Tea Worker Income Breakdown
Net income after company deductions for tea plantation workers in Assam, India

**Deductions**
- **Provident Fund**
  - Rs 13 per day
  - Deduction to provide one-time payment upon retirement
- **Equity**
  - Rs 4 per day
  - Deduction to participate in APPL's worker shareholder program
- **Food Rations**
  - Rs 0.6 per day
  - Deduction for company subsidized ration of rice and flour
- **Electricity & Fuel**
  - Rs 6 per day
  - Deductions for electricity used across the plantation

**Take Home Pay**
- Rs 70 per day

**Unlawful Wage**
This graph was produced using a sample pay slip* from 2014, for a 6 days of work this tea garden worker received Rs 570, of which Rs 143 was deducted to pay for retirement, equity in the garden, food rations, and electricity cost. That is roughly 25% of their total income.

These deductions do not include occasional union dues, collections for religious festivals, or emergency expenses such as home repairs or medical costs. Additionally, despite legal obligation, workers do not receive paid leave on Sunday.

*Sample pay slip from Amalgamated Plantations Private Limited
†The worker shareholder program is completely unique to APPL