

**APPENDIX**  
**(Pending at Guwahati High Court)**

**CALCULATION TABLE**

Cash Wage	Rs. 137.00
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**Non-statutory benefits:**

Value of food grains at Concessional rate	Rs. 14.20
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Value of dry tea at cost price @ Rs. 120 per kg	Rs. 2.16
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Value of fire wood compensation	Rs. 5.74
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Total	=	Rs. 159.10
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**Statutory benefits:**

Value of welfare facilities @ 2.5% of Rs. 159.10	Rs. 3.98
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Value of wages for the festival holidays	Rs. 3.71
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Value of leave with wages	Rs. 7.42
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Value of educational facility (education allowance)	Rs. 2.83
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Grand Total	=	Rs. 177.04
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In addition to the rates of minimum wages the workers shall be entitled to fixed dearness allowance @ Rs. 11.00 per year with effect from 1<sup>st</sup> January, 2016 as agreed upon by Consultative Committee of Planters' Association and Assam Chah Mazdoor Sangha vide agreement dated 26-02-2015. However in the event, the VDA calculated on the basis of rise in All India Consumer Price Index (base 1982=100) is found higher, the same will be adopted for calculation of VDA and any amount becomes due accordingly will be notified in due course of time.

Accordingly the sub-committee decides to place the recommendations mentioned above before the Minimum Wages Advisory Board for consideration of minimum wages as proposed.

Sd/- J.B. Ekka  
Chairman of the Sub-committee –cum-  
Commissioner & Secretary to the Govt. of Assam,  
Labour & Employment Department,  
Dispur, Guwahati-6.