



## Top challenges in tea production

- 1 A concentration of power in the hands of a few multinational tea brands
- 2 Poor working conditions and low wages for tea workers on plantations
- 3 Gender inequality in organizations

## Where is Fairtrade focusing its efforts?

- ✓ Addressing the low wages in the tea industry
- ✓ Developing robust workers' rights



# THE IMPACT OF FAIRTRADE



### Robust workers' rights: an emphasis on women and young people

- The Fairtrade Standard for Tea requires organizations to have a gender policy and prohibitions against forced labour and gender-based violence, and must implement relevant monitoring and remediation systems.
- In addition, the Standard requires companies to ensure certain types of conditions for work, when it comes to legal youth employment.



### A stronger voice for workers: having a say on Fairtrade certification

A Fairtrade Compliance Committee must be established on all tea plantations, with the aim of giving workers a greater voice in the certification process and in dialogue with management regarding compliance with the Fairtrade Standards.

For small-scale producer organizations, increased transparency requirements were added to ensure that certified producer organizations are retroactively paid the Fairtrade Premium, as appropriate, if traders purchase tea on conventional terms, but later are able to sell it going forward on Fairtrade terms.



### Decent working environments: an absolute must for all

The Tea Standard was updated in 2020 to include stronger specifications when it comes to housing standards, and sanitation and washing facilities, with new requirements to ensure a regular assessment of housing and labour conditions.

Even with the strengthened Tea Standard, there is more work to be done in closing the gap to a living wage for tea workers in many origins, and especially in Assam. Specific local realities, and the fact that Fairtrade tea is only a very small portion of most tea estates' business, contribute to the challenge.

# Dunsdale Tea Estate India



## Story from the field

Dunsdale Tea Estate nestled in the Nilgiris of Southern India has been Fairtrade certified since 2010. More than 280 workers live and work on the tea estate, of whom 165 - almost 60% - are women.

Sannamma, has spent half her life at Dunsdale. She started working there 25 years ago as a tea plucker. For the past decade, she has been a field supervisor. Sannamma is now responsible for a team of 40 women tea pluckers. In addition to her role as a field supervisor, she is also an elected member of the Fairtrade Premium Committee. She has witnessed many changes during her time on the estate.



“ ”

Fairtrade has helped me in so many ways. Before Fairtrade, the amount of money we were getting for our tea was much lower. Through Fairtrade, we've been able to invest in school blocks, a clinic, clean water sources, and covering school fees for orphans.

- Esme Kamwende  
A Tea Farmer in Malawi

Email / [info@fairtrade.ca](mailto:info@fairtrade.ca)  
Web / [fairtrade.ca](http://fairtrade.ca)

# TEA

 **the  
future  
is fair**  
FAIRTRADE  
[Fairtrade.ca/tea](http://Fairtrade.ca/tea)