

Key Notes and Highlights

MULTI - STAKEHOLDERS CONSULTATION ON CHILD LABOR AND MINIMUM WAGES COMPLIANCE IN HYBRID SEED PRODUCTION

August 6th, 2019, Hyderabad, India



Organized by:

ECHO

(ENABLING CHILD AND HUMAN RIGHTS WITH SEED ORGANIZATIONS)

Hosted by



AGENDA

ECHO MULTI – STAKEHOLDERS CONSULTATION

CHILD LABOR AND MINIMUM WAGE COMPLIANCE IN HYBRID SEED PRODUCTION

Date: 6th August, 2019

Time: 10.00 am – 5.00 pm

Venue: Radisson Blu Plaza Hotel, , Banjara Hills, Hyderabad

Organized by: ECHO (Enabling Child and Human Rights with Seed Organizations)

Hosted by: UPL - Advanta

Time (From - To)		Subject	Responsible
9:30	10:00	Registrations	UPL - Advanta
10:00	10:15	Welcome Note	UPL - Advanta
10:15	10:20	Agenda for the day	Mr.Pramod Kulkarni
10:20	10:45	Opening Remarks& Evolution of ECHO Overview of present situation of Child Labour and Minimum wages in seed production - Update from 2018-19 crop season	Dr. DavuluriVenkateswarlu
10:45	11:00	ILO Special Project on Decent Work in cotton supply chain	Mr.Ranjith Prakash
11:00	11:15	Tea Break	All
11:15	11:30	Update on ECHO Forum Activities in MH & KA	State level ECHO committee member
11:30	01:00	Company Presentations- Sharing experiences and Learnings	All company representatives Facilitators: Dr BDJ Narendra, Mr. Radha Mohan
01:00	02:00	Lunch Break	All
02:00	02:30	Sharing field level experiences by NGOs	NGO representatives Facilitator : Dr Jacob Kalle
2.30	2.45	Minimum Wage pilot project experiences	Companies -East-West, Bayer, Sngenta
02:45	03:30	Group Discussion on field level challenges - MW <ul style="list-style-type: none">• Updated government notifications• Approaching the suppliers• Internal monitoring system• Documentation	Groups Facilitators
3:30	3:45	Tea Break	All
3:45	4:15	Presentation by Groups - Action points for meeting the field level challenges	Group representatives
4:15	4:30	ECHO formation update	Dr.DavuluriVenkateswaralu
4:30	4:45	Revised statutory CSR Policy	Mr.Rishi Pathania CSR Head – UPL Advanta
4:45	4:55	Closing Remarks	ECHO Forum
4:55	5:00	Vote of thanks	UPL Advanta

Highlights and Key Points:

- Mr. Nagesh Vuda from Advanta invited the gathering and shared Advanta's commitment towards Human Rights compliance in their seed production farms
- Dr. Davuluri shared about evolution of Child Care Program (CCP) and later recent transformation in to ECHO (Enabling Child and Human Rights with Seed Organizations) forum consisting of 16 seed companies. He also talked about increasing challenges in child labour issue especially in Gujarat due to exemption of family children during vacation and before school hours as per amendment of Child Labour Act. With regard to minimum wages which is also a focus area for ECHO, awareness levels have been increased due to continuous dialoguing with stakeholders. However, compliance status of minimum wages for farm labour is alarming especially for women labour across all states.
- Mr. Ranjith Prakash from ILO had shared key details of their 3-year project initiated in 2018 on Fundamental Principles and Rights at Work (FPRW) with a focus on Child labour, forced labour, discrimination and Collective bargaining in cotton farms (seed production and commercial) in Telangana state in collaboration with state government and NGOs. He also appreciated ECHO member companies and Dr. Davuluri for their continued and unique efforts on Human Rights issues since more than a decade and assured ILO support and collaboration with ECHO for future and relevant initiatives besides influencing government to focus more on field inspections, timely release of minimum wage notification etc., He also highlighted the fact that as per ILO conventions, non-payment of minimum wages is considered as forced labour
- ECHO state level subcommittees from Karnataka and Maharashtra shared their collaborative events conducted at respective locations. ECHO forum felt that they need to further intensify and have a yearly calendar for conducting diversified programs by seed companies locally.
- Representatives of seed companies shared their 2018-19 season highlights, monitoring results. Syngenta and Bayer shared their project details on minimum wages in seed production farms and challenges encountered. In this context, Mr. Ranjith Prakash appraised the forum that New wage code is awaiting Parliament approval which solves many issues related to fixing of minimum wages.
- Mr Rajendra Prasad from MV Foundation presented MVF's perspective and field experiences in addressing child labour in agriculture and other sectors and recent learnings from Child Labour Free Zones (CLFZ) projects implemented in different parts of the country.
- Ms. Jeena from PHF (Public Health Foundation of India) shared her research study highlights on health impacts of girl children working in cotton farms.

- Participants had group discussion on minimum wages issue and shared challenges and way forward as detailed below:

Challenges:

- ✓ Timely release of government notifications prior to onset of crop season
- ✓ Conducting awareness programs to farm labour and farmers on compliance with minimum wages, require support from NGOs
- ✓ Pressure from fellow commercial farmers and managing related village level dynamics
- ✓ Ensuring payment of minimum wages by farmer to farm labour, related documentation and monitoring
- ✓ Criteria for payment of minimum wages for contract work, piece work etc.,
- ✓ Classification of farm work in to skilled, semi-skilled and unskilled

Way forward:

- ✓ Calculation of minimum wages based on assumption or average annual increase historically, in case of delay in government notifications.
 - ✓ Company representatives to pursue with local labour department on latest notifications
 - ✓ Companies to have a policy, system and road map on minimum wages compliance
 - ✓ To ensure relevant clauses in grower agreements as bare minimum
 - ✓ To identify agencies or NGOs locally for creating awareness on minimum wages for farmers and farm labour
 - ✓ Mandatory compliance by companies where they have direct control on labour employment like nurseries, R&D farms, big farms, processing plants etc.,
 - ✓ Third party audit in aforesaid areas annually to check the compliance
 - ✓ Companies to conduct minimum wages gap analysis to under as-is situation in contract seed farms
 - ✓ Contract seed farms: To pilot minimum wages project in few villages in less risky locations
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- Mr. Rishi Pathania of UPL Advanta very briefly shared about recent revised CSR norms
 - ECHO new logo has been launched and shared with all members and modalities for ECHO registration modalities were briefed
 - UPL team who had hosted the meeting thanked all member companies, NGO participants and ILO for having fruitful deliberations and outcome

List of Participants:

Sl.No	Name	Organization
1	Sri Nagesh Vuda	UPL-Advanta
2	Sri Satish M. Hegde	UPL-Advanta
3	Sri Rishi Pathania	UPL-Advanta
4	Sri Ranjith Prakash	ILO, New Delhi
5	Sri Vijay Kumar S.Patil	BASF (Nunhems)
6	Sri B.P. Gangadhara Swamy	BASF (Nunhems)
7	Sri P. Surya Venu	Monsanto (Bayer)
8	Sri Sri Pramod Kulkarni	Syngenta
9	Sri Shivanagappa	Mahyco
10	Sri Abdul Khaleel	UPL-Advanta
11	Dr. Davuluri Venkateswarlu	Glocal Research
12	Ms. Rama Rao	HM Clause
13	Sri Ravi Raj	Glocal Research
14	Sri S.N. Tripathi	UPL/Advanta
15	Sri M. Naushad	UPL/Advanta
16	Sri Shrikant Sirigere	UPL/Advanta
17	Sri KVN Prasad Rao	Syngenta
18	Sri D. Pushparaj	Syngenta
19	Sri R.V.S.S. Rama Krishna	Child Labour Expert
20	Sri Pankaj Paratey	East West Seeds
21	Sri Porntipa Niyatanon	East West Seeds
22	Ms. Sonia Song	East West Seeds
23	Ms. Vaishali Awasare	East West Seeds
24	Sri Boscher Jeff	HM Clause
25	Sri P. Kranthi Kumar	Glocal Research
26	Sri L. Rambabu	Syngenta
27	Sri Ganesh Raiker	Monsanto (Bayer)
28	Sri Manoj Kulkarni	Corteva Agri Sciences (PHI Seeds)
29	Sri Virupakshayya	Metahelix Life Sciences Pvt Ltd
30	Sri Madhusudan Reddy	UPL-Advanta
31	Sri Sudhakar Reddy	UPL-Advanta
32	Sri Dinesh Raushan	Nuziveedu Seeds Ltd
33	Sri G.B. Satish Kumar	Seed Works
34	Sri Praveen M. Shelor	Seed Works
35	Sri Kuntal.K.Maniar	Syngenta
36	Sri Vikram Iyer	HM Clause
37	Sri Anoop Das	Bayer
38	Ms. Zeniya Taliya	PHF, IIPHM
39	Sri Mathew K.S	Bayer
40	Sri M. Radha Madhav	Glocal Research
41	Prof. B.D.J.Narendra	Mekelle University, Ethiopia
42	Sri Y. Rajendra Prasad	MV Foundation
43	Sri K. Surendra	Tierra Agritech Pvt Ltd
44	Dr C.Sudhakar Babu	University of Hyderabad

Few snapshots of Consultation

