

Proceedings and Highlights

Workshop on Strategies to Combat Child Labour and Address Minimum Wage Issues in Hybrid Seed Production in India



August 28, 2015

Hotel AVASA, Hyderabad, India

Organized by

CCP (CHILD CARE PROGRAMME) STEERING COMMITTEE

(A multi-stakeholder forum working on child labour and other working conditions issues in the seed industry in India)

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I. Introduction and Background

The issue of child labour in hybrid seeds production in India continues to receive national and international attention. Despite some improvements in the recent years, the total number of children employed in this sector remains high. The data from 2014-15 shows that in total around 200,000 children below 14 years were employed and they account for nearly 25 percent of the total workforce in cottonseed farms in India¹.

As a result of the efforts of various stakeholders much awareness has been created on child labour issues in the seeds sector. Interventions by various agencies, including governmental organizations, NGOs, the seed industry and international organisations like the International Labour Organization and UNICEF have had a positive impact that has contributed to the reduction of child labour in the cottonseed industry. Significant reduction in child labour cases was observed in areas where various stakeholders made concerted efforts. Nevertheless, the persistence of child labour on a large scale is due to the limited coverage of these concerted efforts and insufficient impact of the present local interventions.

Another issue in the hybrid seed sector that is increasing getting attention is the lack of payment of minimum wages to the farm workers. Despite recent increase in the prevailing wages for several activities in seed production, the compensation still remains to be below the statutory minimum wages fixed by the government for a number of activities in some regions in India. This mainly affects women negatively.

Several seed companies, both national and international, are in the process of setting up or strengthening existing internal systems to address the child labour and minimum wages issues in their supply chain. They recently requested the Child Care Program (CCP) Steering Committee (SC)² to organize a consultation that will invite various stakeholders to share their experiences and learning. It is in this context the present one-day consultation was organized.

Around forty representatives from seed companies, civil society organizations and research institutions attended the workshop. Ten seed companies that participated in the meeting include - Nuziveedu, Monsanto, Bayer, Syngenta, Mahyco, DuPont Pioneer, Advanta, East West, Limagrain (with members from HM.CLAUSE India and Bisco Bio Science) and Sakata. The non-governmental organizations (NGO) that participated in the meeting include the MV Foundation, CARE and SPEED. Glocal Research participated in the meeting as a research institute.

¹See report *Cotton's Forgotten Children* by Dr. Davuluri Venkateswarlu published by India Committee of the Netherlands (ICN)

² CCP Steering committee is a multi-stakeholder forum working on child labour and other working conditions issues in the seed industry in India. Child Care Program (CCP) is an outcome of some pro-active steps taken by the seed industry association (Association of Seed Industry, AP Seedsman Association) in early 2000s who wanted to address child labour issues through working with stakeholders. The current CCP Steering Committee (formerly known as Child Labour Elimination Group-CLEG) was a joint initiative of ASI, NGOs and research institutions in 2003 to address the issue of child labour in the seed industry. This initiative worked well for a few years but later weakened due to the withdrawal of some NGOs and seed companies. Currently Syngenta, Monsanto, NGOs like CARE, VORDS and Glocal Research are active members in this group.

II. Objectives

The specific objectives of this meeting were:

1. **Convene various stakeholders to share experiences and learning in addressing child labour and compensation related issues in hybrid seed production in India;**
2. **Sharing of best practices in addressing child labour and minimum wage issues in seed sector;**
3. **Explore possibilities for joint initiatives and collaboration amongst different stakeholders.**

III. Proceedings and highlights

1. Welcome Address, Introduction of Participants and Key Note Address

Mr. Pramod Kulkarni (CSR Project Manager, South Asia, Syngenta and a member of CCP Steering Committee) welcomed the participants and outlined the main objectives of the consultation. He requested the participants to introduce themselves. After a round of introductions, he invited Dr. Davuluri Venkateswarlu and R. Venkat Reddy to make the keynote presentation.



In his keynote address **Davuluri Venkateswarlu** (Director, Glocal Research and a member of CCP Steering Committee) provided an overview of the developments in relation to child labour and minimum wage in the seed industry and the major interventions since late 1990s. Referring to the findings from his recent report “**Cotton’s Forgotten Children**’ he stated that despite some improvements in the recent years, child labour continues to be a big issue in hybrid seed production in several states of India.

According to him around 200,000 children below 14 years were employed and account for nearly 25 percent of the total workforce in cottonseed farms in India, implying a clear demand for child labour in this sector.

In Andhra Pradesh and Tamil Nadu, there has been a significant reduction in child labour in hybrid seed production and according to him this is largely due to the concerted efforts from different stakeholders. He explained about the genesis of the Child Care Program (CCP), a multi stakeholder forum that is an outcome of some pro-active steps taken by the seed industry association (Association of Seed Industry, AP Seedsman Association) in early 2000s who wanted to address child labour issues through working with stakeholders. The current CCP Steering Committee (formerly known as Child Labour Elimination Group-CLEG) was a joint initiative of ASI, NGOs and research institutions in 2003 to address the issue of child labour in the seed industry. This initiative worked well for a few years but later weakened due to the withdrawal of some NGOs and seed companies. He stressed the need to strengthen this kind of a multi-stakeholder process and would benefit from the active involvement of NSAI (National Seed Association of India) and NGOs like MV Foundation.

Regarding payment of minimum wages in the seed sector, he informed that this issue has not received the same attention as child labour. Despite recent increase in prevailing industry wages for several activities in seed production, it still remains below the statutory minimum wages fixed by the government, especially for

the tasks women are performing. There is lack of awareness about the Minimum Wage Act among workers and farmers. The workers in cottonseed production are not well organized and there are no active worker organizations operating in most of the areas.



Mr. Venkat Reddy (National Coordinator, MV Foundation) in his keynote address shared the experiences of MV Foundation in addressing the child labour issue. The contribution of MVF in the abolition of child labour in general and in cottonseed sector in particular, is significant. He reiterated the need for concerted efforts, an area-based approach to addressing child labour issues and mentioned the possibility of declaring an area as Child Labour Free Zone (CLFZ) if all stakeholders act together.

MVF has created Child Rights Protection Forums by identifying village volunteers in selected villages to track every child and see that all children attend school. This model is ready to be replicated and there is a possibility that all seed companies together can contribute to CLFZs by adopting this successful model. According to him the NGOs play a critical role in connecting people in favour of child rights. He gave an example about actions taken in Dornipadu mandal of Kurnool district in Andhra Pradesh where MVF made concentrated effort and facilitated many farms to make them child labour free. He emphasized the need for all companies to come together and adopt the area-based approach to addressing child labour issues.

He shared field experiences to refute the argument that the root cause of child labour is poverty. According to him, "If a child is working, it means denial of work opportunity to an adult labour. If a child goes to school leading the adult to work, then the income of that family increases as minimum wages are paid.



2. Sharing experiences and challenges - Presentations by seed companies

a. Syngenta Seeds



Mr. Pramod Kulkarni presented Syngenta's efforts in addressing child labour and related issues. According to him, Syngenta has made a commitment at the highest level to be open, transparent and ethical in its business practices. Health and safety of each stakeholder associated with Syngenta remains a top priority for the company. This is addressed through various initiatives and one of them is 'Syngenta me & mine' in seed production. Syngenta is the first company to apply social compliance program for improving labour standards in its supply chain that are independently verified and published by the Fair Labor Association (FLA). These standards are based on the ILO conventions, UN Guiding Principles and FLA's Code of Conduct. Syngenta is a key member of the CCP.

Interventions to address the issues include mapping studies, benchmarking of compliance parameters, joint stakeholder initiatives such as with the involvement of UNICEF, NGOs, local panchayats, health departments, schools, etc., organized pre-season campaigns and trainings; first-aid training and management including anti-snake venom access, awareness building through wall paintings, street plays, folk arts and IEC (Information Communication and Education) materials. Syngenta's approach is to conduct internal monitoring and assess its effectiveness through external validation (by FLA independent auditors) on regular intervals. As of 2013, the program has reached around 26,500 growers and sensitized 0.25 million workers. Since 2006, Syngenta has been able decrease the incidence of child labour to 0.02 percent in their supplier farms. The community has appreciated Syngenta's initiatives like child education, first aid program and anti-venom program. With regard to minimum wages issue he said that they have identified non-compliance issues with regard to payment of minimum wages in certain locations and they are in the process of finalizing an action plan in collaboration with stakeholders to address this issue.

b. Monsanto



Mr. Radha Madhav from Monsanto explained the participants about Monsanto Human Rights Program. The main aim of the program is to make the program self-sustaining through community acceptance and ownership. He requested the companies not to look at social issues as problems but as an opportunity to act on. He presented various elements of the Human Rights program such as sensitization, farmers counseling during field visits and rehabilitation of child labour.

He highlighted the importance of community sensitizing and awareness of other local stakeholders using target group specific communication material. He clearly mentioned that more the sensitization the lesser the issue and more acceptance by the communities. The whole process of sensitization and farmers and farm workers counseling should lead to behavioral change and create a mindset to look at this as a step for gradually bringing about societal changes. Proper counseling should happen at farmer level. For the parents of the child labourers an effort to improve the local schools would help. He advised companies to define a long-term strategy to provide incentives to community (village/school, etc.) as opposed to individual seed

growers, as a mark of positive reinforcement for not engaging child labour and promoting community participation. All this is part of the Monsanto's Model Village Program. In addition to addressing child labour issues, various Personal Protective Equipment (PPE) against pesticide exposure, detasseling, PPE for corn farm workers and the success of anti-venom program were highlighted that keep farmers and workers safe.

In summary, companies should take proactive actions and the process can be developed and customized based on individual location experience. As the processes are localized, systemic issues can be thoroughly addressed by involving local communities.

c. Nuziveedu Seeds



Mr. Tarak Dhurjati from Nuziveedu made a presentation on the company's policy, plans and initiatives to address child labour issue. Nuziveedu is one of the largest seed company with a 25 percent share in the Indian seeds market. Though the company started some initiatives to address child labour issues since 2003, these efforts intensified in the past three years. Vigilance officers have been appointed who monitor child labour, organize periodical meetings, take up awareness creation activities, and display posters to sensitize people on issues and comply with child labour and minimum wages acts. They have partnered with Mandava Foundation (CSR organization of NSL group) to carryout CSR activities in their supply chain. They have also adopted a few local schools and provided furniture to meet school needs. The company acknowledges the existence of child labour problem and that many are working on it to address it. Nevertheless, according to him the momentum of measures and initiatives taken is inadequate and he emphasized the need for a coordinated action and is determined to support joint initiatives.

d. Bayer



Mr. Saikat De presented a film on sustainable supply chain titled " The Change Makers" which documented the key learnings of the Bayer group in addressing sustainability issues within the seed production supply chain. The film reached out to diverse stakeholders on management of supply chain in India in the light of globalization. It delved into the best practices adopted by the organization in controlling child labour, one of the major problems in the agriculture/industrial supply chains, while addressing environmental and production related issues. The film also provides insight into the contribution of staff and functionaries as 'key drivers' of the program reflecting core values, vision and mission of Bayer group. It also reflects on the key challenges and opportunities in supply chain management involving farmers, women and children. The need for ensuring sustainability, environmental, social and economic, at all stages of the supply chain, as necessary for a sustainable business was the central theme of the video.

The documentary showcased Bayer's efforts in bringing together all seed growers and conducting meetings with them to raise awareness about child labour and presented how farmers are provided with knowledge on crop cultivation, and adopting methods that increase their efficiency without engaging children in production

activity. One segment highlighted the importance of all stakeholders to be involved (community participation) in order to curb child labour and achieve a truly sustainable business, with something for everyone in it.

The documentary highlighted the CCP monitoring of Bayer hybrid seed production fields to ensure that no child is involved on the fields and the prescribed standards as per the agreement with the farmers are maintained. It showcased how dedicated teams employed by Bayer are able to address school dropouts and child labour employed in the farms through child labour schools. Lastly, the documentary demonstrates the commitment of Bayer Management group on the teamwork and values imbibed by the company to ensure quality of seeds, quantity with a firm conviction of “Zero Tolerance Towards Child Labour in Hybrid Seed Production”

e. DuPont Pioneer



Mr. Shyamsunder Singh explained about DuPont Pioneer company experience, structure of program, impact of changes brought in last few years and proposed action. The DuPont Pioneer is committed to address the issues of child labour and this reflects and is guided by the four core values of the Organization viz., Safety, Health and Environment, Highest Ethical Behavior, Respect for People and Environmental Stewardship. The company has developed a Child Labour Prevention Program. It was built out on experiences and best practices of various seed companies in the country and in consultation with Dr Davuluri.

Relatively the company is new to cotton crop and started in 2009 with a market share of 2-3 percent. The company complies with local laws. Proactively, the company considers a child up to the age of 16 years as child labour.

The company also initiated facilitation of rehabilitation of child labour in past two years. Company has seed production in Gujarat (70%), Karnataka (25%), to a very small extent in Andhra Pradesh. Company follows a simple structure including planning, implementation and monitoring through steering team and CLPP team. Company has included clause for about child labour in contractual agreements with service providers.

DuPont Pioneer has created awareness by covering 100 percent of the growers. During the season there is two times door to door contact besides small group meetings, training and education. They have put in place a transparent incentive and disincentive system. The company claims that, over the last five years, child labour incidence was brought down through their efforts from 1.5% to presently 0.2%. He also pointed out that, the child labour problem is associated with migrant labour. He proposed to have a formal collaborative process involving diverse stakeholders to address the challenges.

f. East-West Seed



Mr. Pankaj Paratey informed that East-West Seed has been working with the objective of improving the life of small holder farmers, women and children through knowledge and technology transfer for more than two decades. The company also works on nutrition related issues, especially with children, by engaging local community and school. In India, the company produces hybrid seeds of hot pepper, tomato, okra, etc. It takes up seed production directly with growers without engaging organizers.

He said that East-West seed has zero tolerance policy towards child labour and is committed to take necessary steps to address the problem. The company has already taken some initiatives for child care program. He said the company has placed a comprehensive three stage monitoring system in place when child labour issue has come to its notice. 1st step, started with 100% observation and monitoring by seed production Field Staffs and then followed by Internal Auditors conduct **unannounced** visit and audit on 30% of fields from total as second step. As 3rd step, External auditors make unannounced field visits, surprise checks to monitor the status of child labour on the ground. The company is using ERP system for recording data to alert management.

Pankaj Paratey informed that East-West seed has recently joined with other Dutch seed companies to support joint initiatives to mitigate child labour in seed industry and also engage Asian & Pacific Seed Association. In India also they are much interested to join with other seed companies and civil society groups to promote joint initiatives to address the child labour and other issues. East-West Seed India is now in progress of developing a child care program.

g. Limagrain (HM.CLAUSE India/Bisco Bio Science)



Ms. Caroline Leterrier Tuan informed the group that HM.CLAUSE is part of Limagrain Group - an international agricultural group, owned by a cooperative of farmers. In India, Limagrain is present through two companies, that is HM.CLAUSE India (and Century Seeds being now part of HM.CLAUSE India) for vegetable seeds and Bisco Bio-Sciences for field seeds. The company is committed since the beginning to fight child labour. In this respect, different actions have already been taken and an action plan was reinforced recently. It is explained that, the company has its own policy against child labour in every contract signed with growers since 2011 for HM.CLAUSE India. The contract was read to illiterate growers before they signed it. A provision for warning letters to offenders were made but never implemented.

The company conducts meetings at beginning of production season with farmers to create awareness not to engage child labour. The company displayed posters and also appointed a coordinator to monitor the child labour program. The company is committed to improve child labour policy by intensifying awareness, village level meetings, organizing random checks and study possibilities of collaborations.

The company is committed since the beginning to comply with minimum wages with priorities initially given to employees. The Company is also going forward by inserting clause for statutory compliance to employment laws in all vendors/organizers (and growers?) contracts. It is explained that, the company has a recent history in India and have already set up policies and program to tackle child labour and minimum wages issues. "We

have started to strengthen these programs and need to learn from other peers, organizations and NGOs to find efficient measures. Company also believes that, the issues are complex and these problems cannot be tackled by individual or single company and effective results will be only the consequence of joint efforts from seed companies, authorities, and the NGOs to inform, educate and change the mindset and the situation”, told Caroline Leterrier Tuan.

h. Sakata



Mr. Ashok Reddy from Sakata Seed Company informed the participants that the company is producing only vegetable seeds and more particularly the Solanaceous family like tomato, pepper, etc. Sakata has recently started their operations in India. The company policy does not allow use of child labour in supplier farms. At present they are conducting internal investigation about the issue and are soon planning to set up a comprehensive system in place to address the problem in their suppliers farms. He said Sakata is interested to join hands with other stakeholders for joint initiatives to address the issues.

i. Mahyco



Mr. C Kulkarni from Mahyco informed the gathering that the company's policy does not allow employment of children in seed production fields and it is taking several initiatives to create awareness among farmers on this issue. Under CSR programme company is implementing several activities including education programmes for the children. Mahyco will extend its support to joint initiatives with other stakeholders in addressing the child labour issue at industry level.

j. Advanta

Mr Suryakanth, Sirse from Advanta was supposed to attend the meeting but could not make it. He has sent copy of his presentation and requested the workshop organizers to share the copy with the participants. In his presentation Sirse explained about various activities under taken by Advanta during last four years in addressing the issue of child labour in its suppliers farms. The company conducts meetings at beginning of production season with farmers to create awareness not to engage child labour. The company displayed posters and also appointed a exclusive person to monitor the child labour program. Advanta is committed to zero child labour policy and willing to join with other stakeholders in tackling the child labour issue at industry level.

3. Presentations by Civil Society Organizations

a. CEASE CHILD LABOUR



Mr. Krishnamurthy Naidu acknowledged Dr. Davuluri's sustained efforts through research to eradicate child labour and his role as one of the prominent global researchers in this. He informed that Consortium of Employees Association for Elimination of Child Labour (CEASE Child Labour) was initiated in 2002 and since then they have carried out several interventions. The most recent ones include skills development training done at Dr. Ramanaidu Institute to promote gainful employment among the adolescents. International Federation of Journalism (ifj.org) has given lot of importance to human rights especially to the child labour issue.

b. CARE (CENTRE FOR APPLIED RESEARCH & EXTENSION)



Dr. TN Reddy presented the activities of CARE in the area of child rights especially in the context of rural farm households. He shared experiences of seed production concentrated areas of Gadwal in Mahbubnagar district of Telangana and Koppal district of Karnataka states. CARE activities include child labour identification, mobilization, rehabilitation, CARE residential bridge school, mainstreaming into the government schools with residential facility, and follow-up support for continued education. CARE has adapted "activity based teaching methods" to create interest in education among child labour and in the process children get exposed to farm based potential livelihoods skills. "Parents of child labour also liked the concept as they got improved vegetable, fruit, and flower seeds and seedlings whenever they visit CARE school" explained Dr Reddy. He observed that the child labour problem is still continuing although much less in numbers a few years ago. There is a definite need of seed companies support to run the residential bridge schools in problematic areas like Mahabubnagar and Koppal districts. The companies take preventive measures, monitor, identify child labour but cannot ensure child's education in the absence of bridge schools specialized in the subject, he said.

c. SPEED



Mr. Ravi Prakash informed that, in collaboration with ACE, a Japanese Civil society organization they have been working on child labour issue in cottonseed farms in Mahabubnagar district which main center for cottonseed production. They ran a child labour bridge school for few years. He pointed out health related issues the cottonseed workers face due to usage of pesticides and requested companies to organize health camps at villages. He also mentioned that the seed growers do not use the suggested plant protection kits and there is great need to promote such safety measures.

4. Outcome of Group Discussions

a. Topic 1: Identifying areas for collaboration among stakeholders

The group strongly felt that compliance to child labour and minimum wage issues in seed production requires concerted efforts from different stakeholders. Collaboration among companies on the one hand and

companies with other stakeholders on other hand at different levels is required for addressing the issues in an effective way. As several companies have set up effective programs against child labour in areas where they are operating, it is advised to pool the knowledge gained for those companies that still have to start with this task or are grappling with the way to do this effectively.

The group brainstormed on possible opportunities for collaboration among different stakeholders and proposed to have collaboration of seed companies and other interested parties at three levels

1. **National level-** A multi stakeholder committee will act as an apex body to deal with issues at large. The committee will work closely with the National Seed Association of India, State level seed associations, Government, NGOs and other interested parties. It was mentioned that it is highly necessary to bring child labour and minimum wages at a higher level than only companies level and one of the option would have NSAI to act as a driver of a the national committee (it could be duty of one of the work group that NSAI is trying to revive). Because it will be hard to bring other companies to consider these problems if associations like NSAI do not do any lobby regarding these matters (it cannot force his members but at least can encourage companies to join the efforts and offer a neutral platform to do so). Moreover the associations representing seed business should also be able to show that seed business care for farmers and agricultural populations.
2. **State level –** The state level multi stakeholder group will drive the issues locally in coordination with the national level committee. This group is responsible for organizing state level consultations periodically and necessary coordination with local authorities whenever required. Seed production major states like Andhra Pradesh, Telangana, Karnataka, Maharashtra, Gujarat, Tamil Nadu can be considered for forming these formal groups.
3. **Seed Production location level –** This is at a location or sub location level (where the majority of seed production are concentrated) and includes collaboration in each state with representatives of seed companies to share best practices and to work on the issues closely with local seed coordinators and farmers through constant sensitization.

The expected outcome will be - Sharing of expertise, process and tools (communication, audit, rehabilitation etc.) with all the stakeholders, effective use of resources like communiqués, audit teams etc. at local level.,



Create a united approach for model village programs, CSR efforts, child labour rehabilitation centers etc., Bringing alignment at different levels thus an impactful and sustainable solutions are provided for issues.

b. Topic 2: Monitoring of child labour on farms: challenges and way forward

- With growing awareness about the issue, the monitoring of child labour on the fields is becoming increasingly challenging for seed companies, external auditors and enforcement departments. It was reported that attempts are being made to hide the children or misreport the age of the workers.
- Age verification evidences have become a challenge in case of doubtful cases especially in case of children who have not gone to school.
- For age verification workers are producing several documents like ration card, Aadhar card, school certificate, certificate from local body etc. Out of these only the school certificate should be considered as a valid document for age proof.
- The way forward must provide greater attention to creating awareness, forming village level child labour monitoring committees involving local school and panchayat members, arranging documents for age proof for doubtful cases, identify child labour risk areas and take intensive monitoring steps.

c. Topic 3: Implementation of minimum wages: challenges and way forward

Group deliberated on the topic and arrived at the following points of agreement and suggested way forward:

- The participants were broadly in agreement that payment of minimum wages is still an issue in certain pockets of seed production and for certain category of activities and workers.
- Some of the challenges perceived for not ensuring payment of minimum wages in seed production farms are lack of awareness among workers, growers, company field staff, etc., poor Government enforcement, lack of demand for minimum wages by the labourers due to unorganized work force, seed production accounting for only small proportion of farmers total agricultural land etc. The group had divergent views with regard to the link between procurement prices and minimum wages
- Companies have reported that they are ensuring payment of minimum wages to workers working on research farms, processing units, which are under their direct control. However, they stated that they are facing certain challenges implementing the same on their contract growers' farms due to local factors, which are beyond their control. Wages are paid by farmers in a local area depending on the supply of and demand for labour. Usually the area of a village used for seed production is 5-10 percent of the total agricultural land, and the farmers do not implement a variable pay system depending on whether they are producing seeds or another commercial product. Growers also fear that, if they pay minimum wages in seed production, which is only about 10 percent of area, labourers may demand the same payment in all commercial crop production activities as well.
- The group felt that compliance to minimum wages in the agricultural sector in general and seed production in particular requires concerted efforts from different stakeholders.

- The group recommended the seed companies to take following steps in the short term:
 - a) include minimum wages clause in the written contracts with contract farmers;
 - b) create awareness among farmers and workers on minimum wage legislation;
 - c) consider and include statutory minimum wages calculating cost of seed production and fixing procurement prices. Companies agreed that this is important and agreed to review their existing calculation methods to incorporate this. They, however, expressed serious concern about government regulation on market prices of cottonseeds, which they think is a serious constraint for them to ensure minimum wages while fixing the procurement rates in cottonseed sector.
 - d) conduct a pilot to explore the payment of minimum wages to workers involved operations like detasseling in corn production and seed extraction and cleaning in certain vegetable crops which are directly controlled by seed organizers and companies.



Annex

WORKSHOP PHOTOS



Dr. Davuluri addressing the gathering



Mr. Shyamsunder Singh sharing DuPont Pioneer Program



Monsanto's communication and safety tools



Syngenta's Communication tools



Ms. Sonia Song of East West Seeds



Group photo of all participants



BKM Naidu addressing the gathering



Mr. PB Kulkarni sharing Syngenta Program



MrTarakDhurjati, Nuziveedu seeds



Mr. Ashok reddy, Sakata seeds



Mr. Nagesh, Monsanto



Help Desk at Workshop

WORKSHOP AGENDA

MULTI STAKEHOLDER CONSULTATION ON STRATEGIES TO COMBAT CHILD LABOUR AND MINIMUM WAGE ISSUES IN HYBRID SEED PRODUCTION

HOTEL AVASA, Hyderabad, August 28, 2015

Time	Theme
10.30 AM-10.45 AM	Welcome and Introductions - Pramod Kulkarni (Syngenta & CCP Steering committee member)
10.45 AM - 11.15 AM	Overview of Child Labour and Minimum Wage Issues and Interventions - Davuluri Venkateswarlu (Glocal Research) - R Venkat Reddy (MV Foundation)
Sharing experiences /plans of companies in addressing child labour and minimum wage issues Facilitators- T. Narashimha Reddy, Davuluri Venkateswarlu	
11.15 - 11.30 AM	<ul style="list-style-type: none"> • Syngenta - Pramod Kulkarni
11.30 - 11.45 AM	<ul style="list-style-type: none"> • Monsanto - Radha Madhav
11.45 - 12.00 PM	Tea Break
12.00 - 1.15 PM	<ul style="list-style-type: none"> • Bayer - Saikat De • DuPont - Shyamsunder Singh M • Nuziveedu - TarakDhurjati
	<ul style="list-style-type: none"> • East West Seeds - Pankaj Parate • Limagrain - Caroline Leterrier Tuan • Advanta - SuryakanthSankarappa Sirse • Sakata - Ashok Reddy • Mahyco - CR Kulkarni
1.15 - 2.00 PM	Lunch break
Sharing Experiences of NGOs in addressing child labour and minimum wage issues Facilitator- Radha Madhav, Monsanto	
2.00- 3.00 PM	<ul style="list-style-type: none"> • CARE- Dr. NarshimhaReddy • Cease Child Labour- B. Krishnama Naidu • SPEED- Ravi Prakash
3.15- 3.15 PM	Tea Break
3.15- 4.30 PM	Discussion on key challenges and proposed strategies/action plan to address child labour and minimum wages issues Group discussion and presentations
4.30- 4.45 PM	Wrap-up and way forward- Davuluri
4.45 - 4.50 PM	Vote of Thanks - Lakkishetti Rambabu- Syngenta

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