock. Hired workers involved in chemical handling have not received any training on the use and application of chemicals.</p> <p><u>Source:</u> Observation, worker interviews</p>
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Company Action Plan

Activity	<p>Syngenta, as per its field safety protocol, suggests the farmers to dispose-off the used and waste containers and pouches properly. Due to unavailability of facilities nearby for scientific incineration of these waste products, according to the Insecticide Act guidelines, it is recommended to the farmers to break all containers after rinsing three times and bury them away from habitation, in a pit.</p> <p>During pre-season meetings with the growers this will be further informed and encouraged to install the hazardous waste collection points in a corner of every farm with a proper barricade or collection bag. Once after completion of the season or crops, farmers shall shift these wastes into burial points which will be away from the habitation with proper precautions. They will also ensure that the wastes are not burnt. The farmers started following these guidelines already and observed more than 65% of the farms established this and the field production team shall focus on the rest of the farms in the upcoming season.</p> <p>As per internal monitoring observation, most of the farmers have a separate room in their house or farmhouse to store farm equipment and compartments to store the chemical containers, these storages are not allowed to enter by the children. There are few deviations observed during peak crop activities. During field visits by the field production team and internal monitoring of the farms, farmers shall be further motivated and raise awareness on this too.</p> <p>The chemical spraying workers also shall be trained before the start of the chemical spraying activities in the farm and distribute the spraying kits to them.</p>
Output indicators (targeted)	<p>Installation of used chemical container collection point at farm level and proper disposal wastes.</p> <p>Proper storage of chemical containers maintained at the farmhouse.</p>

Timeline and Deadline Date	2023
Input (budget/resources)	-
Responsible staff (title/department)	Field Production team

Machinery Safety

<p>Benchmarks:</p> <p><i>HSE.14.2: Where appropriate, workers shall receive training in the proper use and safe operation of machinery, tractors, equipment and tools they use.</i></p> <p><i>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.</i></p>	Noncompliance in all farms
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Findings/Noncompliance Explanation:	<p>Workers who use machinery did not receive proper training on its handling and maintenance. There is no communication material on machine safety for workers.</p> <p><u>Source:</u> Observation, interviews</p>
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Company Action Plan

Activity	<p>Syngenta has a comprehensive HSE Management System that applies to all the operations in Syngenta. Under HSE MS, field operations guidelines are built exclusively for farm operations. So, we launched the “HSE FOR ME” campaign in 2017 and expect to reach all the stakeholders such as field staff, seed production, growers and workers. All the field production staff had been trained. The next level preparations and communications to train the growers and workers have also started. These field operation guidelines include machine operation guidelines and its safety. Field production team will conduct farm level field safety training to the workers involved in machine operations and ensure all the workers must be well trained and informed on the machine safety. In addition to this, the field production team during their routine field visit repeatedly raises awareness among the workers.</p> <p>If Syngenta introduces any new machines, technical experts shall be used to train the workers before the start of its operation.</p> <p>Field production team will also monitor the farms regularly and do the follow up with growers and workers.</p>
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Output indicators (targeted results)	Workers who involved in machine operations are well trained on the safety measures
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Timeline and Deadline Date	2025
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Input (budget/resources)	
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Responsible staff (title/department)	Field Production Team
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Compensation

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	C.1.1	Noncompliance	All Farms
	C.1.2	In compliance	
	C.1.3	In compliance	

	C.1.4	In compliance	
Minimum Wage/Fair Compensation	C.2.1	Noncompliance	All Farms
	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	All Farms
	C.2.6 (PR)	Not Initiated	All Farms
	C.3	In compliance	
Farmer/Producer Income	C.4 (PR)	In compliance	
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)	Not Initiated	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	Noncompliance	All Farms
	C.13 (PR)	Not Initiated	All Farms
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

General Compliance		
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.		Noncompliance in all farms
Findings/Noncompliance Explanation:	<p>The prevailing wage rates paid to workers working in the Hybrid Rice pollination activity are below the legal minimum wages. As per the act the minimum daily wage for different operations vary between Rs 257.25 and Rs 330.90. However, the prevailing wage rate for different activities varies from Rs 250 to Rs.300 in the village. For most of the activities the prevailing wage rates are little less than the legal minimum wages. For ploughing, loading, unloading, transplanting, weeding, and harvesting the prevailing wage rate is Rs.250.00 whereas the minimum wage rate fixed by the government for this activity is Rs 257.25 in 3rd zone For pesticide application and pollination activities, the legal minimum wage is Rs 330.90, while the prevailing wage rate for these activities varies from Rs 250 to Rs.300 among different farmers in the village.</p>	

	<u>Source:</u> Interviews, observation
Company Action Plan	
Activity	<p>Syngenta in its internal monitoring, noticed that the farmers pay around Rs.250-300 to the workers for pollination, and in addition to this the farmers also spend Rs.20-30 per worker on transportation. So, he spends around Rs.280 to 330 per labor and per day.</p> <p>Syngenta started addressing this systemic issue of minimum wage since 2017-18 through a pilot project in multiple crops. Similar kind of pilot project was also introduced in the rice fields during flowering (pollination) period with workers. The result was promising.</p> <p>As we observed during monitoring, pollination workers are working for three to four hours per day; i.e., half a day. Though there are many challenges at local level, the company is committed to introducing activities and expanding its area coverage.</p> <p>Syngenta planned to extend this experiment in phase wise to grower level in rice and try to reach all the farms by the 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. Various communication tools shall be also used while raising awareness.</p> <p>The company has been actively involved in ECHO – Seed Industry stakeholders forum and encouraging other stakeholders and industry partners to initiate the action to ensure the minimum wage in their supply chain.</p>
Output indicators (targeted results)	<p>Pilot project expanded to grower level and arrange the trainings to growers and workers on minimum wages</p> <p>Active involvement in ECHO forum meeting</p>
Timeline and Deadline Date	2025
Input (budget/resources)	-
Responsible staff (title/department)	Field Production Team and seed organizer

Minimum Wage/Fair Compensation	
<p>Benchmarks:</p> <p><i>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.</i></p>	Noncompliance in all farms
Findings/Noncompliance Explanation:	<p>The farmers and workers do not have awareness on legal minimum wages. The prevailing wage rates paid to workers are below the legal minimum wages. The farmers are paying between Rs.250 and Rs.300 for cross pollination workers in the village, while the legal minimum wages for cross pollination work is Rs.330.90.</p> <p><u>Source:</u> Interviews, document review, observation</p>

Company Action Plan

Activity	<p>Syngenta, in its internal monitoring, noticed that the farmers pay around Rs.250-300 to the workers for pollination, and in addition to this the farmers also spend Rs.20-30 per worker on transportation. So, he spends around Rs.280 to 330 per labor and per day.</p> <p>Syngenta started addressing this systemic issue of minimum wage since 2017-18 through a pilot project in multiple crops. Similar kind of pilot project was also introduced in the rice fields during flowering (pollination) period with workers. The result was promising.</p> <p>As we observed during monitoring, pollination workers are working for three to four hours per day; i.e., half a day. Though there are many challenges at local level and companies committed to expand this experiment slowly to other activities and larger area coverage.</p> <p>The field production team will continue raising awareness among the growers and the workers during village level meetings and farm level workers awareness sessions. Various communication tools shall be also used while raising awareness.</p>
Output indicators (targeted results)	Pilot project expanded to grower level and arrange the trainings to growers and workers on minimum wages
Timeline and Deadline Date	2025
Input (budget/resources)	-
Responsible staff (title/department)	Field Production Team, seed organizer and farmers

Workers Awareness

Benchmarks:

*C.11.1: Employers shall make every reasonable effort to ensure workers understand their compensation, including:
C.11.1.5: Employers shall communicate in writing or orally where necessary to all workers all relevant compensation information in the local language or language spoken by the workers, if different from the local language.*

Noncompliance in all farms

Findings/Noncompliance Explanation:

Both farmers and workers are not aware of the legal minimum wages. The prevailing wages are governed by the current demand-supply situation of the labor force. Thus, there is no dispute raised or any system established.

Source: Interviews, Observation

Company Action Plan

Activity	<p>Syngenta started addressing this systemic issue of minimum wage since 2017-18 through a pilot project in multiple crops. Similar kind of pilot project was also introduced in the rice fields during flowering (pollination) period with workers. The result was promising. As we observed during monitoring, pollination workers are working for three to four hours per day; i.e., half a day. Although there are many challenges at a local level, the company is committed to expanding this experiment slowly to other activities and increasing its area coverage.</p> <p>The field production team will continue raising awareness among the growers and the workers during village level meetings and farm level workers awareness sessions. Various communication tools shall be also used while raising awareness.</p>
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	<p>Syngenta feels this cannot be addressed alone and requires larger engagement of multi-level stakeholders. Under the leadership of Syngenta, the established ECHO seed industry stakeholder’s forum in India started discussing this issue. Syngenta encouraged them and many large industry players have joined this initiative and launched a similar kind of pilot project in their supply chain. Even though it may take longer due to many other factors. So, this joint effort will be continued and shared with all the stakeholders.</p>
<p>Output indicators (targeted results)</p>	<p>Extended pilot project to larger area. Joint effort from industry stakeholders.</p>
<p>Timeline and Deadline Date</p>	<p>2025</p>
<p>Input (budget/resources)</p>	<p>-</p>
<p>Responsible staff (title/department)</p>	<p>FLA and Syngenta</p>

Overview - Farms vs. Non-compliances

Total number of Farms: 20

	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	12	1	1	0	0	0	6	1	3	24
Farm No. 2	12	1	1	0	0	0	6	1	3	24
Farm No. 3	12	1	1	0	0	0	6	1	3	24
Farm No. 4	15	1	1	0	0	0	6	1	3	27
Farm No. 5	12	1	1	0	0	0	6	1	3	24
Farm No. 6	12	1	1	0	0	0	6	1	3	24
Farm No. 7	12	1	1	0	0	0	6	1	3	24
Farm No. 8	15	1	1	0	0	0	6	1	3	27
Farm No. 9	12	1	1	0	0	0	6	1	3	24
Farm No. 10	12	1	1	0	0	0	6	1	3	24
Farm No. 11	12	1	1	0	0	0	6	1	3	24
Farm No. 12	12	1	1	0	0	0	6	1	3	24
Farm No. 13	15	1	1	0	0	0	6	1	3	27
Farm No. 14	12	1	1	0	0	0	6	1	3	24
Farm No. 15	12	1	1	0	0	0	6	1	3	24
Farm No. 16	12	1	1	0	0	0	6	1	3	24
Farm No. 17	12	1	1	0	0	0	6	1	3	24
Farm No. 18	15	1	1	0	0	0	6	1	3	27
Farm No. 19	12	1	1	0	0	0	6	1	3	24
Farm No. 20	12	1	1	0	0	0	6	1	3	24
TOTAL	252	20	20	0	0	0	120	20	60	492