

# Annual Report 2019 - 2020



## Introduction

### **IRFT Celebrates Silver!**

In the 25<sup>th</sup> Year, as we celebrate our silver jubilee, we look back on our journey and take pride in our resilience and ability to reinvent, ourselves, when necessary, in order to be relevant and to sustain our objectives and role in this sector. IRFT wholeheartedly thanks each and every stakeholder who has worked with us and are honored in this partnership. We appreciate the trust that our clients have bestowed on us, along the way. On this day IRFT remembers all our ex-employees for their immense dedication and contribution that has helped us to reach here today. We are proud to say that they have left IRFT, the love and memory of their stint in IFT still remains warmly with each one. Many of our 'Ex-team' members do take up assignments on behalf of IRFT, if the need arises!

We thank our Board of Trustees, eminent persons in different sectors, who continue to guide us through tough times. Last but not the least, the robust team of IRFT professional whose commitment through all the ups and down is praiseworthy. May we continue this loyalty towards the organisation and celebrate many more years in IRFT- A Second Home, for many of us both the present and past 'IRFTians'!

As Mr. Zig Ziglar said "*Success is not a destination, it's a journey.*" and we have a long way ahead of us.

2019 – 2021

**Names of the Project**

- Syngenta Limited, Year 1
- Spectrum – BCI
- Agrocel – *Indra Dhanush*
- FLA – Syngenta Limited (Audit)
- Sun Chemicals Corporation, USA



## Syngenta India Limited

A Health, Safety & Hygiene Farmer Awareness Programme, a Syngenta CSR Initiatives for 3 Years starting 2018

1. Farmers training on health, hygiene and safety for 10,000 farmers in Manawar and Dharampuri blocks in Dhar and Kasrawad, Bhikangaon and Barwaha blocks in Khargone.
2. Doctors Training for treatment on pesticide exposure: 150 doctors.

Behavioural change counseling for farmers and spray men for 1500 on Public Awareness.

IRFT focused on training the children of these farmers and counselled the entire family of spray-men and ensured that the children along with the entire family constantly remind the male members of their family to wear the PPEs during the pesticide application.

A unique methodology was perhaps the most successful way to communicate to farmers and Spray-men on Safety and the use of Safety kits provided by Syngenta. 12 significant points were singled out to highlight the importance of Health and Safety in field operations.

**Hopscotch is a common game played by children in rural area. The game is called ‘Stapoo’ in Hindi and served to highlight the 12 steps to safety.** Children were asked to play the game and in the presence of a group of farmers and spray-men, with each step the 12 points were reinforced. The Hopscotch drawing attracted the attention of others passing by and was inclusive and engaged all family members including males.

Two Doctors Training Programme were organized in collaboration with office of Chief Medical & Health Officer, Dhar and Khargone by Dr. V. V. Pillay, Chief of Poison Control Centre, Amrita Institute of Medical Sciences, Cochin, Kerala.

Wall posters were placed at the prominent locations in the villages. Along with a constant reminder through children to adhere to the safety measures while spraying, these posters would ensure that the farmer community would recall the 12 key messages taught during the training session.

Market events were arranged on a day when we could reach a maximum of villagers/farmers directly.



Children learning on the Health & Safety while playing *Stapoo*  
*'Learning by doing'* in action



Posting *Stapoo* poster messaging, in Primary Health Centre  
Reinforcing Training Messages



Wall Posters



IRFT representative giving training to the farmers at a night meeting



Dr. V. V. Pillay delivers the Training to the local Doctors on medical support for handling pesticide poisoning



Team of Doctors Trained



Spectrum International Pvt. Ltd. (SIPL) is a private limited company incorporated under the Companies Act, 1956. Spectrum is one of the largest and most diversified suppliers of sustainable fibres in India. Working with almost 80,000 farmers, growing fibres in a sustainable manner, using certified processes, Spectrum offers high quality fibre in different varieties to meet the varied needs of the customers. SIPL is an implemented of Better Cotton Initiative (BCI)

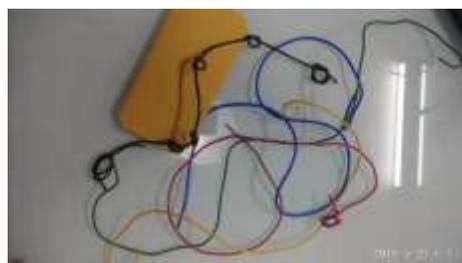
SIPL approached IRFT to build the capacity of its field and management staff on five principles of BCI. The more important expectation from IRFT was to help the team improve their communication and inter-personal skills in order to percolate the new-found knowledge to the implementing farmers and their families.

IRFT conducted a needs assessment study at three locations of SIPL BCI Project i.e. Merta, Jodhpur (Rajasthan), Surendranagar (Gujarat) and Wardha (Maharashtra). Staff and beneficiaries from all the locations participated in the process of the needs assessment. Unstructured interviews using PRA techniques, Focus Group Discussions and Visual Inspections (observations) were used as a methodology for the needs assessment process.

The training approach for all IRFT training is through 'Learning by doing' and Fun Learning this entails using numerous games and activities to simplify the complex technical topics and to ensure that the learnings/takeaways from the training is practical and retained for a long term by the participants. This takes more efforts than any regular classroom teaching/training. The participants are always awarded (a small token of appreciation like toffees, chocolates or a tiny gift) right after the activities to maintain the enthusiasm of learning and participating.

IRFT developed a few Training tools because they:

- Help in better understanding the complex technicalities of the subject
- Act as a ready reckoner for quick revisions, even years after the training and
- Stand as proof of training during verifications.





इंद्रधनुष्य

Indradhanush

### **Safety Intervention and Self-Assessment of each plant team of Agrocel**

A program with the Karmacharis of Agrocel in 5 plants (ABC, Plant D, Stripping, Regeneration and Chlorine Transfer). The main purpose of this initiative is to ensure that every single karmachari is safe in the workplace and ensures that every member of his factory - family is safe and secure without any risk to his health while at work. A safety intervention and assessment of each plant was done and interaction with Karmachari Supervisor and Senior Management was helpful in understanding the gaps in attitude and behaviour with regard to safety.

The concept of the rainbow (saptrang) and its 7 colours explains that there are 7 colours in your life behind the one main colour white which is each individual Karmachari. Behind the safety of each Karmachari lies the responsibility of 7 other members of his family dependent on him. Each individual's safety is loaded with the expectations of his family members that he be well protected while at work in the factory. The concept of 'Indhradhanush' has been very well accepted by the factory teams



**FLA /SYNGENTA LTD / IRFT**



Syngenta India Limited assessed by IRFT, Independent External Monitoring of Farms based on the FLA Code of Conduct in the villages Gangulapadu located in Pedda Kadaburumandal, District Kurnool, State Andhra Pradesh, India. Crop: Sweet Corn.



**Sun Chemicals Corporation, USA**

Child Labour Compliance Monitoring Programme in the Mica Supply Chain.

