COMPANY: Syngenta  
COUNTRY: India  
PROVINCE: Warangal, Telangana  
MONITOR: Glocal Research Services  
AUDIT DATE: 13-17 March 2017  
PRODUCT: Rice  
NUMBER OF WORKERS: 42  
NUMBER OF WORKERS INTERVIEWED: 28  
NUMBER OF FARMS VISITED: 28  
TOTAL AREA COVERED IN AUDIT: 54.5 acres  
PROCESSES: pollination and roughing

IEM Reference Report:

- Andhra Rice 2013


Context: Verification visits are conducted in the same villages and crops were previous assessments took place. Data are collected by conducting interviews, observation and record review at four levels: (1) Syngenta Internal Monitoring System (IMS) level, (2) growers in the verified villages, (3) workers in the verified growers’ seed plots and (4) other influential stakeholders at the community level.

To view more about the FLA’s work with Syngenta, please visit the FLA website here.
## 1. Code Awareness

### 2013 IEM Findings

**GEN 2**
Ensure all Company farmers and supply chain Organizers inform their workers about the workplace standards orally and through posting standards in a prominent place (in the local languages spoken by workers) and undertake other efforts to educate workers about the standards regularly.

### 2016 IEV Findings

**GEN 3** Other (Company Internal Grievance Policy and Procedures)

## 3. Child Labor

### 2013 IEM Findings

**CL.3** Proof of Age Documentation

### 2016 IEV Findings

## Nondiscrimination

### 2013 IEM Findings

**D.1** General Compliance

**D.3** Sex Based Wage Discrimination

### 2016 IEV Findings

## 6. Health and Safety

### 2013 IEM Findings

**H&S.1** General Compliance

**H&S.4** Health and Safety Management System

**H&S.5** Communication to Workers

**H&S.6** Access to Safety Equipment and First Aid

**H&S.7** Personal Protective Equipment

**H&S.8** Chemical Management and Training

**H&S.11** Machinery Maintenance and Worker Training

### 2016 IEV Findings

## 9. Wages, Benefits and Overtime Compensation

### 2013 IEM Findings

**WBOT.1** General Compliance

**WBOT.2** Minimum Wage

**WBOT.6** Worker Wage Awareness

**WBOT.7** Record Maintenance

### 2016 IEV Findings
## Code Awareness

### 2013 IEM Findings

To access the 2013 FLA findings and company action plans, please visit [this page](#).

### 2016 IEV Findings

The documentary evidence and information from workers indicate Syngenta has organized few activities to create code awareness among workers. Farm level informal meetings were conducted for workers on code awareness during pollination period in the main production villages. As per the records, meetings were conducted in nearly 60% of the villages. In each village, 2-3 meetings were organized in different field locations. These meetings are brief (last about 30-45 minutes) and informal. In each village, farms are divided into 2-3 clusters, and workers are requested to gather at one farm for these meetings. The workers involved in pollination and roughing activities, who account for nearly 40% of the workforce in rice seed production, have benefited from these meetings.

Out of 42 workers interviewed, 17 reported they attended these meetings. According to workers, the main points discussed in these meetings are health and safety, child labor, non-discrimination, harassment, and abuse. None of the workers interviewed have any awareness about legal minimum wage rates and working hours for different activities. According to them, there was no detailed discussion on this topic during code awareness meetings.

New IEC tools, like posters, pamphlets, and pocket cards, were developed and distributed to farmers and workers. The IEC materials contain no detailed information on working hours or regulation on compensation; they provide general guidelines about the COC elements. Wall paintings and posters were observed in all main villages. The verification team observed wall paintings and posters in two out of three villages visited. All the workers who attended farm level awareness meetings are given pocket cards on which code elements are printed in local language.

Evidence indicates grievance communication numbers are displayed in all the posters, pocket cards, and wall paintings. This topic was discussed during village and farm level sessions. During the awareness meetings with the workers, they were informed, if they have any problem with farmers or field supervisors, they can report their grievance to CSR person over phone. It was also observed that the awareness level among workers had increased about the grievance helpline number since the last assessment. However, no issues of non-compliance have been reported by the workers.

**Overall Conclusion:** There is significant progress observed but still need sustainable improvements

There is a significant improvement in code awareness levels among farmers and workers compared to the situation in 2013. The strategy of holding farm level informal meetings with the workers for creating code awareness among them proved successful. Syngenta is organizing such meetings only during pollination period, and the outreach of these meetings is confined to workers involved in pollination and roughing activities. To cover all categories of workers, farm level code awareness meetings must be conducted during transplantation and harvesting stages also. During the code awareness meetings, the focus is still on child labor and health and safety issues. Proper attention has not been given to other elements of the codes, like wages and working hours. The verification team observed little awareness among hired workers and farmers about minimum wages and working hours.

**Follow-up Company Action Plan:**

Syngenta field production team organizes various awareness meetings with farmers and workers. It is mainly organized at two levels – one during the pre-season, where all the farmers are invited to one farm location and provided information on all code standards and production related items. The second level of awareness meetings are conducted at village level wherein farmers, workers with their respective families are invited to participate. In this meeting, the focus is on information about code standards. In addition, Syngenta staff...
conducts individual awareness meetings with workers employed in the field. It takes place immediately after the sowing period. Information is provided to workers on FLA code, especially safety standards.

Syngenta has, in collaboration with Fair Labor Association, started a project on minimum wage implementation in Maharashtra and Andhra Pradesh. With this pilot project, discussion on wages and working hours have started with the seed organizers and farmers. Syngenta shall strengthen this dialogue with farmers and seed organizers during pre-season meetings in upcoming seasons. Information about wages & working hours shall also be included in posters, pocket cards & GDKs distributed to farmers and workers, in local languages.

The field intervention shall be undertaken in a phase-wise manner. The initial intervention shall be made with workers engaged in pollination work only (covering 25% of the total workers), while other workers shall be engaged in training in phases by 2020.

To ensure on-going information dissemination, Syngenta has also designed new IEC (information, education and communication) tools, such as posters, pamphlets and pocket cards, with the help of expert resource persons. These tools are/shall be distributed to all the workers and posters are/shall be displayed in all the farms for worker/farmer awareness.

Internal monitoring will be done to verify all types of outreach activities, such as workers awareness, use of tools, HSE standards etc.

### Deadline Dates:

<table>
<thead>
<tr>
<th>Event</th>
<th>Target</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Farmer awareness sessions</strong></td>
<td>All farmers - By Dec 2017</td>
</tr>
<tr>
<td><strong>Worker awareness on CoC</strong></td>
<td>Pollination workers – By Dec 2017&lt;br&gt;50% of the other workers – By Dec 2018&lt;br&gt;All other workers – By Dec 2020</td>
</tr>
<tr>
<td><strong>Distribution of Grower Documentation Kit</strong></td>
<td>All farms – Dec 2017</td>
</tr>
<tr>
<td><strong>Distribution of IEC Tools</strong></td>
<td>50% of workers – By Dec 2017&lt;br&gt;All other workers – By Dec 2018</td>
</tr>
<tr>
<td><strong>Internal monitoring</strong></td>
<td>Thrice in a crop in 20% sample farms (Vegetative, pollination and harvesting period)</td>
</tr>
</tbody>
</table>

### Child Labor

#### 2013 IEM Findings

To access the 2013 FLA findings and company action plans, please visit [this page](#).

#### 2016 IEV Finding

Discussions with most farmers reveal Syngenta field staff have requested them to collect age proof documents for young workers. The importance of keeping age proof documents for young workers was also highlighted in the code awareness meetings.

Grower documentation kits are distributed to some farmers. The IMS center has distributed around 1000 kits in the region (which roughly covers 30% of the farms). There is no clear methodology imbibed by Syngenta to select such farms. Since Syngenta conducts internal monitoring on FLA standards, which generally covers around 20% of their total farms, the field staff distributes the kits to these farms. The additional 10% of the kits are distributed to those farmers who express interest in understanding the system. This kit has details about type of age proof documents to be maintained for the workers. Also, it has formats for workers attendance, wage rates, and working hours.

Training on record maintenance was observed to be insufficient. Trainings are provided during farmer meetings, but not in detail pertaining to the record maintenance alone.

Age verification documents, like Aadhar cards, ration cards, and voter cards, were observed for workers in
involved in pollination and roughing activity in eight out of the 28 sample farms. All the farms maintaining age proof documents are from one sample village, where the Syngenta local field staff assisted the farmers in collecting age proof documents.

Farmers say collection of age proof documents is a time-consuming process and they must run around to collect them.

**Overall Conclusion:** There is progress but still need sustainable improvements

Syngenta has created awareness among farmers on the importance of keeping age proof documents for young workers. However, despite the awareness level, several farmers (around 70%) do not maintain these documents. According to the farmers, collection of age proof documents is a time-consuming process. There is a need to strengthen the training for farmers to help them understand the important of the system. Only 30% of farms have maintained the records, where the Syngenta field staff has provided hand-holding support to the farmers. There is a need to extend the Syngenta support in other farms.

**Follow-up Company Action Plan:**

In 2015, Syngenta initiated the collection and maintenance of age proof of the workers and conducted farmer awareness via phase wise intervention. Initially, age proof collection was made mandatory only for young workers or workers in threshold age (11-14 years); however, now farmers are encouraged to collect age proof documents for all workers employed in the farm. Syngenta staff provides GDKs (Grower Documentation Kits, a form of Syngenta customized notebook kit provided to farmers that contains information on code standards, copy of the contract, and information on local legal regulation) to all the farmers to record the age of the workers and enclose the supporting age proof records.

It is emphasized during every farmer meetings conducted before the field activity begins. Fresh kits are supplied to farmers who have completed it or may need more. Syngenta staff also provides individual support to those farmers who are illiterate and have difficulty recording.

However, despite the efforts, Syngenta staff fails to reach most of the farmers, a part reason being the high incidence of illiteracy among them. Therefore, Syngenta field production team aims to provide hand-holding support, especially to those farmers who cannot read and write. Those farmers shall be paid more attention and shall be informed about the importance of document maintenance. The field production staff shall also support the farmers to maintain the GDKs by nominating a literate worker from the field. The worker shall be trained and provided information on the GDKs and documentation.

Internal monitoring will be done by the field production team in 20% sample farms.

**Deadline Dates:**

<table>
<thead>
<tr>
<th>Activity</th>
<th>Deadline Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Farmer awareness sessions</td>
<td>All farmers - By Dec 2017</td>
</tr>
<tr>
<td>Worker awareness on CoC</td>
<td>Pollination workers – By Dec 2017</td>
</tr>
<tr>
<td></td>
<td>50% of the other workers – By Dec 2018</td>
</tr>
<tr>
<td></td>
<td>All other workers – By Dec 2020</td>
</tr>
<tr>
<td>Collection of age proofs</td>
<td>Young workers – By Dec 2017</td>
</tr>
<tr>
<td></td>
<td>Pollination workers – By Dec 2018</td>
</tr>
<tr>
<td></td>
<td>All other workers – By Dec 2020</td>
</tr>
<tr>
<td>Distribution of Grower Documentation kit</td>
<td>All farms – Dec 2017</td>
</tr>
<tr>
<td>Internal monitoring</td>
<td>Thrice in a crop in 20% sample farms (Vegetative, pollination and harvesting period)</td>
</tr>
</tbody>
</table>
### Nondiscrimination

#### 2013 IEM Findings

To access the 2013 FLA findings and company action plans, please visit [this page](#).

#### 2016 IEV Findings

When compared to 2013, there is no change in the practice of division of labor based on gender lines in rice seed production activities. Gender discrimination in work allocation with implications for wage earnings is observed in all farms. Women are preferred for transplantation and weeding activities, which are paid at lower rates (INR 200-225), whereas men are preferred for ploughing, spraying pesticides, which are less labor intensive and more highly paid (INR 350-400).

During awareness meetings, the message of equal pay for equal work and work allocation based on skills, rather than other criteria, like gender, is emphasized. This message is also communicated through posters, pamphlets, and wall paintings. However, as proposed in the remediation plan of the last assessment, Syngenta has conducted no stakeholder engagement nor devised any specific remediation plan to address this issue.

**Overall Conclusion:** still need sustainable improvements

Although some progress has been made to raise worker awareness on equal pay for equal work and emphasizing skill based compensation, there is still room for intervention. Syngenta needs to devise strategies of discussing this issue in stakeholder forums and devising a specific remediation plan around the issue.

#### Follow-up Company Action Plan:

Syngenta has initiated efforts to communicate the non-discrimination code element to farmers and workers. Syngenta endorses a policy on no discrimination based on wages, skill, or gender. To address this issue, Syngenta staff has been engaging with farmers during pre-season ‘grower meetings’. With other code standards, it is emphasized that wage or gender based discrimination must not be practiced.

Syngenta has also developed GDKs distributed to the farmers to ensure Syngenta staff or seed organizers track the farmer practice of work allocation at farms vis-à-vis the wage payments made.

In addition, Syngenta has collaborated with the international multi-stakeholder organization, Fair Labor Association, to address the issue of minimum wage in crop production farms of Syngenta in Maharashtra and Andhra Pradesh. Through this project, issues concerning minimum wage shall be addressed. Syngenta has also collaborated with local Hyderabad-based research organization, Glocal Services, to help them implement the project objectives in cities and areas beyond the FLA project, which includes Telangana (watermelon and rice), Andhra Pradesh (Eluru), and Maharashtra (Jalna and Buldana). Based on the project outcome, the results shall be customized and implemented in rice producing farms of the Telangana area.

Internal monitoring will be done in sample farms to evaluate the situation.

#### Deadline Dates:

<table>
<thead>
<tr>
<th>Activity</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Farmer training by the field production team</td>
<td>Every season</td>
</tr>
<tr>
<td>Worker awareness on all CoC including non-discrimination and minimum wage</td>
<td>Detasselling workers – By Dec 2017 50% of the other workers – By Dec 2018 All other workers – By Dec 2020</td>
</tr>
<tr>
<td>Minimum wage pilot project in rice</td>
<td>Dry season -2018</td>
</tr>
<tr>
<td>Distribute Grower Documentation Kits</td>
<td>All the farms</td>
</tr>
<tr>
<td>Internal monitoring</td>
<td>Thrice in a crop in sample farms</td>
</tr>
</tbody>
</table>
### Health and Safety

#### 2013 IEM Findings

To access the 2013 FLA findings and company action plans, please visit [this page](#).

#### 2016 IEV Findings

From the assessment, it could be observed that Syngenta has regarded health and safety as a top priority issue for implementation in its rice seed production locations since 2015. The review of records at IMS centre and interviews with Syngenta staff indicate Syngenta has undertaken several initiatives to address the non-compliance issues related to health and safety and directed most activities for H&S. According to Syngenta management, they have designed a comprehensive health and safety training that consists of three important modules: a) Safe handling of chemicals, b) field safety management, and c) First Aid Management. IRFT was hired to conduct training on HSE for field staff, organizers, and key farmers in March 2016.

An internal study had been commissioned by Syngenta to understand the HSE implementation status, wherein the study was based in four crops in Karnataka, AP and Telangana – corn, hot pepper, tomato including rice. This report was ready in December 2016, and Syngenta is yet to decide upon the recommendations of this report.

The observations were:

**Communication materials**

1) Detailed health and safety guidelines are printed in local languages and included in the Grower Document Kit (GDK). Around 1000 GDKs covering nearly 30% of the farmers were distributed to farmers during 2016-17. Syngenta has plans to cover all farmers by 2020. In the sample villages, 12 out of 28 farmers interviewed reported they have received these kits.

2) A pocket size manual on first aid guidelines was developed in local languages with pictorial descriptions and distributed to all the farmers. First aid trainings, with the help of local Red Cross society, were conducted to field staff, organizers, and key farmers in two locations. Nearly 150 people have attended these trainings. As per the Syngenta action plan, it places first aid kits in all production villages in a phased manner. Syngenta distributed 101 first aid kits during the 2016-17 season, covering nearly 90% of the villages. One kit per village is kept in all the main production villages. First aid kits are kept with sub organizers or key farmers in the villages. Not all people maintaining first aid kits have received required training. In one village, the field team observed the sub organizer keeping the first aid kit had not received any training.

**Chemical handling**

1) Safe handling of chemicals and use of PPE received attention in all awareness meetings. During 2016, around 17,500 PPEs for safe handling of chemicals were distributed to the farmers covering about 16% of the total farmers. Nearly 18% of the farmers in sample villages received PPE kits. Five out of 28 sample farmers in verification received these kits. The items included in the PPE kits are apron, mask, hat and goggles. All five farmers who have received PPE reported they are using them. However, the PPEs are not distributed to the workers. The verification team could not verify it, as there was no spraying activity at the time of verification.

2) Most farmers depend upon hired workers for pesticide spraying activity. These workers differ from pollination workers. The farm level health and safety awareness meeting organized by Syngenta have not benefited these workers. The verification team met five workers involved in pesticide spraying. Out of these five, only one worker who also does pollination attended the awareness meeting conducted by Syngenta. Only two workers reported they use PPE (using scarf to cover nose and mouth, wearing long sleeved shirts and pants) during spraying activity.

**Worker trainings**

1) Farm level code awareness meetings were conducted for workers during pollination period. Health and safety was the key point discussed in these meetings. The workers involved in pollination and roughing
activities, who account for nearly 40% of the workforce in rice seed production, have benefited from these meetings.

2) With the help of Syngenta Crop protection division, one training program in each location was organized on safe chemical handling, machinery maintenance and waste management for key farmers (4-5 farmers from each production village).

3) Interviews with farmers, workers, and field observations indicate most trainings related to health and safety are largely confined to farmers and workers involved in pollination activity. Workers involved in other activities are not covered in formal meetings. Discussions with management indicate they are facing challenges in contacting workers involved in non-pollination activity, as they are temporary workers and keep changing the employers.

**General**

Though it was not in the Syngenta action plan 2013, considering the risk of snake bites, they placed 16 anti-venom kits in different field locations in rice producing areas.

**Overall Conclusion: There is progress but still need sustainable improvements**

Various initiatives undertaken by Syngenta since 2014 to address the noncompliance issues in health and safety at farm level have given positive results. As compared to 2013, the situation has improved regarding awareness levels and implementation status of HSE policy at field level in 2016. Despite improvements in many aspects, there are still issues of major concern. The maintenance of records at farm level is still poor. The access and use of PPE is limited to a small percentage of farmers and workers. The coverage of the awareness program is still limited to certain categories of workers. Most of the formal trainings related to health and safety are largely confined to farmers and workers involved in pollination and roughing activities. Most of the hired workers involved in pesticide spraying activities on farms have received no training from Syngenta and are not following prescribed guidelines. These workers are small in number (20-40 depending upon size of the village), and they can be easily identified. Syngenta can plan to organize exclusive trainings on safe handling of chemicals for this group. To cover all categories of workers farm level code awareness, meetings must be conducted during transplantation and harvesting stages. The maintenance of records at farm level is still very poor, and farmers need handholding support for proper maintenance of records.

**Follow-up Company Action Plan:**

In 2016, Syngenta organized a capacity building training program for rice field production team with the help of an external resource agency (Mumbai based non-profit organization IRFT – International Resources for Fairer Trade). The organization helped develop the field safety training modules to build awareness among the farmers and workers. Syngenta has developed various IEC tools, such as posters, pocket cards etc., for farmers and workers. Field safety trainings are planned at farm level or group of farms, and tools will be distributed to the farmers and workers.

The safe chemical management is one important topic that shall be covered under field safety trainings. It will include issues concerning chemical management, usage of protective equipment, safe handling and disposal of used chemicals and containers.

In 2016-17, Syngenta distributed 500 kits personal protective equipment to approximately 20% rice farmers, free of cost. This practice shall be continued in the upcoming season. During farm level awareness sessions, the production team shall explain usage of PPEs with demonstration.

In 2017, a study shall be conducted in a rice production location to identify the chemical spraying workers, and they shall be provided training and awareness on safe chemical handling and usage of PPEs. Syngenta aims to hire an external resource, who shall develop Master Trainers among Syngenta field staff. These trainers shall provide training and awareness to the farmers and workers. Syngenta shall also distribute a chemical spraying PPE kit free of cost to the participants.

GDKs will be distributed every season and ensure the recording of the workers’ details and the tasks performed. It will help to ensure young and pregnant workers are not involved in hazardous activities. This will be monitored by the field production during their field visit and three times internal monitoring process in a crop cycle.
Deadline Dates:

<table>
<thead>
<tr>
<th>Task</th>
<th>Deadline Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Farmer training by the field production team</td>
<td>Every season</td>
</tr>
<tr>
<td>Worker awareness on field safety</td>
<td>Detasselling workers – By Dec 2017</td>
</tr>
<tr>
<td></td>
<td>50% of the workers – By Dec 2018</td>
</tr>
<tr>
<td></td>
<td>All the workers – By Dec 2020</td>
</tr>
<tr>
<td>Distribution of IEC tools to all the farms</td>
<td>All farmers - December 2017</td>
</tr>
<tr>
<td></td>
<td>50% of workers – By Dec 2017</td>
</tr>
<tr>
<td></td>
<td>All other workers – By Dec 2018</td>
</tr>
<tr>
<td>Supply of Personal Protective Equipment</td>
<td>25% of Farms – Dec 2017</td>
</tr>
<tr>
<td></td>
<td>50% of farms – By Dec 2018</td>
</tr>
<tr>
<td></td>
<td>All the workers – By Dec 2020</td>
</tr>
<tr>
<td>Mapping and identification of spraying workers – safe chemical training &amp; distribute PPEs</td>
<td>One location – Dec 2017</td>
</tr>
<tr>
<td></td>
<td>All other locations - 2018</td>
</tr>
</tbody>
</table>

Wages, Benefits and Overtime Compensation:

2013 IEM Findings

To access the 2013 FLA findings and company action plans, please visit [this page].

2016 IEV Findings

There is still a gap between legal minimum wages and prevailing wage rates for certain agricultural operations. As per the latest minimum wage notification issued by the local government in 2017, the following daily wage rates are prescribed for different agricultural operations for Zone III under which the present survey area falls.

- INR 239 for ploughing, transplanting, weeding, harvesting, grass cutting, digging, staking, pruning and any other unskilled manual labor
- INR 309 for pollination and pesticide application.

The normal working day, as per the Act, is six hours for all activities, except ploughing, which is fixed at five hours.

With the prevailing wage rates for certain operations, like transplantation and weeding, done mostly by women, the wages paid by Syngenta farmers are below the legal minimum wage. The average wage rates for these operations vary between INR 200 and 225 in different villages, while the statutory minimum wage for these operations is INR 239.

The internal monitoring data collected by Syngenta on wages also clearly indicates, for weeding and transplanting operations, the wages paid to workers are below the minimum wages prescribed by the local government.

The wage data indicate the gap between legal minimum wages and prevailing market wages reduced for weeding and transplanting activity during last three years due to scarcity of labor.

Operations, like ploughing and fertilizer & pesticide application, which are mostly carried out by men, are slightly higher than the legal minimum wages. The prevailing wage rates for ploughing and pesticide application is INR 350-400, whereas the legal minimum wage is INR 239 for ploughing and INR 309 for pesticide application.

For pollination activity done both by male and female workers, the prevailing wage rate is at par or slightly higher than minimum wage. The duration of pollination activity is only 3 hours (10 AM to 1 PM), and workers are paid INR 200 to 250 for this activity. The wage distribution depends on the seasonality of the crop, where during peak production, it is INR 250, and during lean period, it is INR 200. Also, the prevailing wage is determined by farmers’ need for workers. It is more inter-regional than intra-regional. The legal minimum wage for pollination...
is INR 309 for 6 hours of work. Equal wages are paid for both male and female workers for pollination activity. The local IMS center is maintaining updated documents related to local labor laws, such as minimum wages, equal remuneration etc.

Interviews with Syngenta management, organizers, and field staff indicate they have awareness about legal provisions related to wages and benefits. However, similar awareness is not observed among farmers and workers. Most farmers and workers, including those involved in pollination, do not have clear information about local legislation related to wages and working hours. Syngenta has not implemented awareness raising activities at all levels of the supply chain – seed organizers, farmers, and workers. There is a clear evidence to indicate Syngenta has organized several awareness meetings on this issue with seed organizers and their local field staff. Syngenta also requested seed organizers to conduct meetings with farmers and workers to create awareness on this issue, which was not implemented by organizers.

To improve the documentation at farm level, GDKs, which has all the formats for recording workers age, attendance, wages and working hours, are distributed to 30% of the farmers. Due to lack of proper training and handholding support, most farmers are not maintaining these records. 12 out of 28 farmers interviewed in our sample received GDKs. Only two farmers have filled the details of wages paid to workers.

**Overall Conclusion:** still need sustainable improvements

The internal and external monitoring data show there is noncompliance regarding payment of statutory minimum wages for certain activities like weeding and transplantation.

The evidence indicates farmers and workers, including pollination workers, do not have clear information about local legislation related to wages and working hours. The awareness raising meetings on wages issue committed by Syngenta was not implemented at all levels of supply chain – seed organizers, farmer, and worker. The awareness meetings organized by Syngenta are confined to seed organizers.

Nonpayment of minimum wages to farm workers in certain locations and crops received considerable attention from Syngenta top management. It organized a multi stakeholder consultation in January 2016 to discuss this issue. Based on the recommendations from this consultation, it has designed a pilot program to implement the minimum wages in hot pepper in Maharashtra and de-tasseling activity in corn seed production in Andhra Pradesh and Telangana states during 2016-17. Syngenta has plans to extend this program to other crops and locations in a phased manner by 2020.

**Follow-up Company Action Plan:**

Awareness campaigns are conducted in the location to sensitize farmers on the minimum wage code element. Syngenta will continue the efforts of sensitizing the farmers and create awareness among the workers in the upcoming season. Field production team will conduct village level farmer awareness and farm level workers awareness sessions. Various IEC tools will be utilized, such as poster, pocket cards, pamphlets etc. These are distributed during awareness sessions.

In addition, Syngenta has collaborated with international multi-stakeholder organization, Fair Labor Association, to address issue of fair wage in crop production farms of Syngenta in Maharashtra and Andhra Pradesh. Through this project, issues concerning minimum wage, living wages, equal wages shall be addressed.

Syngenta has also collaborated with local Hyderabad-based research organization, Glocal Services, to help them implement the project objectives in cities and areas beyond the FLA project, which includes Telangana (watermelon and rice), Andhra Pradesh (Eluru), and Maharashtra (Jalna and Buldana). The field production team, including seed organizers, has been provided training on implementing minimum wages in the watermelon producing farms of Telangana. These production teams successfully executed the project and ensured payment of minimum wage is implemented. Emphasis has also been made on the maintenance of worker details and their work hours, wage payments etc. maintained by the seed organizers/ farmers. The project was moderately successful and planned to extend the project to other areas and crops in a phase-wise manner.
**Deadline Dates:**

<table>
<thead>
<tr>
<th>Activity</th>
<th>Date/Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Farmer training by the field production team</td>
<td>Every season</td>
</tr>
</tbody>
</table>
| Worker awareness on all CoC including wage compensation | Detasselling workers – By Dec 2017  
50% of the other workers – By Dec 2018  
All other workers – By Dec 2020 |
| Distribution of IEC tools to all the farms    | All farmers - December 2017  
50% of workers – By Dec 2017  
All other workers – By Dec 2018 |
| Minimum wage pilot project – corn             | Wet season & Dry season 2017                     |
| Extend project to other crops                 | Dry Season 2018                                  |
| Internal monitoring                           | Thrice in a crop cycle in sample farms           |