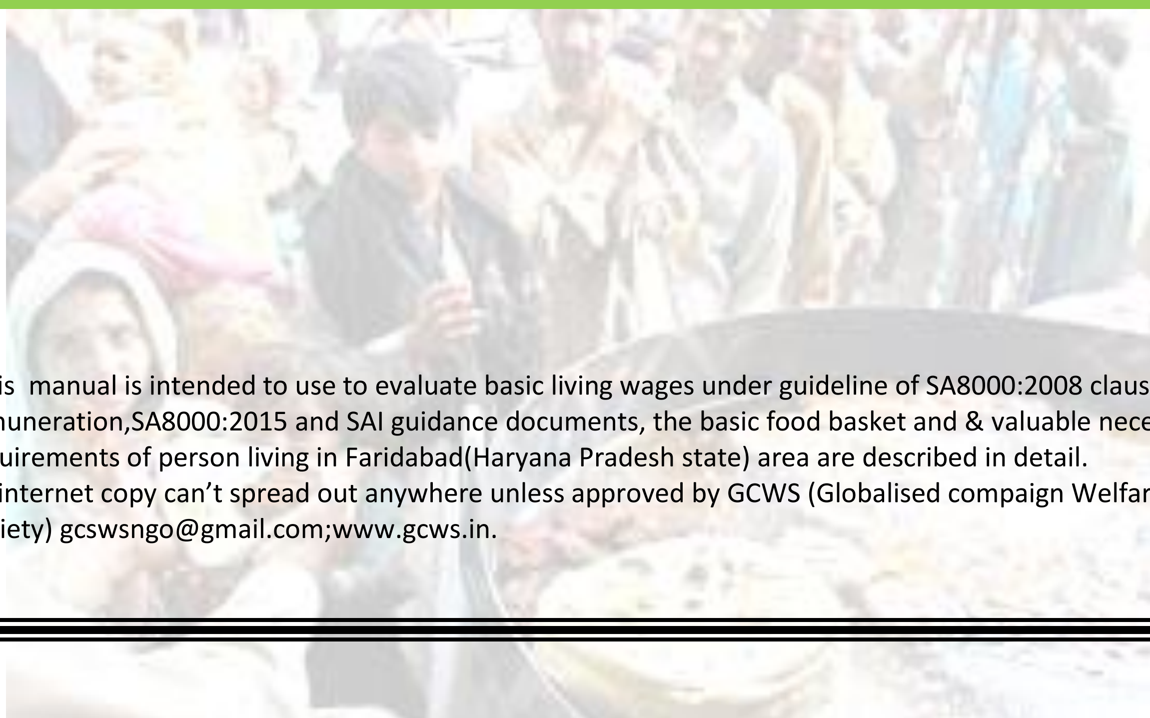
GLOBALISED COMPAIGN WELFARE SOCIETY {A SOCIAL ASSESSMENT & DEVELOPMENT ORGANISATION}

A BASIC LIVING WAGES AND FOOD BASKET SURVEY-SEPTEMBER 2024



[This manual is intended to use to evaluate basic living wages under guideline of SA8000:2008 clause no.8 remuneration,SA8000:2015 and SAI guidance documents, the basic food basket and & valuable necessary requirements of person living in Faridabad(Haryana Pradesh state) area are described in detail.

Documents No.:BLW/FC/DEC/08-2022	**Issued date: 10/09/2024**

MANUAL

HOW TO USE THIS MANUAL

This Manual consist of the following heads at every page as listed below :-

1. **Issued By :-**
   Global Overseas (a sister concern of Globalised Compaign Welfare Society: under registered society act New Delhi state(Govt of India)# 16890) who assisting for conducting the assessment.

2. **Approved By :-**
   This manual is approved by Mrs. Rafat Parveen who is coordinator of Globalised compaign welfare society-a nationalized NGO under the guidance of SAI (Social Accountability International) trained auditor.

3. **Date :-**
   It indicates the Date from which the manual is to be effected at the front page and valid for next six months. Date mentioned in this manual is in the order of date / month / year (dd/mm/yyyy) i.e. it is affected from 10th September 2024.

4. **Chapter :-**
   It indicates a subject / topic to be covered.

5. **Control No. Ref :-**
   It indicates the actual serial number of the pages. The Control No. Ref. for this manual begins with 001 to 08. Hence the total no. of pages in this manual consist of 24 pages including all.

6. **Effective :-**
   It means the importance / time factor in implementing the manual. Here this manual states that it has to be issued and affected immediately from 10th September 2024.

7. **Page :-**
   It indicates the total no. of pages of individual chapters only.

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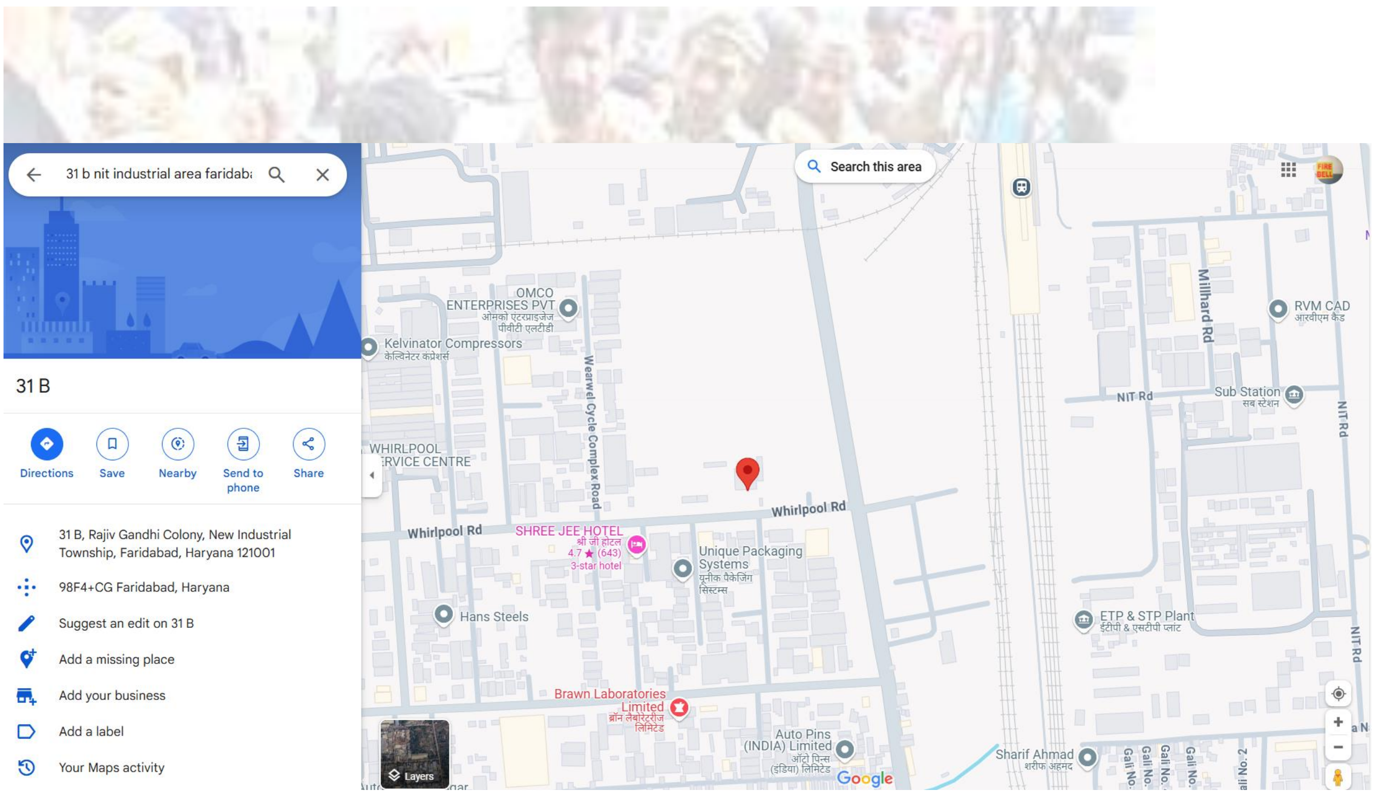
Factory Details & Location:

M/S Vee Gee Industrial Enterprises Pvt.Ltd.-31-B,NIT,Faridabad,Dist Faridabad-121001,(Haryana Pradesh)

Latitude: 28.3735526 **Longitude: 77.301398**

Factory ID UPFA10005406	**M/s Vee Gee Industrial Enterprises Pvt.Ltd**	**31-B,NIT industrial area,Faridabad,Haryana-121001**	License details:	FBD/V-150/24/6431	Mr. Navin Sood



Survey details

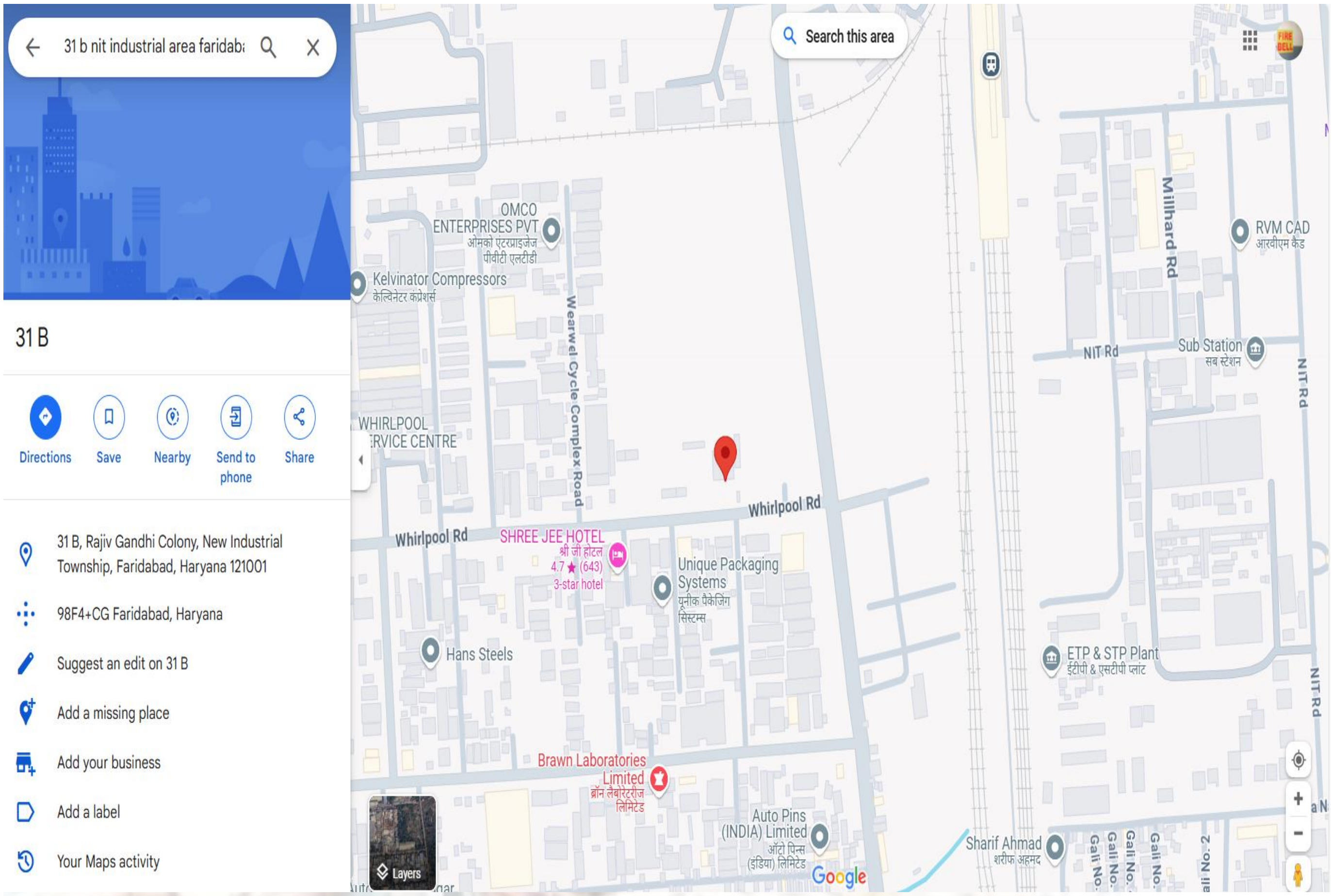
State	**Faridabad,(Haryana)** (An Industrial hub of state Haryana Pradesh+NCR)
Areas covered	Nearby villages of NIT Industrial Area
Total covered area(kilometers)	0-5 to 18 kms
Name of the area	1.Alampur, 6.Alawapur 2.Amipur 7. Badarpur Said 3.Badoli 8. Badshapur, 4.Faridabad(Rural), 9.Badarpur(Delhi NCR), 5.Green filed colony 10. Faridpur
Number of sample taken from each area	10 area X 35 families each

Selection of location

The selection of some specific areas for this survey is based on nearby residence of employees of Vee Gee Industrial Enterprises Pvt..Ltd , **31-B,NIT Industrial Area,Faridabad**,Dist Faridabad-121001,Haryana Pradesh, Most of the employees are living in the same location(Chhajarsi,Bhehlorpur and nearby sector 63 labour colonies), The organization have appointed approx. 374 workers, approx **87.6%** of employees are living within 0.5-8 kms area and only 12.4% employees (majority staff) are living in Delhi,Ballabhgarh , Faridabad city & nearby area.

Note: Please refer to Faridabad city map for exact idea & location of survey (ref:BLW/ 005)

Here are details of different areas are covered while calculating the basic living wages of Faridabad(Dist Faridabad).



DISPUTE AND DISCUSSION

2.2 ILO and living wage as a human right

The ILO has given guideline under conditions of work and employment series number 29

The ILO also considers a living wage as a human right in the sense that living wage is included in ILO major declarations that take on the weight of rights. Living wage is mentioned in the 1919 ILO Constitution, the 1944 ILO Philadelphia Declaration Concerning the Aims and Purposes of the International Labor Organisation and the 2008 ILO Declaration on Social Justice for a Fair Globalization.

The ILO‘s Constitution goes so far as to say that better working conditions that include a living wage are required to ensure universal and lasting peace‖

“Whereas universal and lasting peace can be established only if it is based upon social justice; and whereas conditions of labour exist involving such injustice hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperilled and an improvement of those conditions is urgently required”.

whereas the ILO Constitution in 1919 refers to the need for —an adequate living wage‖, major ILO Declarations in 1944 and 2008 refer to the need for —a minimum living wage which is able to support a basic living standard. This interpretation is consistent with use of the phrase —adequate living wage‖ in ILO‘s Constitution. Another interpretation I have heard is that —minimum living wages refers to a type of minimum wage. This difference in interpretations has important practical implications, because minimum wages take into consideration possible negative effects on employment and economic development when they are set.

Dispute or revision in clause no.8 in Social Accountability International standard SA8000(guideline 2004 & 2008)

Formula based concept as per 2004 & ground reality concept as per 2008 guideline

2004

112

Step 4: Determine the percent multiplier to provide for some discretionary income. SAI recommends providing at least 10% and therefore using a multiplier of at least 1.1.

Step 5: Insert the defined numbers into the following formula:
[Basic food basket x (1 / % of avg. household expenditure spent on food) x (0.5 x avg. household size) x 1.1]

Example: Assuming that the basic food basket costs $15 per week, the average household size in the area is 5.6 people, and the percent of expenditure spent on food is 40%, then the estimated basic needs wage would be $115.50 per week. **The equation would be: $15.00 x (1/40%) x 2.8 x 1.1 = $115.50**

Step 6: Analyze the quality of the data and verify the results. The government-determined basic food basket cost may also be inflated or reduced for political reasons. Auditors should learn the process used in each country for determining the basket of goods. To that end, **local auditors will need to verify three things:**

1) That the food basket meets the general recommendation of a daily 2,100 calorie diet;
2) That the prices assigned to the food stuffs adequately reflect the current market situation; and,
3) That subsidies and severe inflation have been taken into account where necessary.

Adjusting for significant fluctuation:

In the case of both quantitative studies, it is important to note that certain situations may require adjustments in the data:

1) When government subsidies (e.g. for basic food stuffs) are withdrawn, inflation measures should be adjusted, since this will disproportionately affect the basic needs market basket, which is primarily composed of food. In such a case infation may be at 10%, but the price for cerain basic foods may increase by 50% or more.
2) In cases of severe monetary crisis, figures will need to be adjusted for inflation more frequenty. SAI recommends reassessing wages mid-year whenever inflation rises to more than twice what it was the year before.

2008

SA8000® Consolidated Guidance   Remuneration

3. Living wage estimation:

a) As discussed in the above section, minimum wages often do not meet the basic needs of workers. Hence it is possible for a company to comply with national legislation but not with SA8000. Assessing whether or not basic needs are being met is a critical challenge.

b) Quantitative Estimation of Living Wage
For SA8000 certification, companies are responsible for maintaining a living wage estimate for the location of their facility. SA8000 accreditation procedures require the certification bodies to maintain living wage estimates for the companies that they audit. Moreover, the SA8000 auditor is responsible for reviewing the company's estimate and verifying its compliance with SA8000 remuneration requirements, by comparing with his/her own estimate and consulting the company's workers and stakeholders.

I. How to calculate a living wage estimate?

a. Assess workers' expenses

b. Assess the average family size in the area

c. Analyse typical number of wage earners per family (usually this is not more than 1.6)

d. Analyse government statistics on poverty levels

e. Poverty level analysis will indicate the cost of living above the poverty line.

f. Worker's income should at least enable him/her to support him/her and two dependents above the poverty line and with some discretionary income.

II. Considerations regarding the living wage estimate

a. An absolute formula for calculating the living wage doesn't exist, because subjective questions are inherent in living wage determinations.

b. Living wages can be paid by using a credible methodology to estimate the adequate wage level. Credible methodologies for viable implementation use transparent and justified assumptions combined with an iterative process of stakeholder consultation. Assumptions should always be documented.

c. The basic needs wage estimate provides a benchmark that can support wage negotiations.

c) Qualitative Estimation of Living Wage
While the quantitative estimation mentioned above offers employers an initial point of reference to estimate the living wage, it may not be adequate in addressing various cultural and economic situations. For example, issues like health insurance - depending on the social system - are not always incorporated within 'basic needs,' although they should be. Therefore, qualitative verification is recommended as a means of verifying the appropriate application and analysis of the quantitative measures.

I. Consultation with workers
Workers and their representatives in the factory should be consulted whenever possible to understand whether workers' wages are sufficient to meet basic needs for themselves and their dependents. Quantitative analysis, no matter how well defined, may only partially reflect these real needs. Workers are the most important source of information on the topic of basic needs. It should be noted, however, that workers may feel uncomfortable sharing their personal opinions about their basic needs. In order to conduct discussions more objectively, a market basket should be constructed with workers, using the quantitative analysis as a point of reference. Workers and trade union consultations may also be useful for developing an adequate corrective action plan and timetable. Where appropriate, consultation with workers and their representatives should be documented.

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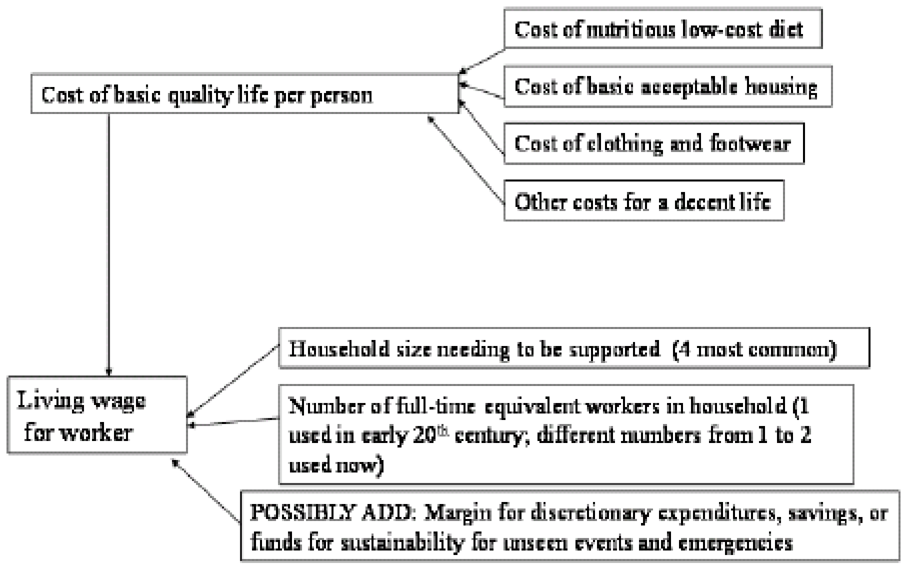
The below mentioned flow chart stated that basic living wages should be part of multiple fractions including cost of foods, cost of living style and others benefits.



Multi-national corporations

1. "*No brand or retailer is paying its workers a living wage* or has put together a systematic program of work that is likely to raise wages to an acceptable level in the near future", according to Labour Behind the Label (2009). Skeptics might not be surprised by this, since higher wage payments might affect profitability (unless productivity increases when workers receive higher wages). On the other hand, Labour Behind the Label was corresponding with corporations that accept the principle that they should pay a living wage, partly because most are members of ETI, which includes living wage in its base code. [1]

2. Companies proffer various reasons why they do not pay a living wage in practice. A *common reason, and perhaps excuse, for not paying a living wage relates to difficulties in measuring a living wage* – such as lack of a universally accepted definition, lack of an accepted formula and subjectivity. For example:

"There is no clear universal definition of the living wage and therefore the ETI Base Code cannot be applied." (asda/Walmart)

"Debenhams does not audit against a 'Living Wage' calculation as we are not aware of an agreed formula that can be applied across the countries we source from." (Debenhams)

[1] ETI's base code says that "Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income".

"Achieving compliance to the living wage within our supply base is one of our biggest challenges. At this point in time it is still very difficult to understand the calculation of the living wage in different regions, countries and sectors." (Next Retail)

"The lack of a commonly-understood definition means we don't find it practicable to use the term in day-to-day work." (Tesco)

"The difficulty continues to be how to measure it [living wage]. Until there is a universally agreed alternative, we rely on a solid benchmark specified by the ILO convention, and that is the minimum wage set by law in the appropriate country, or local industry benchmark standards." (Arcadia)

"We do not endorse artificial wage targets or increases based on arbitrary living wage definitions." (Nike)

"We do not feel that we have all the information we need to be able to responsibly implement and enforce a living wage requirement in our Code of Conduct. As a matter of policy, we will not add provisions to our Terms Of Engagement that we cannot adequately enforce." (Levi Strauss)

Some companies feel that a living wage is an aspirational standard and not a practical measure, but are interested in further work to help identify practical ways to define and measure a living wage.

"We recognise that our code [on living wage] sets an aspirational standard and we are keen to work with our suppliers and other stakeholders to identify practical ways of implementing it in the future." (John Lewis)

"We support further work on defining what is a living wage, but at the moment we don't want to include something aspirational in our code." (Levi Strauss)

NGOs concerned with living wage

1. Even respected NGO advocates of living wages in CSR for developing countries have problems with *measurement of living wage*. This is understandable, given the current situation as regards measurement of living wages in developing countries (see Section 9). For example:

> *"We've [ETI] picked all the low-hanging fruit now. It's time to get radical. ... Practical workshops will stimulate discussion of thorny issues such as how to make a 'living wage' a reality for workers." (Dan Rees, ETI Director at time). [Note that living wage is included in ETI's base corporate code of conduct.]*

> *"It [living wage] is a thorny problem." (Craig Moss, Director of Corporate Programs and Training at SAI). [Note that living wage is included in SAI's SA8000 corporate code of conduct.]*

2. Given difficulties with measurement of living wage, it is perhaps not surprising that even NGOs genuinely concerned with living wages are worried about getting bogged down with precise calculations, especially when prevailing wages are very low. For example:

> *"Don't get bogged down in living wage calculations. Don't let the challenge of how to calculate a living wage in your sourcing countries distract you from the task of making progress in increasing wages. Remember that in many countries, the minimum wage falls way below any living wage estimations, so there's usually little danger that workers will be paid too much!" (Dan Rees, ETI Director at time)*

> *"The important thing is to not fixate on getting it down to one universal number, or to get overwhelmed by the difficulties of calculating it – the key is to start a dialogue about it, involving all stakeholders." (Craig Moss, Director of Corporate Programs and Training at SAI)*

3. It is also perhaps not surprising given doubts about measuring living wage that some committed NGOs *accept payment of the legal minimum wage as best practice*. For example:

> *"The main problem is how to define the living wage in a consistent way and making sure that it is auditable. ... FLA decided to recognize [in 1999 when it started] the minimum wage rather than living wage until a definition and auditing method was found [for a living wage] – effectively kicking the issue into the long grass. Ten years later, it is still there." (Auret van Heerden, chief executive of Fair Labor Association)*

CHAPTER-001-BASIC LIVING WAGES

Reference document No.BLW/001

Object: To evaluate basic living wages of **Faridabad area of Haryana Pradesh state**.

Reference: SA8000:2008 guideline, clause no.8 remuneration under background part III, para 2(Quantitative study) under section market basket survey & poverty line assessment with basic need formula and SA8000:2015 guideline.

Authorised body to conduct this survey: Globalised compaign Welfare Society Overseas(Indian Govt ministry registration #68190) & SAI trained auditor and president of the NGO involved.
Total team members involved in this survey:05

Duration of survey; **24th August 2024 to 09th September 2024.**

Formula to calculate basic living wages(BLW):
There are two ways to calculate the basic food basket.
Formula No,1)Market Basket survey a s per SA8000 guidance document requirement:

Basic food basket (1/% of average household expenditure spent on food) X (0.5 x average household size x 1.1)=BLW.

Formula No.2) Poverty line assessment as per SA8000 guidance document requirement:

Ground reality on actual expenditure and basic food basket of average family members.

SURVEY RESULTS:

BASIC FOOD BASKET=1863
HOUSEHOLD EXPENDITURE=4900
FAMILY SIZE: 4.0
FAMILY EARNERS: 1.76

The results are summarized on both methods as given below:

FORMULA NO.1 & FORMULA NO.2

FORMULA NO. 1

(Market Basket survey a s per SA8000:2004 guidance document requirement)

a)BASIC FOOD BASKET PER PERSON=1863

BASIC FOOD BASKET PER FAMILY: FAMILY SIZE X FOOD BASKET

=1863 X 4.0 = 7452 equal to (7452 INR)

b)AVERAGE HOUSE HOLD EXPENDITURE PER FAMILY=4900

c)TOTAL EXPENDITURE OF A FAMILY IN A MONTH : 7452+4900= 12352

d) TOTAL EXPENDITURE WITH DISCRETIONARY INCOME (10%): 12352 X110%=13587

e)TOTAL MONTHLY EARNING OF FAMILY SHOULD BE ATLEAST = 13587

f) BASIC LIVING WAGES FOR A SINGLE EARNER SHOULD BE=13587 / 1.45=9370.34 INR or 9371 .

(Whereas 1.45 is average number of person's earner in a family)

Total Basic living wages needs to be given atleast Rs. 9371 (Nine thousand three hundred and seventy one Indian rupees) per month.

CONCLUSION FROM ONE SURVEY: The Haryana Pradesh state has recommended wages Rs. 11002 for unskilled workers which is higher than the basic living wages Rs. 9371 for Faridabad-Haryana Pradesh state as per SAI guideline(SA8000: 2008 guideline) of market basket survey, The unskilled employee is getting wages after deduction is Rs. 9598 and total difference is Rs. 227 extra earning for unskilled workers.

RECOMMENDATION: Factory already paying wages to all its workers in higher side from the basic living wages Rs. 9598 per month.

FORMULA NO. 2

(Poverty line assessment as per SA8000:2008 guidance document requirement)

AVERAGE FAMILY SIZE=4.0(taken from SAI standard as actual is less than the standard:4.6)
AVERAGE FAMILY EARNER=1.45(taken from SAI standard as actual is more than the standard-1.45)

Basic food basket (1/% of average household expenditure spent on food X (0.5 x average household size x 1.1)=BLW.

=1863(1/ 65.8 %) average household expenditure spent on food or average household expenditure) **X (0.5x5.6) X 1.1 (where 65.8% is household expenditure and 100-65.8=34.2% is average food exp.)**

=1863(1.51) X 2.3X1.1 =**1863 X 1.51 X 2.3X1.1=7117**

Total Basic living wages needs to be given atleast Rs. 7117(Seven thousand one hundred and seventeen Indian rupees) per month.

FINAL CONCLUSION: The Haryana Pradesh state has recommended wages Rs.9743 for unskilled workers , Rs. 10717 for semiskilled workers and Rs. 12005 for skilled workers which is higher than the basic living wages 7117 INR for Faridabad-Haryana Pradesh state as per SAI guideline and unskilled wages workers are getting wages inhand after deduction of ESI & EPF from their earnings, total received amount is Rs.8501 ,hence total difference is Rs. 1384 for unskilled worker.

Important Note: Effective from October 2024,Haryana Pradesh state govt has recommends the monthly minimum wages Rs. 11002 for unskilled workers, which is effective from 1st October 2024 and valid till 31st March 2025.

RECOMMENDATION: Factory no need to increase the monthly wages to any category as Rs.9370 is state minimum wages for lower category and after deduction of ESIC/EPF,worker getting inhand salary is Rs.9598 per month whereas Rs.7117 is required monthly basic living wages for a worker.

Note:

a)All the ingredients are calculated on monthly basis instead of weekly basis.

b)Refer to reference document# BLW/003 for calculate the basic food basket.

c) Refer to reference document#BLW/004 for average household expenditure spent on food.

d) Refer to reference document#BLW/007 for Indian diet chart.

e) Rates of food items like as vegetables,fruits,spices,cereals,pulses etc.. are taking from Faridabad govt authorised Bhagidari,Safal,Mother milk product diary,Sabzi mandi & govt authorised ration shops(current average rate of October,November & December 2022 month).

f) Whereas 1.1 is discretionary income (other s) for a family is adjusted into the above formula.

g)Refer to reference document#BLW/005 for selection of area as per employee residence.

FACTORY DISCUSSION ON BASIC LIVING WAGES

As per discussion with factory management, they have explained that there will be no differences in above mentioned required basic living wages and what currently being paid by the factory to its workers.

A)Direct benefits:

S.No	Particulars per month	Total amount (Benefits)
	Example of unskilled wages Rs. 9743 per month(effective from 1st October 2022 to till 31-03-2023)	**-**
1	**Bonus(8.33% of salary)**	**811**
2	**Leave with wages(1.25 days salary)**	**468**
3	**Social security(12% deposited**	**1169**
4	**ESIC benefits insurance(3.75%)**	**365**
5	**Diwali Gift(average per month)**	**120**
6	**Attendance bonus**	**0**
	Total direct benefits	**2933**

Survery conclusion on the basic living wages:

i)The required basic living wage for lowest unskilled category is Rs. 7117 per month;however factory already paying in higher side which is total monthly wages/benefits after all deductions(ESIC/EPF) to the worker are 9598 [whereas minimum wages is 11002 for Unskilled worker) -1321(EPF)-83 (ESIC)] which is Rs.1404 higher.Hence it is observed that factory is paying basic living wages as per current required living wages to all its workers.

ii)The factory also providing additional indirect benefits to the worker which are as follows:

Indirect benefits:

S.No.	INDIRECT BENEFITS	INR PER YEAR
1	EPF(12%)	1169.16 x12=14029
2	ESI(3.25%)-Indirect benefit	316.64 x12=3799
3	Labour Welfare fund-Indirect benefit	0
4	Bhandara+Lunch in a year	300
	Total benefits per year	18128
	Total benefits per month	1510

Unskilled workers earning(Monthly):

S.No.	Contents	Earning
1	Minimum wages of state Govt	110023
2	ESI(0.75%)	83
3	EPD(12%)	1321
4	Total in hand	9598

Final conclusion: The factory is paying Rs.9598 after legal deductions which is a sufficient required wages to the workers whereas workers are required to get living wages Rs.9371(minimum) which meets with basic living wages, hence there is no requirement of change the wages structure for all category.

CHAPTER-002

AVERAGE FAMILY SIZE

Reference document No.BLW/002

S.No.	Area	Total family selected	Average family size
01	Alampur	35	4.4
02	Alawapur	35	5.3
03	Amipur	35	3.62
04	Faridabad(Rural),	35	3.15
05	Badarpur Said	35	4.11
06	Badarpur(Delhi NCR),	35	3.25
07	Faridabad City	35	4
08	Green filed colony	35	3.31
09	Faridpur	35	4.6
10	Badoli	35	4.2
			Total 39.94
		Total average family size	**Average: 4.0**

AVERAGE FAMILY EARNER

Reference document No. BLW/003

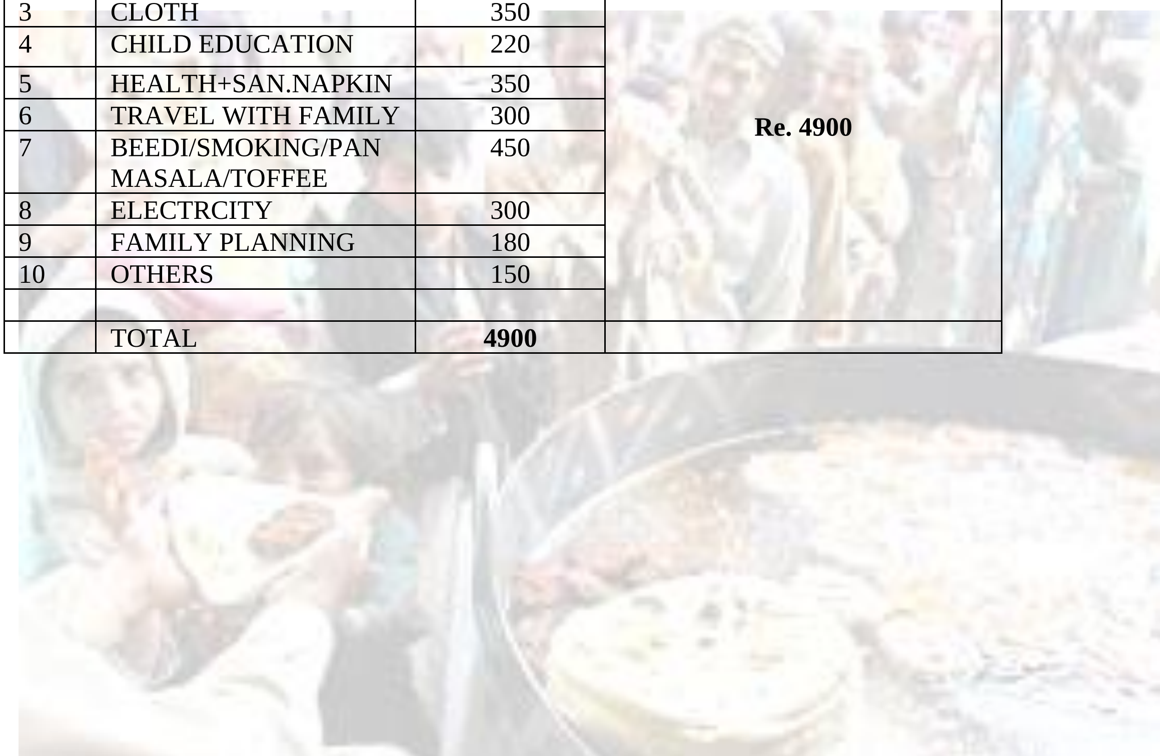
S.No.	Area	Total family selected	Average Earner
01	Alampur	35	1.8
02	Alawapur	35	1.0
03	Amipur	35	2.0
04	Faridabad(Rural),	35	1.
05	Badarpur Said	35	2.2
06	Badarpur(Delhi NCR),	35	3.6
07	Faridabad City	35	2.0
08	Green filed colony	35	1.5
09	Faridpur	35	1.5
10	Badoli	35	1.0
		Total average family earner	Average:1.76

CHAPTER NO.003

AVERAGE FOOD BASKET

Reference document No. BLW/003

S.No.	ITEMS	Average Cost / Month	Total cost per month
1	FUEL/CONVEYANCE	600	
2	ACCOMODATION	2000	
3	CLOTH	350	
4	CHILD EDUCATION	220	
5	HEALTH+SAN.NAPKIN	350	
6	TRAVEL WITH FAMILY	300	**Re. 4900**
7	BEEDI/SMOKING/PAN MASALA/TOFFEE	450	
8	ELECTRCITY	300	
9	FAMILY PLANNING	180	
10	OTHERS	150	
	TOTAL	**4900**	



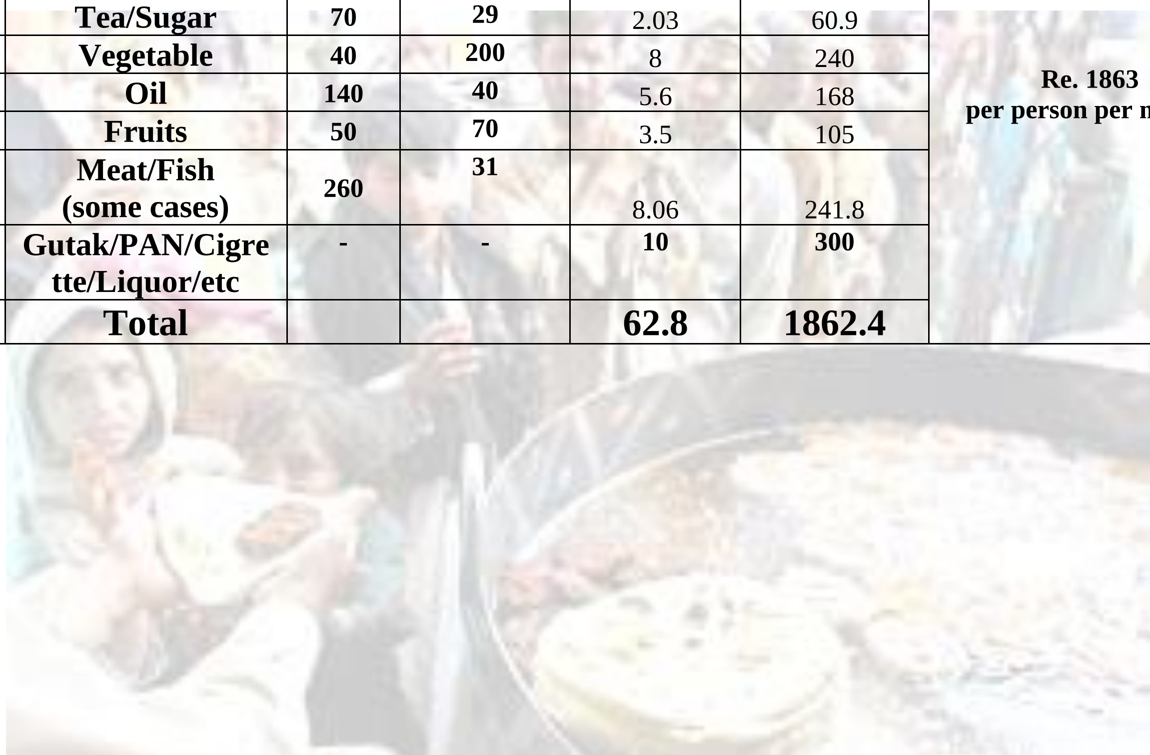
CHAPTER NO.004

AVERAGE MONTHLY HOUSEHOLD EXPENDITURE

Reference

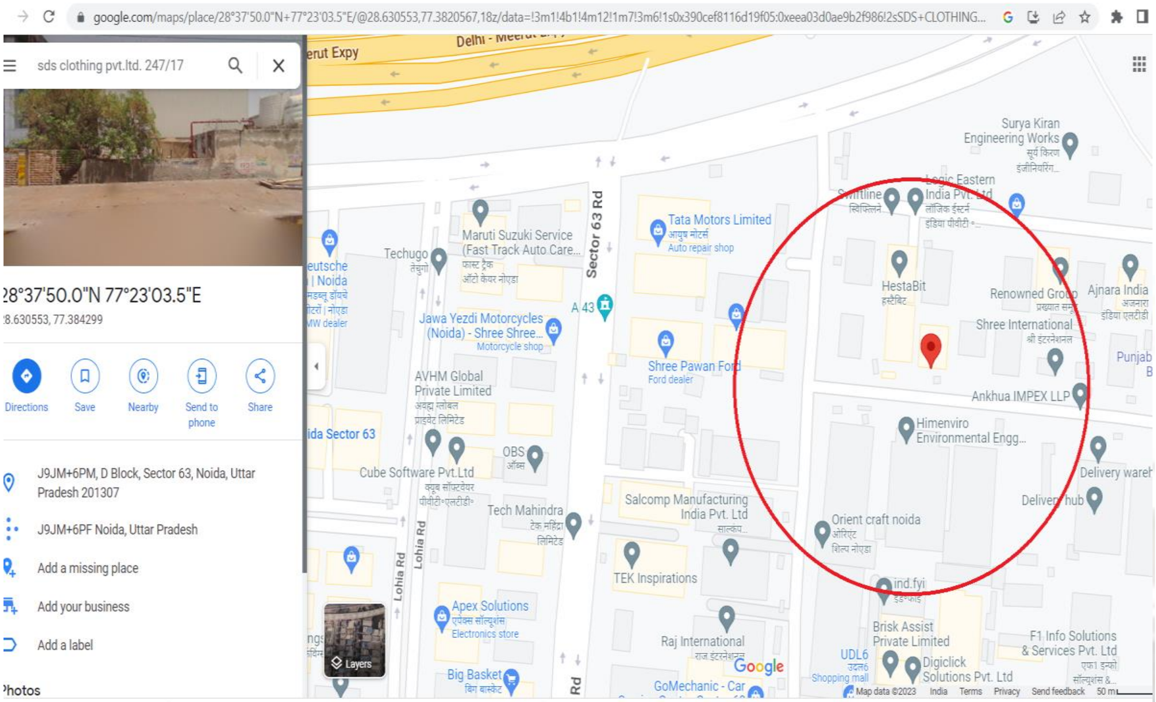
Document No. BLW/004

S.No.	Basic Food Basket	Rate/ Kg	Gram/day	Cost (INR)	Cost / Month	Total cost per month
1	Rice/Floor	45	280	12.6	378	
2	Bean/pulse	65	90	5.85	175.5	
3	Milk	58	80	4.64	139.2	
4	Salt/spice	45	40	1.8	54	
5	Tea/Sugar	70	29	2.03	60.9	
6	Vegetable	40	200	8	240	
7	Oil	140	40	5.6	168	Re. 1863 per person per month
8	Fruits	50	70	3.5	105	
9	Meat/Fish (some cases)	260	31	8.06	241.8	
10	Gutak/PAN/Cigrette/Liquor/etc	-	-	10	300	
	Total			**62.8**	**1862.4**	



CHAPTER NO.005

LOCATION IDEA FOR THIS SURVEY (NEARBY LOCATION OF AROUND 0-18 KMS
Reference documents No. BLW/005



CHAPTER NO.006

Location details of some Employee of company.

Faridabad ,Haryana Pradesh-12001,Dist Faridabad, Harana-India
Reference document No. BLW/006

S.No.	Employee Code	Designation	Location	Current wages
1	XYZ	As per personnel file	Faridabad local	As per Govt
2	XYZ	As per personnel file	Faridabad local	As per Govt
3	XYZ	As per personnel file	Faridabad local	As per Govt
4	XYZ	As per personnel file	Faridabad local	As per Govt
5	XYZ	As per personnel file	Faridabad local	As per Govt
6	XYZ	As per personnel file	Faridabad local	As per Govt
7	XYZ	As per personnel file	Faridabad local	As per Govt
8	XYZ	As per personnel file	Faridabad local	As per Govt
9	XYZ	As per personnel file	Faridabad local	As per Govt
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33	XYZ	As per personnel file	Faridabad local	As per Govt
34	XYZ	As per personnel file	Faridabad local	As per Govt
35	XYZ	As per personnel file	Faridabad local	As per Govt

Note: In the above worker's interview, the employee's details are not disclosed due to company policy and all information is being kept secret with Globalised compaign welfare society.

CHAPTER-007-FOOD CHART

Reference documents No.BLW/007

GLOBAL FOOD CHART FOR SA-8000 CERTIFICATION

Indian Diet Chart

(http://lifestyle.iloveindia.com/lounge/diet-chart-941.htm)

Minimum cal required as per World food programme=2100 Kcal

Group	Body Wt in kg	Net Energy in k Cal	Protein in g	Fat in g
Adult Man	60	2875	60	20
Woman	50	2225	50	20
13-15 yrs Boy	47-48	2450	70	22
Girl	46-47	2060	55	22

Food	Recommended amounts (g per day)	
	Adult Man	Adult Woman
Cereals (rice/wheat)	520	440
Pulses	50	45
Meat/Fish	30	30
Egg	1	1
Milk	200	150
Oil/fats	45	25
Sugar/molasses	35	20
Roots and tubers (potato, etc.)	60	50

Note: As per **Faridabad region and Delhi NCR** the calories per person requirements is **above the 2700 K cal**.

CHAPTER-008-Source of diet.

Green leafy vegetables (spinach, etc.)	40	100
Other vegetables (cauliflower, etc.)	70	40

Age	Energy required
5 years	6000 kJ per day
11 years	9000 kJ per day
18 years	11000 kJ per day
Adult (normal work)	9600 kJ per day
Adult (heavy work)	12000 kJ per day
Adult (very heavy work)	16000 kJ per day

Food Group	Quantity	Sources
Cereals	300 g	Wheat, Rice, Millets
Pulses	60g (Veg), 30g(Non-Veg)	Sprouts/ Fermented
Meat	30 g	Egg / Chicken / Fish
Vegetables	300 g (minimum)	Peas, Carrot, Pumpkin, Beans, Green Leaf Vegetables etc.
Fruits	100 g (minimum)	Orange, Apple, Papaya, Guava, Mango etc
Milk & Milk products	300 g	Cheese, Curd etc
Sugar	20 g	Confectionary
Fats	20 g	Oil/ Butter/ Ghee

Reference document No. BLW/008

Source of diet

Food	Carbohydrate	Fat	Protein
Bread (Roti)	52%	3%	9%
Rice (cooked)	23%	0.1%	2.2%
Banana	20%	0.5%	1,0%
Potato	19%	0.1%	2%
Peas	16.7%	0.5%	5.2%
Apples	12.8%	0.5%	0.3%
Cabbage	5.5%	0.3%	1.2%
Spinach (Palak, Saag)	3.2%	0.3%	1.6%
Eggs	0.7%	12%	13%
Milk	4%	4%	4%
Butter	0.4%	81%	0.6%
Cheese	2%	32%	25%
Meat	0	30%	22%
Chicken	0	11%	20%
Fish	0	0.4%	17%

Survey Incharge
(Signature & name)

Team Manager
(Signature & name

Authorised Signatory
(Globalised Compaign Welfare Society & Global Overseas)
Date of approval: 10-09-2024
Place:New Delhi (under Faridabad-Haryana Pradesh)
Email: gcwsngo@gmail ,Ph: 9958404503 & 9899775578

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