Proposed Wage Increase for Tea Workers

A proposed increase in minimum wage for tea plantation workers in Assam, India

Additional Costs

- Essential Services **₹53 per day**
  - The Supreme Court of India has calculated that 25% of the basic expenses should be provided to cover children’s education, Medicare, marriage, and retirement

- Allowance for Housing **₹22 per day**
  - Adding a housing cost allowance amounting to 10% of total basic expenses

- Fuel & Electricity **₹43 per day**
  - 15th Indian Labour Conference directs that 20% of total basic expenses should be added for fuel, lighting, and other costs

Basic Expenses

- Cost of Clothing **₹24 per day**
  - Labour norms dictate minimum wage should provide sufficient income to purchase 72 yards of cloth annually for clothing

- Cost of Food **₹188 per day**
  - Basic food expenditure needed to feed a family of 2 adults and 2 children based on a diet of 2700 calories per day

**₹330 per day**

Demanding a Just Wage

Based on minimum wage standards set forth by the Tripartite Committee of the 15th Indian Labour Conference and the Supreme Court of India, a survey of four districts in Assam was carried out in June 2014. The survey found that tea garden workers should be earning a minimum wage of ₹330, or $5.50 USD, per day.

As established in the Plantation Labour Act, 1951 and Minimum Wages Act, 1948, costs associated with housing, medical and electricity cannot be included as part of minimum wage.