



2012

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING AGRICULTURAL REPORT

COMPANY: Syngenta India Ltd.
COUNTRY: India
PROVINCE: Andhra Pradesh
MONITOR: T. Group Solutions Pvt. Ltd.
AUDIT DATE: March 18 – 21, 2013
PRODUCTS: Rice
NUMBER OF WORKERS: 11
NUMBER OF WORKERS INTERVIEWED: 11
NUMBER OF FARMS VISITED: 30
TOTAL AREA COVERED IN AUDIT: 39.25 Acres
PROCESSES: Chemical Spraying, Pollination, Weeding

To view more about the FLA's work with Syngenta, please visit the FLA website [here](#).



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Code Awareness:

GEN.1 Establish and articulate clear and written workplace standards. Formally convey those standards to company growers and seed organizers.

Noncompliance

Explanation: Workplace standards have not been communicated to growers. The company is still in the process of introducing formal communication systems for communicating workplace standards.

Plan Of Action:

1. During preseason meetings, growers will be educated about the company's workplace standards.
2. The code of conduct (COC) will be communicated through pamphlets; posters; snake and ladder games; and wall paintings in all of the villages.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Code Awareness:

GEN.2 Ensure that all company growers, as well as seed organizers, inform their workers about the workplace standards orally and through the 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: Workplace standards have not been communicated to workers. There are no postings posted or handouts distributed. The company is still in the process of introducing formal communication systems for educating workers on workplace standards.

- Plan Of Action:**
1. During preseason meetings, growers and family laborers will be educated about the company's workplace standards. Growers are to ensure to bring at least 1 non-family worker representative to the preseason meeting.
 2. The COC will be communicated through pamphlets; posters; snake and ladder games; and wall paintings in all of the villages.
 3. The field team will be educated by the CSR Team and will communicate codes to workers during their regular farm visits.
 4. Syngenta will explore using more women mobilizers who will be engaged, meet workers on their farm, and communicate the message.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:



Code Awareness:

GEN.3 Develop a secure communications channel, in a manner appropriate to the culture and situation, to enable company employees, supervisors, and employees of seed organizers to report to the company on noncompliance with the workplace standards, with the security that they shall not be punished or prejudiced against for doing so.

Noncompliance

Explanation: No such system developed/introduced. The company is still in the process of introducing formal communication systems for communicating workplace standards.

- Plan Of Action:**
1. Syngenta has developed a grievance policy for growers and workers.
 2. The grievance policy is communicated to all workers and growers during various channels and campaigns in preseason and midseason meetings.
 3. We have developed various informational, educational, and communication (IEC) materials, such as pamphlets, posters, and wall paintings, which will help us in communication.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Code Awareness:

Other (Company Internal Grievance Policy and Procedures)

Noncompliance

Explanation: No grievance policy and procedures have been established. The company is still in the process of introducing formal secure channels to report noncompliances.

Plan Of Action:

1. Syngenta has developed a grievance policy for growers and workers.
2. The grievance policy is communicated to all workers and growers during various channels and campaigns in preseason and midseason meetings.
3. We have developed various informational, educational, and communication (IEC) materials, such as pamphlets, posters, and wall paintings, which will help us in communication.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:



Forced Labor: Employment Terms/Voluntary Agreement

F.3 Employment terms shall be those to which the worker has voluntarily agreed, in as far as those terms do not fall below provisions of local laws, freely-negotiated and valid collective bargaining agreements, or the FLA Workplace Code of Conduct.

Noncompliance

Explanation: There are no written employment agreements between workers and organizers. However, workers had no complaints. The company has yet to introduce and implement the required documentation to comply with the COC.

Plan Of Action:

1. Syngenta has an exclusive agreement with the organizer and growers. It has clearly explained about complying with the codes. Syngenta will encourage growers to have a formal agreement with workers.
2. During grower meetings, Syngenta's team will educate them on maintaining documentation with worker agreements.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Forced Labor: Employment Terms/Prohibitions

F.4 There can be no employment terms (including in written or verbal contracts or any other instruments or in any formal or informal recruitment arrangements) which: specify that workers can be confined or be subjected to restrictions on freedom of movement; allow growers to hold wages already earned; provide for penalties resulting in paying back wages already earned; or, in any way punish workers for terminating employment.

Noncompliance

Explanation: There are no written employment agreements between workers and organizers. However, based on feedback from workers, there are no such terms restricting movement/holding back wages or punishments of any sort. The company has yet to introduce and implement the required documentation to comply with the COC.

Plan Of Action:

1. Syngenta has an exclusive agreement with the organizer and growers. It is clearly explained about complying with the codes. Syngenta will encourage growers to have a formal agreement with workers.
2. During grower meetings, Syngenta's team will educate them on maintaining documentation with worker agreements.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Forced Labor: Individual Contracts (Verbal/Written)

F.12 Where more than 1 person belonging to a worker household is employed, each member of the household employed by the farm will have individual terms of employment and will not be linked to the employment of the other family member. Where a particular activity is assigned to a group of workers and the remuneration is pre-determined for the activity, the workers in the group will have the freedom to be part of the group or leave the group.

Noncompliance

Explanation: There are no written employment contracts between: a) the organizer and workers and b) growers and workers. Employment terms are communicated verbally and mutually agreed upon. The company has yet to introduce and implement the required documentation to comply with the COC.

Plan Of Action: 1. Syngenta has an exclusive agreement with the organizer and growers. It is clearly explained about complying with the codes. Syngenta will encourage growers to have a formal agreement with workers.

2. During grower meetings, Syngenta's team will educate them on maintaining documentation with worker agreements.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:



Forced Labor: Personal Worker Identification and Other Documents

F.13 Workers shall retain possession or control of their identity cards, identity papers, travel documents, or any other personal legal documents, such as land deeds or house mortgage. Growers shall not retain any such documents or restrict workers' access to them for any reason whatsoever, including in order to ensure that workers shall remain in employment in the farm. Growers may obtain copies of original documents for record-keeping purposes.

Noncompliance

Explanation: No identification records for workers or growers' family cards are maintained. The company has yet to introduce and implement the required documentation to comply with the COC.

Plan Of Action: 1. The company has prepared documentation kits; they are ready to distribute to growers. The documentation kits include: a seed production policy; a social compliance contract; Health & Safety Aspects; local laws related to the agricultural sector; the minimum wages applicable for the region; a list of records to be maintained on the farms; emergency number contact; and labor attendance sheets.

2. The kits will explain workplace standards and help growers maintain attendance records, wages paid, working time, labor details, etc.

Deadline Date: December 2013

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 in the farm and it is recommended to maintain proof of age documentation for all workers in the farm, including long term and casual workers.

Noncompliance

Explanation: No proof of age documents are maintained for workers. The company has yet to introduce and implement the required documentation to comply with the COC.

Plan Of Action:

1. During awareness meetings, growers will be educated and motivated on the requirement related to maintaining records on farms.
2. Copies of birth certificates, school certificates, ration cards, medical certificates, local government birth records, etc., are accepted as age proof documentation; a copy of any one of these records can be kept on the farms.
3. The company is planning to distribute documentation kits to all growers. The kits will include the age verification procedure and will be maintained by growers.
4. The company has given clear instructions about and informed growers on maintaining the records mentioned above.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Child Labor: Other Means of Age Verification

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

Noncompliance

Explanation: No other age verification process has been implemented. The company has yet to communicate the requirements and standards to the internal monitoring system (IMS) staff and growers.

Plan Of Action:

1. During awareness meetings, growers will be educated and motivated on the requirement related to maintaining records on farms.
2. Copies of birth certificates, school certificates, ration cards, medical certificates, local government birth records, etc., are accepted as age proof documentation; a copy of any one of these records can be kept on the farms.
3. The company is planning to distribute documentation kits to all growers. The kits will include the age verification procedure and will be maintained by growers.
4. The company has given clear instructions about and informed growers on maintaining the records mentioned above.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Child Labor: Children on Premises

CL.9 The grower will ensure that children (all children, including those residing in the farm) will not have access to areas such as machine/electric operation, application of pesticide and fertilizers, storage areas, and others where there are activities that can cause harm to the child.

Noncompliance

Explanation: There is no designated or restricted area for children near the farms.

Plan Of Action: Growers and workers will be educated regarding having children on the premises; their general safety; protecting them from different hazards like machinery and electrical connections, etc. Hazardous areas will be marked as restricted areas for children.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:



Harassment and Abuse: General Compliance Harassment and Abuse

H&A.1 Growers shall comply with all local laws, regulations and procedures concerning discipline, violence, harassment, and abuse.

Noncompliance

Explanation: Growers and workers are not aware of harassment and abuse-related concerns. The company's staff has not created any awareness on the COC.

Plan Of Action: 1. During preseason meetings, growers will be educated on the company workplace standards.

2. Documentation kits and informational, educational, and communication (IEC) materials were prepared and will be distributed to all growers.

3. COC will be communicated through wall paintings in all villages.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Harassment and Abuse: Discipline/Fair and Non-Discriminatory Application

H&A.2 Growers shall apply disciplinary rules, procedures and practices developed by the company in a fair and non-discriminatory manner to all workers.

Noncompliance

Explanation: No such procedures developed and communicated by the company. They have yet to implement these systems.

Plan Of Action: The company has developed the seed production policy, which explains workplace standards and FLA codes.

Actions:

1. During preseason meetings, non-discrimination will be explained.
2. The topic is also explained in IEC materials that have already been distributed to growers.
3. Wall paintings are planned in all villages to convey this message to everyone.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:



Harassment and Abuse: Discipline/Worker Awareness

H&A.3 Grower will follow disciplinary practices that are fair and are clearly understood by the workers. The grower will take necessary steps to ensure that the farm's disciplinary procedure is clearly understood by the workers.

Noncompliance

Explanation: No awareness program has been conducted.

- Plan Of Action:**
1. The implementing team will educate workers during their field visit.
 2. The company has developed IEC materials for distributing to laborers.
 3. Dissemination of the compliance message through wall paintings in all of the villages is ongoing.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Harassment and Abuse: Discipline/Training

H&A.4 Grower/Organizer/Company will provide training on appropriate disciplinary practices to persons who supervise the workers.

Noncompliance

Explanation: No such training provided.

Plan Of Action:

1. The implementing team will educate workers during their field visit.
2. The company has developed IEC materials on code awareness and will distribute them to laborers.
3. Dissemination of the compliance message through wall paintings in all of the villages is ongoing.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Harassment and Abuse: Grievance Procedure

H&A.12 Company shall have in place grievance procedures that allow first an attempt to settle grievances directly between the worker and the grower, but, where this is inappropriate or has failed, it is possible for the worker to have the grievance considered at one or more steps, depending on the nature of the grievance and the structure and size of the enterprise. Company shall ensure that workers know the grievance procedures and applicable rules.

Noncompliance

Explanation: No such procedure is in place. The company has not yet developed and communicated any such procedures.

Plan Of Action:

1. Syngenta has developed a grievance policy for growers and workers.
2. The grievance policy is communicated to all workers and growers during various channels and campaigns in preseason and midseason meetings.
3. We have developed various IEC materials, such as pamphlets, posters, and wall paintings, which will help us in communication.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: General Compliance Health and Safety

H&S.1 Growers shall comply with all local laws, regulations, and procedures concerning health and safety. In any case where local laws and the Workplace Code of Conduct are contradictory, the higher standards will apply. The grower will possess all legally required permits.

Noncompliance

Explanation: Adequate precautions are not taken while using chemicals. No arrangements are made for first aid and safe drinking water. The company has neither communicated nor monitored these aspects to ensure compliance with requirements.

Plan Of Action: Syngenta has developed a comprehensive H&S management system; it is covered in the best seed production practices document and pamphlets that are distributed among growers and workers.

Actions:

1. The company is focusing on conducting separate training programs for growers and workers on the safe handling of chemicals.
2. Syngenta has developed different communication tools, which explain guidelines and procedures, like the Do's and Don'ts related to chemical handling. These Do's and Don'ts are also made into wall paintings in selected villages.
3. Our field team also educated workers during their field visit and will continue to do so. Syngenta will identify hired workers involved in hazardous tasks from each cluster/village and train them with external experts.
4. Exclusive field safety training is planned for growers and workers. Syngenta's sales team will support organizing this training.
5. The team has received training on first aid management by specialists.
6. The company has already supplied first aid kits and anti-venom kits to all locations.

Deadline Date: December 2013

Action Taken:

Plan
Complete:

Plan
Complete
Date:

Health and Safety: Document Maintenance/Worker Accessibility and Awareness

H&S.2 All documents required to be available to workers and growers by applicable laws (such as health and safety policies, MSDS, etc.) shall be made available in the prescribed manner and in the local language or language(s) spoken by the workers if different from the local language. If the workers are illiterate, the company shall make an effort to provide pictorials that the workers can easily understand.

Noncompliance

Explanation: No documents are maintained. Material data safety sheets (MSDS) are not available in areas where chemicals are handled. IMS staff is not aware of the requirements.

Plan Of Action: We have developed a comprehensive H&S management system; it is covered in the best seed production practices document and pamphlets that are distributed among growers and workers. Each and every chemical that growers buy from the market has a MSDS leaflet inside the pack. All the contents in this leaflet are explained in the local language. Hence, Syngenta will create awareness among growers to use the MSDS provided by the company.

Actions:

1. The company is focusing on conducting separate training programs for growers and workers on the safe handling of chemicals.
2. We have developed different communication tools, which explain guidelines and procedures, like Do's and Don'ts, which will also be covered in wall paintings.
3. Our field team also educated workers during their field visit and will continue to do so. Syngenta will identify hired workers who are involved in hazardous tasks from each cluster/village and train them with external experts.

Deadline Date: December 2013

Action

Taken:

Plan

Complete:

Plan

Complete

Date:

Health and Safety: Health and Safety Management System

H&S.4 The health and safety policy shall contain the framework for a comprehensive health and safety management system within which growers' responsibilities and workers' rights and duties, various responsibilities of designated personnel, procedures that enable workers to raise health and safety concerns, and procedures for reporting death, injury, illness, and other health and safety issues (for instance, near-miss accidents) are clear and regularly tested and reviewed.

Noncompliance

Explanation: The related management system is not effective. No internal monitoring system has been introduced.

Plan Of Action: The company has a systematic internal monitoring procedure and it already has been implemented in this location. Further steps will be taken to strengthen this internal monitoring system.

Actions:

1. A comprehensive H&S management policy has been developed; it is covered in the seed production procedure.
2. Educate growers and workers about this policy.
3. Distribute IEC materials related to the Do's and Don'ts to growers and workers.

Deadline Date: December 2013

Action Taken:

Plan
Complete:

Plan
Complete
Date:

Health and Safety: Communication to Workers

H&S.5 The health and safety policy shall be communicated to all workers in the local language or language(s) spoken by workers if different from the local language.

Noncompliance

Explanation: This policy is not communicated to workers. The company is still in the process of communicating this policy to workers.

Plan Of Action: Syngenta will increase the outreach of various activities to reach a wider number of workers through wall paintings, posters, and farm level worker awareness sessions.

Deadline
Date:

Action
Taken:

Plan
Complete:

Plan
Complete
Date:

Health and Safety: Access to Safety Equipment and First Aid

H&S.6 Company should ensure that growers and workers have access to safety equipment and first aid.

Noncompliance

Explanation: Growers and workers do not have access to safety equipment and first aid, as they have not been provided on the farms.

Plan Of Action: Growers and workers are using traditional methods of safety equipment.

Actions:

1. Syngenta has already supplied first aid kits and anti-venom kits to all locations.
2. During awareness campaigns, company will educate growers and workers about the importance of using personal protective equipment (PPE).
3. The team is also educating growers on the maintenance of first aid kits on farms.
4. Planned to provide kits to all growers.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: Personal Protective Equipment

H&S.7 All necessary personal protective equipment (PPE), such as gloves, eye protection, respiratory protection, etc., should be made available to relevant workers to prevent unsafe exposure (such as inhalation or contact with solvent vapors, dust, etc.) to health and safety hazards.

Noncompliance

Explanation: Growers and workers do not have access to PPE, as it has not been provided to the farms.

Plan Of Action: Growers and workers are using local methods of safety equipment, wearing full-armed shirts, using towels to cover their faces, etc.

Actions:

1. During awareness campaigns, company will educate growers and workers about the importance of using PPE.
2. Planned to provide PPE, like shoes, to protect workers' feet and caps for protecting their heads from the sun.

Deadline Date: December 2013

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. The grower shall not use any banned (either by national or international laws) pesticides, fertilizers, or any other agro chemicals in the farm. The grower shall ensure safe disposal of waste chemicals or empty containers of chemicals or packing materials. The grower/organizer/company will provide the necessary training to the workers with regard to handling of agro chemicals (pesticides, fertilizers, and other hazardous substances), their application, and the use of personal protective equipment.

Noncompliance

Explanation: No such training provided. The company has yet to provide training on chemical management.

Plan Of Action: The company will organize exclusive trainings on chemical management with the support of the sales team. The field team will educate growers/workers on the proper usage of chemicals.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:



Health and Safety: Machinery Maintenance and Worker Training

H&S.11 All production machinery, equipment, and tools shall be regularly maintained and properly guarded. Workers shall receive training in the proper use and safe operation of machinery, equipment, and tools they use.

Noncompliance

Explanation: Electric switch boxes had no covers. Workers/Growers are not aware of the risks associated with open switch boxes. The company has created no related awareness program. Also, no internal monitoring system has been introduced.

Plan Of Action:

1. The company will educate growers on electrical safety during grower meetings.
2. The company will track related progress using an internal monitoring system.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: Medical Facilities

H&S.12 Medical facilities shall be established and maintained as required by applicable laws. In cases where there is no local law, the company should ensure that the growers could approach them in case of medical emergencies and have the local medical officer's contact address available to the growers and workers. In the case of a medical emergency, e.g., injury or sudden illness, employers will not unreasonably delay allowing a worker to have access to medical treatment.

Noncompliance

Explanation: No first aid supplies available on the farms. The company has not provided them for individual farms.

Plan Of Action:

1. The company has supplied first aid kits to all villages and has planned to extend the program up to the grower level.
2. The team is also educating growers on the maintenance of first aid kits on farms.
3. Planned to provide kits to all growers.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: Drinking Water

H&S.13 Company should make efforts to create awareness among growers and workers about clean drinking water. Growers shall not place any undue restrictions on drinking water in terms of time and frequency.

Noncompliance

Explanation: No related awareness created. Workers drink water collected from open wells. The company has not created awareness on safe drinking water.

Plan Of Action: The company will educate and motivate growers on providing workers safe drinking water.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:



Health and Safety: Rest Areas

H&S.14 Grower shall make provisions for an adequate rest area for workers in cases of extreme weather or health emergency, or if protection from animals is needed.

Noncompliance

Explanation: No rest areas provided. No awareness has been created on providing such facilities.

Plan Of Action: In the next season, the company will educate growers about having a rest area on farms, which will be used for taking meals and resting during the rest period.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:



Freedom of Association and Collective Bargaining: Other

Other

Noncompliance

Explanation: The company's policy on freedom of association (FOA) and collective bargaining (CB) is not communicated to growers and workers.

Plan Of Action: In Indian agriculture, there are no agricultural unions. We have never noticed an issue of FOA in the last 7 years of internal monitoring. However, the company will educate workers about this during preseason campaigns.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:



Wages, Benefits and Overtime Compensation: Worker Wage Awareness

WBOT.6 Grower/Organizer/Company will make an effort to educate workers so that the terms of employment, wages, benefits and deductions shall be clearly understood and acceptable by the worker.

Noncompliance

Explanation: Growers and workers are not aware of the legal wages they should be paying and paid, respectively. They are aware of the local rates paid based on the nature of operations, which could be less than the legally notified wages for these operations.

Plan Of Action: 1. Syngenta is creating awareness about minimum wages and overtime payments among growers and workers by wall paintings in all villages.

2. In the long run, we are planning to address this issue during local stakeholder consultations.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:



Wages, Benefits and Overtime Compensation: Record Maintenance

WBOT.7 Company shall make efforts to educate and assist the growers in maintaining records of wages provided to the worker in cash or in-kind or both, and such records shall be acknowledged by the worker.

Noncompliance

Explanation: No records are maintained or provided by the company to growers.

Plan Of Action: 1. A documentation kit, consisting of: a seed production policy document; a copy of the contract between growers and vendors; health and safety Do's and Don'ts; local agriculture labor laws on hours of work, overtime, and minimum wages; grievance procedure with telephone number; and attendance sheet/wage register for workers will be supplied to all growers to maintain the records. Illiterate farmers will be supported by field supervisors, who will train their children and their literate workers to maintain the documentation kits.

2. Syngenta will closely monitor wages with the documentation kits and data collected through internal monitoring visits by field staff.

Deadline Date: December 2013

Action Taken:

Plan Complete:

Plan Complete Date:
