

I SO thirsty

(for slavery-free tea)

Your kit for hosting a virtual tea party that could impact thousands of vulnerable women and girls.



Reading Between The Tea Leaves

So, where does our tea come from?

India is the **second largest** producer of tea in the world.

Approximately **10 million** people in India are dependent on the tea industry for their livelihood.

There are thought to be 100,000 girls in slavery, some as young as 12, in Delhi alone.

Low wages on the tea plantations of Assam (the largest tea producing state in India) are fuelling unique forms of vulnerability to modern slavery. Last year, **Oxfam** found that across 50 tea estates in Assam, workers were paid between AU\$2.80 - \$3.50 a day. This is not enough for workers to meet their basic needs.

Join us in asking T2 to commit to paying a living wage for tea workers in Assam.

Together we can improve the lives of thousands of workers.



Many workers on India's tea plantations face terrible living conditions. Under Indian law, plantations must provide workers with housing, electricity, food supplements, sanitation facilities and childcare. In many cases, employers inflate the value of these in-kind benefits to justify low wages. Workers often live in dangerous and unsanitary housing. They lack access to clean water. Their children have few options but to work with their parents on the plantations.

Tea must be processed 8 – 14 hours after it is picked. Tea workers have no choice but to live on the plantations, if they want a job.

Women and girls bear the burden of this hardship. They take on the most labour-intensive, lowest paid job of picking the tea leaves. Traffickers prey on their desire for a better life, deceiving them with promises of great work opportunities and trapping them in exploitation and sexual slavery in Indian cities.

Why T2?

Did you know T2 is owned by Unilever? Unilever, along with 2 other companies, owns roughly **80%** of the global tea market.

Over **1 million** people derive their livelihood from Unilever's tea supply chain. Unilever has industry leading policies for fair wages for their direct employees. We'd like to see these extended to the workers in their supply chain, to those that pick T2's tea.

Watch this [short video](#) from Social Accountability International to learn more about the need for a living wage.

What power do I have to influence T2?

Aussies Like Tea

We know that it's very likely that you have enjoyed a tea or (T)2 while you have been in isolation. Globally, people drink over three billion cups of tea every day.

In Australia, half of the population drink at least **one cup** of tea weekly. Australians drink an average **9.5 cups** per person per week.



The Market

The Australian tea market is valued at \$1.2 billion and is growing at a compounded rate of 3.5% through 2023, according to Statista, a German-based market research firm. There is a lively but much smaller specialty tea segment represented by T2, founded in Melbourne in 1996, acquired by Unilever in 2013 and now global with **110 outlets**.

Consumer Power

What does this all mean? When it comes to tea, Aussies have consumer power. YOU have consumer power. That means it is possible for you to influence how business is done, simply through the purchasing choices you make and the way you use your voice to tell brands what you want from them.

The Champions

We need champions, like you to make this work.

What makes someone a champion?

You're someone who, like us, understands how precious women and girls are to this planet. How critical a living wage is to address the urgent crisis of trafficking and modern slavery. How everybody loses when inequality and violence goes unchallenged.

You're also someone who

Drinks tea

(actually, that's not true, you just have to know people who do – and the statistics tell us you do)

Have a few, or a lot of friends, you want to catch up with virtually or in-person if you can! Perhaps you can simply add the tea party onto your pre-existing team meeting, book club, drinks with friends...



Is curious

about how the global tea industry can work for, or against the health and prosperity of women and girls

Wants to do

#SomethingForSlavery!

wants to exercise your power and agency, collectively, to protect women and girls in India from vulnerability to human trafficking.

We're calling on Australians to host a virtual tea party with friends and family.

We can collectively persuade T2 to do more to end human trafficking by guaranteeing a living wage for tea workers in their supply chain.

The Tea Party

5 Easy Steps



1. Invite

Use our invitation template and Instagram and Facebook images to share the campaign and invite your friends to your tea party. You can find these in the Resources section of [our campaign page](#).

2. Plan

How will you share the issue of human trafficking and poor wages on tea estates with your guests? You can find some tea talking points on page 7 to get you started.

3. Put the kettle on

Have a cup of tea on hand for the virtual hang out and make sure your friends do as well. You can find a list of tea brands committed to protecting their workers on page 9.

5. Share

Take a picture to share with us using the **#SomethingForSlavery** hashtag and tag us on Instagram **@somethingforslavery**. If your account is private we would love

if you could direct message us the shot on Instagram, Facebook or by email so we can keep track of the tea parties happening and share the inspiration.

4. Take Action

Host your tea party and MOST IMPORTANTLY take action! This is where it all comes to the boil. Make sure you and your guests go to www.projectdidiaustralia.org/somethingforslavery and send a message to T2. A living wage is within reach for tea workers in Assam, but we need all of your voices to persuade T2.

Don't forget to ask your guests to follow Project Didi Australia and the Something for Slavery campaign on the socials:

[Instagram](#)
[Facebook](#)
[LinkedIn](#)
[Twitter](#)

[Send us an email](#)

Your Tea Party Talking Points

How do you want to share the facts about modern slavery and the tea industry in a way that makes sense to you and your guests? Maybe you want to share Somila's story? Maybe you want to use some of these resources?

What's your slavery footprint?

Start by using [this online tool](#) to work out your personal slavery footprint and share it with your guests. Your Slavery Footprint represents the number of forced laborers that were likely to be involved in creating and manufacturing the products you buy. It will help you to get a sense of the pervasiveness of the issue and how much power you have to affect change once you know where the right levers are.

How are low wages fuelling human trafficking in India's tea plantations?

"There is a price for keeping wages so low, and it is paid by the workers who cannot afford to keep their daughters. When the traffickers come knocking, offering to take the girls away, promising good wages and an exciting new life, they find it hard to say no."

Gethin Chamberlain, The Guardian

A living wage is within reach for tea workers in Assam. [Oxfam](#) estimates that workers on Assam's estates currently receive around AU\$0.06 per 100g of bagged black tea. It would only take an increase to AU\$0.15 to pay a living wage.

Lastly, if you're still doubting that you have the power to create change, watch [this short video](#) by Freedom United (1 minute). Consumer voices persuaded one of the world's biggest tea brands to create an action plan to better protect workers in their supply chain and influenced 6 of the UK's biggest tea brands to reveal where their tea comes from, down to the exact tea estate!

Learn More

Watch [this short video](#) on the truth about tea plantations (2 minutes).

Watch [this interview](#) with Manju, who was trafficked from a tea plantation in Assam – CNN Freedom Project (4 minutes).

Read [this Guardian article](#) about how poverty wages for tea pickers are fuelling a trade in child slavery (5 minute read).

Read Be Slavery Free's Not my cup of tea report on the resources section of [our campaign page](#) (20 minute read).

Take a look at the [@somethingforslavery](#) Instagram for stats and quotes to share.



Somila's Story

Somila's life started on the vast Nahorani tea plantation in the northeast Indian state of Assam. Like many living on the tea plantations, Somila experienced a life of poverty, her family earning very little and her opportunities limited.

Somila describes how she was deceived by a trafficker who visited the plantation when she was just 16 years old.

"I was tempted with a decent job and I was told that since I am a little bit educated I will find a good job in an office or at a shop, so come with us and you will earn good money and we were poor so I thought it would be good."

Somila's father explains *"Two days before my daughter was kidnapped this agent, the trafficker, came and gave her a lot of tempting ideas that if you go with me, you will be happy, things like that."*

Somila was tempted by the prospect of a job and the promise of a better life and before she knew it, she was hundreds of kilometres from home being sold as a maid to a family in Delhi for a payment of Rs 25,066 (AU\$515). She was unable to escape, could not contact her family and soon found herself in an abusive home.

"I was abused badly at that second place. That man was very bad: he used to touch me in my private parts and try to rape me. I was very angry, but I had nowhere to go and I did not want to stay there"

Eventually, unlike so many others who simply disappear, Somila was thankfully rescued through the assistance of a local charity.

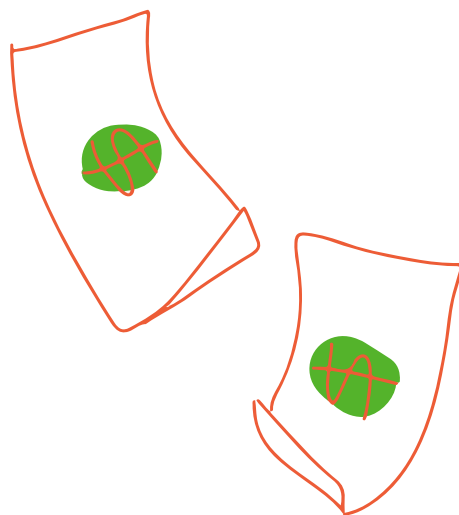
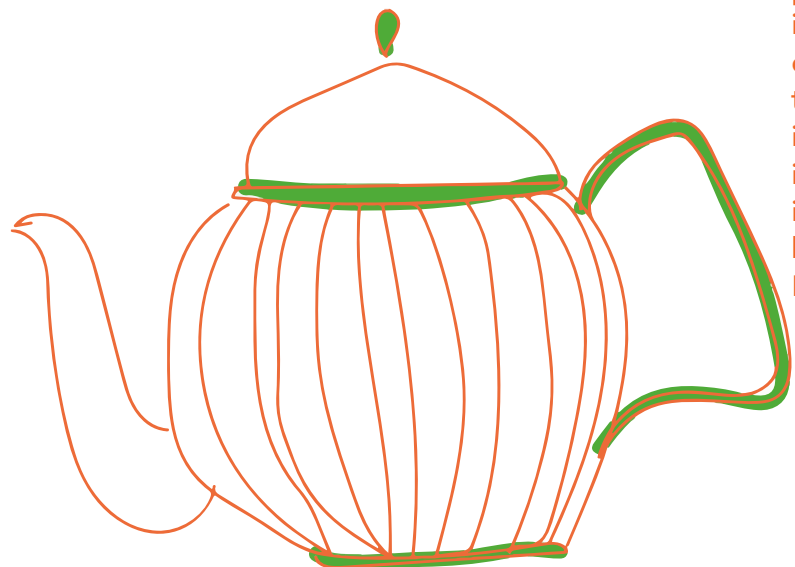
Somila's story comes from Be Slavery Free's Not my cup of tea report. It is based on a case reported in the Observer Magazine in 2014.



How to pick a tea for your tea party

To help you select tea for your party, we've put together a list of brands, who are making positive progress in ensuring their supply chains are transparent and ethical, and their workers are treated fairly.

See if your local café or grocery store stocks an Australian brand – but be a curious consumer! Ask the brand – where is your tea grown? Are tea workers paid a living wage?



Support local

Nerada's Black Tea is one of the few black teas that is 100% Australian made, grown on the Atherton Tablelands in North Queensland and packed in Brisbane. It is Rainforest Alliance certified. Their organic teas and herbal infusions are a mix of imported organic raw ingredients, which are blended and packed in Brisbane.

What about the big brands?

Last year, as a result of [this campaign](#), Yorkshire Tea, Twinings, Tata (Tetley) and Clipper, along with Unilever (T2 Tea, PG Tips, Bushells and Lipton) published a list of where they source their tea from in Assam. When a company is transparent about where they are sourcing their raw products, it may encourage action on other issues, such as paying a living wage and ensuring safe working conditions.

Should I buy Fairtrade?

Organisations like Fairtrade and Rainforest Alliance work with brands to help them comply with certain standards, including protections and fair treatment for workers.

They are not a guarantee of slavery-free but if your tea has the seal logo of one of these organisations, you can be more confident that the brand are addressing the factors which lead to human trafficking.





Thoughts, Suggestions, Questions?

This Tea Party Pack was compiled by [Project Didi Australia](#) with support from our friends at [Be Slavery Free](#). We hope it's easy and inspiring to use but if you have any questions or you need help – please reach out to us – because this is something we are pretty passionate about and our team (made up of 100% volunteers) want to help make this work for you.

Contact us at

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australia@beslaveryfree.com

Project Didi Australia strives for futures of hope, dignity and independence for survivors of trafficking and abuse. We partner with locally-led organisations in Nepal to support women and girls to reclaim their lives after violence. We raise awareness and advocate for action to end gender-based violence and modern slavery with our community in Australia.



Be Slavery Free is led by a coalition of civil society, community and other organisations working together to prevent, abolish and disrupt modern slavery in Australia and around the world. Through advocacy and resources for business, investors, consumers, government and civil society, we empower others to help the world to be slavery free.