



2010

## FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING AGRICULTURE REPORT

**COMPANY:** Syngenta AG

**COUNTRY:** India

**PROVINCE:** Maharashtra

**MONITOR:** International Resources for Fairer Trade

**AUDIT DATE:** December 9 – 11, 2010

**PRODUCTS:** Sweet Pepper Seeds

**NUMBER OF WORKERS:** 17

**NUMBER OF WORKERS INTERVIEWED:** 17

**NUMBER OF FARMS VISITED:** 25

**TOTAL AREA COVERED UNDER AUDIT:** 8 Acres

**PROCESSES:** Pollination (Crossing); Tying of Sweet Pepper Plants to Sticks to Prevent Plants From Drooping; Fertilizer Application



**CONTENTS:**

Wages, Benefits and Overtime Compensation: Other \_\_\_\_\_ 3  
Child Labor: Proof of Age Documentation \_\_\_\_\_ 4  
Child Labor: Other Means of Age Verification \_\_\_\_\_ 5  
Code Awareness: \_\_\_\_\_ 6  
Code Awareness: Other (Company Internal Grievance Policy and Procedures) \_\_\_\_\_ 7  
Health and Safety: Access to Safety Equipment and First Aid \_\_\_\_\_ 8  
Health and Safety: Chemical Management and Training \_\_\_\_\_ 9

**Wages, Benefits and Overtime Compensation: Other**

Other

**Noncompliance**

**Explanation:** Wages are maintained in attendance register; however, the kind of work is not mentioned, e.g., weeding, sowing, etc.

Sources: grower interviews; document review

**Plan Of Action:** Actions: Syngenta would ensure that an attendance register with complete wage details and kind of work done is maintained by all growers.

**Deadline Date:**

**Action Taken:**

**Plan Complete:**

**Plan Complete Date:**

### **Child Labor: Proof of Age Documentation**

CL.3 Company will assist the grower in maintaining proof of age documentation for all young workers on the farm. It is recommended to maintain proof of age documentation for all workers on the farm, including long term and casual workers.

#### **Noncompliance**

**Explanation:** No proof of age documentation for young workers working in the fields.

Sources: worker and grower interviews

**Plan Of**

**Action:**

Actions:

1. Syngenta already has a wage verification process in place, but it needs to be strengthened in the next season.
2. Syngenta has planned to establish village level committee for some key villages involving opinion leader, panchayat and school. This committee will help in identifying the ages of laborers in the group.

**Deadline**

**Date:**

**Action**

**Taken:**

**Plan**

**Complete:**

**Plan**

**Complete**

**Date:**

### Child Labor: Other Means of Age Verification

CL.4 In cases where proof of age documentation is not readily available or is unreliable, grower will take precautions to ensure all workers are at least the minimum working age, including checking medical or religious records, school records or other means considered reliable in the local context.

#### Noncompliance

**Explanation:** No proof of age documentation for young workers working in the fields.

Sources: worker and grower interviews

**Plan Of** Actions:

**Action:**

1. Syngenta already has a wage verification process in place, but it needs to be strengthened in the next season.
2. Syngenta has planned to establish village level committee for some key villages involving opinion leader, panchayat and school. This committee will help in identifying the ages of laborers in the group.

**Deadline**

**Date:**

**Action**

**Taken:**

**Plan**

**Complete:**

**Plan**

**Complete**

**Date:**

**Code Awareness:**

GEN 2: Ensure all company growers, as well as seed organizers, inform their workers about workplace standards orally and through posting of standards in a prominent place (in the local languages spoken by workers) and undertake other efforts to educate workers about the standards on a regular basis.

**Noncompliance**

**Explanation:** Workers are not aware of workplace standards; they have no awareness about the different codes.

Sources: worker and grower interviews; visual observation

**Plan Of Action:** Syngenta will insist growers train workers on Code of Conduct (COC). During COC training, Syngenta will also insist growers invite workers.

Actions:

1. COCs will be not posted at each farm; instead, relevant messages will be posted or disseminated in village schools, temples, common meeting places, offices of local administration body (panchayat), organizers and company as decided by stakeholders.
2. Trainings will be customized for family labor farms. The grower, who is generally the head of the family, can be trained as an educator. Female members (mothers, elder women) of the family will be involved in awareness programs. A communication strategy for each target audience within the program: organizers, growers, family labor and hired labor will be developed.
3. A peer-to-peer awareness building model (worker-to-worker, grower-to-grower, supervisor-to-supervisor, women-to-women) and self-help groups will be established. Keeping cultural sensitivities in mind, a separate meeting will be held for women.
4. Female community mobilizers are appointed; there is a need to increase female mobilizers, for close work with growers, families, and workers.

**Deadline**

**Date:**

**Action**

**Taken:**

**Plan**

**Complete:**

**Plan**

**Complete**

**Date:**

## Code Awareness: Other (Company Internal Grievance Policy and Procedures)

Other

### Noncompliance

**Explanation:** There is a mechanism to address growers' grievances, but there is no means by which workers can address grievances directly to the company. The company has a number mentioned on the wage register; however, this is maintained by the grower and workers do not have access to the number.

Sources: worker interviews; document review

**Plan Of Action:** Syngenta to create awareness for all concerned stakeholders through training programs on noncompliance; develop a culture of a transparent work environment; and establish strong communication among the team.

#### Actions:

1. Syngenta has started engaging opinion leaders, teachers and women at village level to form a committee that can serve as a channel for information dissemination and worker grievances. At least 50% of the grievance committee members will be women. Company will take appropriate steps to publicize this grievance channel among growers and workers. The contact information of village committee members, as well as that of organizers and company supervisors, will be made available to growers and workers. Village committee will contact company in case of grievances.
2. 1 day per month will be assigned to company representative to deal with field level worker grievances. All worker grievances will be documented for analysis.
3. In the long term, an internal system within monitoring program will be developed to award growers with zero grievances.
4. Supervisors will be equipped with visiting cards on which contact numbers of respective regional project manager (RPM) and project coordinator will be mentioned. Workers will be educated to contact these numbers on noncompliances they observe.
5. Leaflets with the emergency number information will be distributed among workers.

**Deadline  
Date:**

**Action  
Taken:**

**Plan  
Complete:**

**Plan  
Complete  
Date:**

### **Health and Safety: Access to Safety Equipment and First Aid**

H&S.6 All chemicals and hazardous substances, farm produce, and raw materials should be properly labeled and stored. Grower shall not use any banned (either by national or international laws) pesticides, fertilizers, or any other agricultural chemicals on the farm. Grower shall ensure safe disposal of waste chemicals, empty chemical containers and packing materials. Grower/organizer/company will provide the necessary training to workers in regards to; the handling of agricultural chemicals (pesticides, fertilizers, and other hazardous substances), their application and the use of personal protective equipment.

#### **Noncompliance**

**Explanation:** First aid boxes are not being maintained by all growers.

Sources: grower interviews; visual observation

**Plan Of  
Action:** First aid kits are kept with schools, farmers and the workers. These being new locations, some places are missed. Trainings are in progress in this area. Practically it is difficult to supply first aid to all growers.

#### Actions:

1. Syngenta will provide first aid boxes to key villages; boxes will be kept at important junctions like schools, panchayat or with any responsible growers.
2. Additional requirements will be worked out and purchased.
3. Growers will be encouraged to keep the first aid boxes on their own.
4. Growers will be sufficiently trained in the effective use of first aid.

**Deadline  
Date:**

**Action  
Taken:**

**Plan  
Complete:**



**Plan**  
**Complete**  
**Date:**

### **Health and Safety: Chemical Management and Training**

H&S.8 All chemicals and hazardous substances, farm produce, and raw materials should be properly labeled and stored. Grower shall not use any banned (either by national or international laws) pesticides, fertilizers, or any other agricultural chemicals on the farm. Grower shall ensure safe disposal of waste chemicals, empty chemical containers and packing materials. Grower/organizer/company will provide the necessary training to workers in regards to; the handling of agricultural chemicals (pesticides, fertilizers, and other hazardous substances), their application and the use of personal protective equipment.

#### **Noncompliance**

**Explanation:** [Material Safety Data Sheets \(MSDS\) not available on farms for chemicals being used.](#)

[Sources: grower interviews; visual observation](#)

**Plan Of** [Actions:](#)  
**Action:**

1. Organize a greater number of trainings to cover all growers.
2. Engage 1 agency which will help company address this issue at a greater level.
3. Stringent monitoring.

**Deadline**  
**Date:**

**Action**  
**Taken:**

**Plan**  
**Complete:**

**Plan**  
**Complete**  
**Date:**