

GOOD PRACTICE THE NETHERLANDS

Monsanto – Human rights policy

Contact person (NCO)

Name and organisation

Anja Dijkman - TNO Quality of Life / Work & Employment

E-mail address and website

anja.dijkman@tno.nl
www.tno.nl

General information about the MOGP

Name of organisation and short description

Monsanto Vegetable Seeds Division, Enkhuizen

Products: Agricultural and vegetable seeds; Plant biotechnology traits; Crop protection chemicals. 404 facilities in 66 countries, with 21,035 employees and 140 employees at the plant in Enkhuizen.

Contact person

Wouter de Vos / Cees Deen

Website

www.monsanto.com

Information on the good practice 'Human rights policy as the basics for an inclusive policy for people with disabilities'

Aims

Human rights are part of company policy (*WIN-WIN situation at Monsanto Vegetable Seeds division / The Netherlands*). All employees participate in an annual computer-based training to create awareness on the importance of Human Rights. These activities result in a HR policy where people are selected based on their skills. Disabilities, or a past with drug addiction or detention are not an issue. Coaching support is given by Opmaat, a Dutch service bureau.



Target group

There is no specific target group. The company needs cleaning personnel as well as people that work in productions. Anybody that fits the job is welcome. The employees that work in the production normally stay for a long time. The cleaning jobs are also used to skill people, so after working with Monsanto they can work for other companies.

Description

The company selects their employees based on their skills and not on disabilities. No one is excluded. If you are expected to be capable to do the job, disabilities do not matter. It is the responsibility of plant management to implement the policy of human rights. Everybody is responsible for this policy and every team manager has been educated in dealing with human rights. All employees participate in an annual computer-based training to create awareness on the importance of Human Rights. The company has examples of hiring people with disabilities.

The company also collaborates with a work / learn company that is specialised in working with people with disabilities. This company, called Opmaat, provides employees cleaning the facilities (ten people) and people that work in technical positions on the shop floor (5 people).

To prevent conflicts, it is very important to put the right people in the right place. One of the tools the company uses for this purpose is the performance matrix for every employee. Tools (e.g. the gallop strength finder) are also used for all people managers to get the right fit within the different teams, including people with disabilities. Teams are being put together on the basis of talent research.

Why is it a good practice?

Monsanto combines an inclusive policy with a preventive health management policy that includes all employees. People are selected based on their capabilities. No exaggeration of problems, but looking at skills of people and their abilities.

At all levels of the company employees are highly aware of the importance of the safety and health policy, and of the human rights policy. The health management policy is important to keep people motivated and fit for the job, and to create a safe and healthy environment.

Results

Evaluation

The company regularly evaluates the work with Opmaat, the Dutch service bureau. Job coaches talk with the supervisors and/or managers about how the employees are doing.

Incentives for success

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Barriers for success

No barriers within the company: 'It is a natural way of working'.

