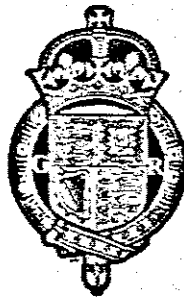


MINISTRY OF LABOUR

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REPORT on an ENQUIRY
INTO
REMUNERATION,
HOURS OF EMPLOYMENT, etc.,
IN THE
CATERING TRADE
IN
1929.



LONDON:

PUBLISHED BY HIS MAJESTY'S STATIONERY OFFICE.

To be purchased direct from H.M. STATIONERY OFFICE at the following addresses:
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REPORT ON AN ENQUIRY INTO REMUNERATION, HOURS OF EMPLOYMENT, ETC., IN THE CATERING TRADE IN GREAT BRITAIN IN 1929.

INTRODUCTION.

Representations having been made to the Minister of Labour that the conditions prevailing in the Catering Trade were such as to render necessary the application of the Trade Boards Acts to that trade, it was decided, in 1929, that enquiries should be undertaken in order to ascertain whether there was a case for issuing a Statutory Notice of Intention to bring the trade under these Acts. As regards licensed and non-licensed hotels, public-houses, licensed restaurants and proprietary clubs, extensive investigations were accordingly instituted with a view to obtaining particulars of the remuneration of the persons employed, of their hours of employment, and of the degree of industrial organisation among the workers. In the light refreshment and dining-room (non-licensed) branch of the trade, an investigation had already been made in 1925, the results of which were published in a Report* issued in 1926. In this branch of the trade, therefore, only such further enquiry was necessary as would provide an indication of the extent to which conditions had changed since 1925.

NUMBER OF EMPLOYEES IN THE TRADE.

The total number of workpeople insured against unemployment in the service of hotels, public-houses, boarding and lodging houses, restaurants, clubs, etc., in Great Britain at July, 1929, was 329,000, including 119,000 males and 210,000 females. These totals exclude workers aged under 16 years, or 65 years and upwards, and non-manual workers remunerated at a rate exceeding £250 a year, who are not insured against unemployment. No recent statistics are available showing the numbers of workers in each of the separate sections of the trade, but in 1921 the numbers of employees enumerated in Great Britain in those sections for which separate figures are given

* "Report upon the Results of an Investigation into the Rates of Wages, the Hours of Employment and the Degree of Industrial Organisation in the Light Refreshment and Dining-Room (Non-licensed) Branch of the Catering Trade." H.M. Stationery Office; 4a. net.

in the Reports on the Census of Population of that year were approximately as shown below :—

	Males.	Females.	Total.
Hotels, Inns, Public-Houses and Beer Houses, etc.	87,100	105,700	192,800
Restaurants, Catering, Eating and Coffee Houses, etc.	34,400	81,800	116,200
Lodging- and Boarding-Houses, etc. . .	8,500	60,600	69,100
Clubs (including political, social, residential and working-men's clubs, etc., but excluding sports clubs)	14,900	10,900	25,800
	144,900	259,000	403,900

The difference between the number of insured workers and the total number shown by the Population Census is due partly to the exclusion, from the number of insured workers, of persons under 16 or over 65 years of age, and of non-manual workers remunerated at a rate exceeding £250 a year, and partly to the fact that persons (e.g. employers' relatives) assisting in the business, but not under a contract of service, and not, therefore, insured against unemployment, will in many cases be included in the Census of Population returns. There are also other differences in the scope of the two sets of figures ; in particular, domestic servants not employed in a trade or business carried on for the purpose of gain are not insured against unemployment, but may, in certain cases, be included in the Census of Population figures for the catering trades. For example, employees of non-proprietary clubs are not insured against unemployment, but are included in the Census returns.

LICENSED HOTELS; PUBLIC-HOUSES, INNS, ETC.; LICENSED RESTAURANTS; NON-LICENSED HOTELS, BOARDING-HOUSES, ETC.; AND PROPRIETARY CLUBS.

METHOD AND SCOPE OF ENQUIRY.

In view of the large number of establishments engaged in these branches of the Catering Trade, it was decided that the enquiries should be by way of sample, covering a sufficient number of establishments, distributed over towns of varying size and character and in different areas of Great Britain, to ensure that the information obtained should be adequately representative of conditions in the trade as a whole. A detailed statement as to the method by which the establishments included in the sample were selected is given in Appendix I. on pages 201 and 202.

In the case of licensed hotels, public-houses, licensed restaurants and proprietary clubs, enquiry schedules were posted to the establishments selected for enquiry, asking for particulars of the cash wages, tips, allowances and hours of employment, in one week of October or November, 1929, of the persons employed, and officers of the Department called at these establishments after a short interval to collect the returns, and, incidentally, to deal with any points of difficulty which might have arisen in their completion. In the case of non-licensed hotels and boarding-houses, officers of the Department called at the establishments with the request for information, without prior communication through the post. Specimens of the enquiry schedules are printed on pages 204 to 207. As regards public-houses, inns, etc., many of which have no employees other than members of the employer's family, the employer was asked to exclude members of his family and any domestic servants engaged solely on duties not connected with the business.

The principal employers' organisations in the licensed Catering Trade, who were informed in advance of the proposed investigations and as to the nature of the information sought, expressed their willingness to co-operate in the enquiry by recommending their members to supply the desired particulars.

The response by the employers to the Department's request for information was very satisfactory. Of 4,267 establishments to which application was made, 1,183 (all of which were public-houses, inns, etc.) were found to have no employees other than members of the family. Of the remaining 3,084 establishments, 2,507 supplied information which could be utilised in the compilation of the statistics. A further 164 returns were supplied in which the information given was insufficient for tabulation or was received too late for inclusion. Of the 2,507 establishments covered by the statistics, 584 were in the London district, 572 were in other towns with populations over 250,000, 600 were in towns with populations between 50,000 and 250,000, and 751 were in towns with populations over 2,000 and under 50,000. No enquiries were made in places with populations under 2,000.

The information obtained from (i) licensed hotels, (ii) public-houses, inns, etc., (iii) licensed restaurants, (iv) non-licensed hotels, boarding-houses, etc., and (v) proprietary clubs is presented in detail in the statistical Tables appended to this Report, in which particulars are given, for each of the principal sections of the trade, relating to (a) the numbers of returns received and number of workers covered; (b) the total remuneration of the workers, their cash rates of wages, the estimated amount of tips received, and the estimated value, at the cost to the employer, of food, lodging and other allowances, where provided; and (c) hours of employment. In view of the differences in the conditions at licensed hotels as between the large hotels and those which have only a small number of bedrooms for letting, separate figures are given, throughout this Report, with regard to licensed hotels with more than ten bedrooms for letting and those with one to ten bedrooms.

In the following paragraphs the main results of the enquiry are summarised.

NUMBERS OF WORKERS COVERED BY THE RETURNS RECEIVED.

The total number of employees, in these sections of the trade, in regard to whom information was obtained and tabulated was 31,566.* The distribution of this total over the different sections of the trade, and the numbers of males and females included, were as shown below :—

Section of Trade.	Males.	Females.	Total.
Licensed Hotels :			
With over 10 bedrooms	9,069	6,427	15,496
With 1 to 10 bedrooms	229	566	795
Public-Houses, Inns, etc.	2,181	2,197	4,378
Licensed Restaurants	4,466	4,373	8,839
Non-Licensed Hotels, etc.	352	1,205	1,557
Proprietary Clubs	307	194	501
	16,604	14,962	31,566

At the establishments covered by the enquiry, the proportions of males were highest at the larger hotels and at proprietary clubs, where about 60 per cent. of the employees were males and about 40 per cent. females; in licensed restaurants and public-houses the numbers of males and females employed were approximately equal; while in the small licensed hotels and in non-licensed hotels and boarding-houses female employees formed a substantial majority.

The proportions of workers, in each section of the trade, classified according to sex and age-groupings, were as shown in the following Table :—

Section of Trade.	Total Number returned.	Percentages of the Total who were					
		MALES.			FEMALES.		
		21 years of age and over.	18-20 years of age.	Under 18 years of age.	21 years of age and over.	18-20 years of age.	Under 18 years of age.
Licensed Hotels :							
With over 10 bedrooms	15,496	48.0	4.7	5.8	35.0	4.9	1.6
With 1 to 10 bedrooms	795	24.6	1.8	2.4	55.5	11.3	4.4
Public-Houses, Inns, etc.	4,378	44.3	3.9	1.6	41.7	6.0	2.5
Licensed Restaurants	8,839	41.3	4.7	4.6	40.8	5.9	2.7
Non-Licensed Hotels, etc.	1,557	19.8	1.0	1.8	62.4	9.5	5.5
Proprietary Clubs	501	47.9	7.2	6.2	34.1	4.0	0.6

* For proprietary clubs, the figures given throughout this Report are exclusive of 14 stewards and managers, and 29 joint workers (married couples, etc.) who were included in the returns; but some information as to the remuneration of these workers is given on pages 190 and 191.

In the public-houses, inns, etc., juveniles under 18 years of age formed about 4 per cent. of the total number of employees; in the other sections of the trade they were about 7 per cent. of the total. Of the total numbers of male employees, the proportions under 18 years of age ranged from 3 per cent. in public-houses to about 10 per cent. in the licensed hotels and in proprietary clubs: among females the proportions under 18 years were generally lower, ranging from 1.5 per cent. in clubs to 6 per cent. in the smaller licensed hotels and 7 per cent. in non-licensed hotels and boarding-houses.

Large proportions of the employees in the Catering Trade either live on the employer's premises, being provided by the employer with board and lodging or, if living-out, are provided by the employer with all or part of their meals. Detailed figures are given on page 2 as to the numbers of workers, classified by sex and age, returned as living-in, living-out with meals provided, and living-out with no meals provided, and the following Table shows the proportions, in each of these categories, among males and females respectively:—

Section of Trade.	MALES.			FEMALES.		
	Living-in.	Living-out.		Living-in.	Living-out.	
		With meals provided.	With no meals provided.		With meals provided.	With no meals provided.
	<i>Per Cent.</i>	<i>Per Cent.</i>	<i>Per Cent.</i>	<i>Per Cent.</i>	<i>Per Cent.</i>	<i>Per Cent.</i>
Licensed Hotels :						
With over 10 bedrooms..	14.7	81.3	4.0	71.8	27.3	0.9
With 1 to 10 bedrooms ..	56.3	25.8	17.9	75.4	20.9	3.7
Public-Houses, Inns, etc...	18.2	20.2	61.6	41.6	30.6	27.8
Licensed Restaurants ..	1.5	97.5	1.0	0.9	98.8	0.3
Non-Licensed Hotels, etc.	49.7	38.1	12.2	68.1	23.8	8.1
Proprietary Clubs ..	13.0	64.8	22.2	32.0	51.5	16.5

Except in licensed restaurants, where nearly all the workers, both males and females, were living-out, with meals provided by the employer, the proportions living-in were much higher among females than among males. In the larger licensed hotels, over 80 per cent. of the males covered by the returns received were living-out, with meals provided, and less than 15 per cent. were living-in, whereas over 70 per cent. of the females lived-in. In public-houses, inns, etc., over 60 per cent. of the males were living-out, with no meals provided, and only 18 per cent. were living-in, whilst 40 per cent. of the females were living-in. In non-licensed hotels, boarding-houses, etc., one-half of the males and over two-thirds of the females were living-in. In proprietary clubs only 13 per cent. of the males were living-in, but over 30 per cent. of the females.

REMUNERATION.

An investigation into the remuneration of employees in the Catering Trade involves the consideration of a variety of components. Whilst some of the workers are paid wholly in cash wages, a large proportion, as will be seen from the Table given above, are provided with meals or with board and lodging in addition, and for some classes of workers the amount of tips received forms a substantial part of the total remuneration. In certain cases other allowances, e.g., uniform, free laundering, and commissions, are provided, and an allowance of beer is of frequent occurrence, particularly in the case of public-houses. Statistics based on cash wages only, therefore, do not provide a true picture of the position, and employers were accordingly asked to furnish particulars of the estimated amount of tips received by the workers and the estimated value of the allowances provided.

The values assigned to allowances of meals and lodging can, of course, only be approximations. The number of meals provided varies, in different cases, from one to four per day and the cash value of each meal varies at different establishments, according to the quantity and quality of the food. Employers were asked to state the estimated cost to them of the meals and lodging provided for each of their workers. In a few cases the figures supplied were rectified after discussion with the employers, but substantially they represent the estimates as originally made by the employers.

Tips can be estimated closely at some establishments; at others their amount is more conjectural. The amounts included in the statistics in respect of this item are based mainly on the employers' statements, though in some cases in which the employers were unable to supply an approximate estimate information was obtained from employees. Whilst a considerable element of uncertainty is necessarily involved in any attempt to compile statistics on this subject, it is considered that the information obtained regarding the value of tips is sufficiently accurate, on the whole, to justify their addition to wages for the purpose of indicating the total remuneration. Particulars relating to a small proportion of persons receiving no cash wages and depending for their remuneration mainly or entirely on tips have been excluded from the statistics.

It is perhaps open to argument whether the estimated value of meals, lodging, and tips should properly be added to the more certain figure representing cash wages in order to arrive at the value of the total remuneration. A worker receiving 10s. a week in cash wages, 5s. in tips, and meals and lodging valued, at the cost to the employer, at 25s., might prefer to receive, in place of this composite remuneration valued at 40s., a somewhat smaller total wage *in cash*. On the other hand, it is clear that in the Catering Trade allowances and tips form a material part of remuneration and cannot be treated as of no account. Accordingly, the estimated values of tips, meals and lodging, and other allowances have been added to the amounts of cash wages for the purpose of the statistics relating to total remuneration contained

in this Report. Separate figures are given, however, for workers (a) living-in, i.e. provided by the employer with meals and lodging, (b) living-out with meals provided, and (c) living-out with no meals provided; and Tables are also included giving separate particulars as to the amounts of cash wages paid, the estimated amounts of tips, and the values assigned to meals, lodging, and other allowances.

Cash Wages.

Adult Males.—The cash wages, exclusive of tips and allowances, of men, 21 years of age and over, in one week of October or November, 1929, so far as shown by the returns received, are summarised below, separate figures being given for men “living-in,” “living-out with meals provided” and “living-out with no meals provided.” In certain cases in which the numbers returned under one of these three headings were insignificant (for example, the returns covered only 19 men “living-in” at proprietary clubs and 66 at licensed restaurants), the figures have been omitted from the Table below but may be found, together with more detailed particulars as to cash wages generally, in the Tables appended to this Report.

Section of Trade.	Numbers of Adult Males returned.	Percentages whose weekly Cash Rates of Wages were:—								
		Under 20s.	20s and under 30s.	30s and under 40s.	40s and under 50s.	50s and under 60s.	60s and under 70s.	70s and under 80s.	80s and over.	
(1) LIVING-IN.										
Licensed Hotels:										
With over 10 bedrooms	976	23.2	42.5	14.3	5.2	3.5	3.0	2.4	5.9	
With 1 to 10 bedrooms	103	16.5	53.3	17.5	3.9	3.9	2.9	1.0	1.0	
Public-Houses, etc.	336	5.1	40.8	34.8	14.2	2.1	1.8	0.6	0.6	
Non-Licensed Hotels, etc.	144	34.1	47.1	9.1	5.5	1.4	1.4	0.7	0.7	
(2) LIVING-OUT, WITH MEALS PROVIDED.										
Licensed Hotels with over 10 bedrooms	6,107	18.5	21.7	19.0	14.1	7.0	6.1	3.6	10.0	
Public-Houses, etc.	391	23.3	13.6	18.2	21.7	11.2	5.6	3.1	3.3	
Licensed Restaurants	3,541	22.6	8.7	13.0	18.6	8.9	7.3	4.8	15.6	
Non-Licensed Hotels, etc.	121	7.6	51.2	19.8	8.2	6.6	2.5	1.6	2.5	
Proprietary Clubs	162	13.6	13.0	19.8	19.1	8.6	8.0	0.6	17.3	
(3) LIVING-OUT, WITH NO MEALS PROVIDED.										
Licensed Hotels with over 10 bedrooms	354	1.4	2.4	4.0	6.1	15.0	20.4	34.1	16.6	
Public-Houses, etc.	1,214	52.4	7.7	2.9	6.7	12.1	9.0	4.4	4.8	

The large proportions of men employed in public-houses, inns, etc., with relatively low cash wages under the headings "living-out with meals provided" and "living-out with no meals provided" are accounted for by the fact that a large number of men in this section of the trade were employed for less than 30 hours a week. Over 25 per cent. of the total number of adult males, at public-houses, returned as living-out with meals provided, and nearly 60 per cent. of those living-out with no meals provided, fell within this category. When allowance is made for the inclusion of these workers in the figures, the Table illustrates the variations in the general levels of cash wages arising from differences in practice as regards the provision of food or lodging by the employer.

Adult Females.—The following Table gives similar particulars as to the cash wages, exclusive of tips and allowances, of adult women, 21 years of age and upwards. As in the case of the foregoing Table, groups in which the numbers returned were very small (e.g. women living-in at licensed restaurants) have been omitted, but particulars for these groups may be found in the Tables appended to this Report.

Section of Trade.	Number of Adult Females returned.	Percentages whose weekly Cash Rates of Wages were:—							
		Under 10s.	10s and under 15s.	15s and under 20s.	20s and under 25s.	25s and under 30s.	30s and under 35s.	35s and under 40s.	40s and over.
(1) LIVING-IN.									
Licensed Hotels:									
With over 10 bed-rooms	3,871	2.3	29.1	27.5	17.3	11.6	5.4	2.2	4.6
With 1 to 10 bed-rooms	318	1.9	20.1	35.6	21.7	11.3	5.7	1.2	2.5
Public-Houses, etc. ..	656	14.0	13.4	23.2	26.0	16.9	3.9	1.1	1.5
Non-Licensed Hotels, etc.	646	4.6	36.0	37.0	10.5	4.9	2.6	0.5	3.9
(2) LIVING-OUT WITH MEALS PROVIDED.									
Licensed Hotels:									
With over 10 bed-rooms	1,508	3.4	6.9	15.7	33.8	18.4	8.9	4.4	8.5
With 1 to 10 bed-rooms	102	6.9	12.8	37.1	23.5	10.8	5.9	2.0	1.0
Public-Houses, etc. ..	590	19.3	16.6	14.6	22.3	13.0	7.8	4.5	1.9
Licensed Restaurants	3,581	5.0	24.1	13.6	13.3	21.7	7.3	5.5	9.5
Non-Licensed Hotels, etc.	229	2.2	21.0	34.5	25.3	4.8	6.2	3.0	3.0
Proprietary Clubs ..	93	—	9.7	18.3	22.6	12.9	11.8	2.1	22.6
(3) LIVING-OUT WITH NO MEALS PROVIDED.									
Public-Houses, etc. ..	582	34.3	26.6	10.6	7.2	3.3	6.0	5.8	6.2
Non-Licensed Hotels, etc.	97	—	2.1	30.9	26.8	7.2	24.8	7.2	1.0

The high percentages of women shown as employed in public-houses, inns, etc., at the lower ranges of cash wages are due largely to the short hours worked in many cases; in this section of the trade nearly 12 per cent. of all adult females living-in, 38 per cent. of those living-out with meals provided, and 78 per cent. of those living-out with no meals provided, were working less than 30 hours a week.

Tips.

The figures given in the above Tables are exclusive of tips, meals and lodging, where provided, and other allowances. The following Table shows the proportions of adult males and adult females, in each section of the trade, who were reported to receive no tips, and the proportions who received tips in addition to cash wages, classified according to the estimated amount of tips received. Where the amount of tips varied at different seasons of the year, the employers were asked to state the approximate weekly average over a year. A small number of workers who received no cash wages, but were dependent for their remuneration wholly, or almost wholly, on tips, have been excluded from the statistics throughout this Report. As already noted (see page xii), the employers' estimates of the amount of tips received were necessarily inexact in many cases; the Department, however, has no reason to think that, taken in the aggregate, the figures given in the Table either over-state or under-state, to any serious extent, the amounts generally received.

Section of Trade.	Total Number of Workers returned.	Percentages who received Tips estimated at the undermentioned weekly amounts:—							
		Nil.	Under 10s.	10s and under 20s.	20s and under 30s.	30s and under 40s.	40s and under 50s.	50s and under 60s.	60s and over.
ADULT MALES.									
Licensed Hotels:									
With over 10 bed-rooms	7,437	55.8	1.8	3.8	6.3	5.7	5.7	3.3	17.6
With 1 to 10 bed-rooms	196	62.3	17.4	8.6	3.6	2.0	2.6	—	3.5
Public-Houses, etc. ..	1,941	96.2	2.0	0.9	0.5	0.1	0.3	—	—
Licensed Restaurants	3,649	66.4	5.2	2.4	1.3	3.1	3.1	3.3	15.2
Non-Licensed Hotels, etc.	308	55.5	11.4	11.0	8.1	3.9	6.5	0.7	2.0
Proprietary Clubs ..	240	81.3	0.8	5.0	5.0	0.4	2.5	—	5.0
ADULT FEMALES.									
Licensed Hotels:									
With over 10 bed-rooms	5,422	67.2	5.9	10.9	7.7	4.1	2.2	1.5	0.5
With 1 to 10 bed-rooms	441	65.6	20.2	7.5	3.2	1.6	1.1	0.6	0.2
Public-Houses, etc. ..	1,828	93.9	3.2	1.6	1.0	0.3	—	—	—
Licensed Restaurants	3,605	59.9	2.9	6.6	8.0	3.3	5.6	13.1	1.6
Non-Licensed Hotels, etc.	972	59.2	25.0	11.0	3.0	0.8	0.6	0.2	0.2
Proprietary Clubs ..	171	94.3	3.5	0.5	1.7	—	—	—	—

The proportions of workers receiving tips, and the amounts of tips received, were highest in the hotels and licensed restaurants. At the larger licensed hotels, 44 per cent. of the men received tips, ranging, on the basis of the employers' estimates, from a few shillings to £5 a week (or more in a few cases, e.g. among head waiters and head porters), and nearly one-third of the women received tips, varying generally from between 5s. and 10s. up to 40s. or more a week. At licensed restaurants one-third of the men and two-fifths of the women were in receipt of tips, the usual range of amounts being from about 5s. or 10s. up to 80s. a week (or more in a few cases among head waiters, etc.) for men, and from between 5s. and 10s. up to about 50s. a week for women. In the smaller licensed hotels and in non-licensed hotels and boarding-houses the proportions receiving tips were not substantially different from those in the larger licensed hotels, but the amount of the tips was generally less.

At licensed hotels, the workers receiving tips included almost all the waiters and head waiters, floor porters and head porters, cloak-room attendants, chambermaids and waitresses, the great majority of other porters, over one-third of the housemaids, and some of the barmen and barmaids. At licensed restaurants they included almost all the waiters, waitresses and cloak-room attendants, a large majority of the head waiters and head porters, and considerable proportions of the porters, barmen and barmaids. At the non-licensed hotels and boarding-houses the great majority of the head waiters and head porters, most of the waiters, waitresses, chambermaids and housemaids, and a large proportion of the porters, received tips. Amongst other classes of employees, taken in the aggregate, at hotels and licensed restaurants, the numbers receiving tips were small.

In proprietary clubs, about 19 per cent. of the adult males, but only 6 per cent. of the adult females, so far as included in the returns, received tips. At public-houses only small proportions—about 4 per cent. of the adult men and 6 per cent. of the adult women—were shown as receiving tips.

Detailed information as to the numbers and classes of workers receiving tips of various amounts is given, for each section of the trade, in the statistical Tables following this Report.

Value of Board and Lodging.

The estimated value (at the cost to the employer) of the board and lodging provided, in addition to the cash wages shown on pages xiii and xiv, for adult workers (21 years of age and over) who lived on the employers' premises (excluding those returned in licensed restaurants and proprietary clubs, the numbers of whom were small) was as shown below:

Amount.	Percentages of Adult Workers Living-in for whom the estimated value (at the cost to the employer) of Board and Lodging provided was as shown in the first column.							
	Licensed Hotels with over 10 bedrooms.		Licensed Hotels with 1 to 10 bedrooms.		Public-Houses, Inns, etc.		Non-Licensed Hotels, Boarding-Houses, etc.	
	Men.	Women.	Men.	Women.	Men.	Women.	Men.	Women.
40s and over ..	2.9	4.8	—	0.9	0.3	—	—	1.1
35s 1d to 39s 11d ..	11.8	16.9	4.9	2.2	1.0	1.6	—	0.2
35s	6.0	2.4	2.9	4.4	0.6	0.2	—	0.2
30s 1d to 34s 11d ..	17.4	20.9	7.8	7.3	11.2	6.3	2.1	0.9
30s	6.0	5.2	7.8	6.0	10.9	6.5	6.9	3.7
25s 1d to 29s 11d ..	11.3	9.5	11.6	10.1	21.1	15.6	21.5	19.8
25s	12.0	11.8	24.2	21.1	21.4	11.2	15.3	20.4
20s 1d to 24s 11d ..	6.5	8.0	16.5	11.1	13.3	22.8	23.6	18.3
20s	11.3	11.8	13.6	23.3	10.3	13.1	19.5	16.6
15s 1d to 19s 11d ..	7.9	3.8	5.8	3.5	6.3	8.0	6.9	15.3
15s and under ..	6.9	4.9	4.9	10.1	3.6	14.7	4.2	3.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Numbers returned as Living-in ..	976	3,871	103	318	336	656	144	646

The values assigned to board and lodging provided for workers living-in ranged mainly from 20s. to between 35s. and 40s. a week at the larger licensed hotels. In other sections they were generally rather lower, varying mostly from 20s. to between 30s. and 35s. for men at public-houses and small licensed hotels, from 20s. to 30s. for men in non-licensed hotels, boarding-houses, etc., from 15s. to 30s. or 35s. for women at public-houses and small licensed hotels, and between 15s. and 30s. for women in non-licensed hotels, boarding-houses, etc. As pointed out above (*see* page xii), these values are necessarily only approximations. While it was not, of course, possible to ensure that the employers' estimates should be on an exactly uniform basis throughout, the variations in the figures given in the Table above are mainly accounted for by differences in the character and cost of the accommodation and in the quantity and quality of the food provided at different establishments.

Value of Meals Provided for Workers Living-out.

The estimated weekly value (at the cost to the employer) of the meals provided for adult workers (21 years of age and over) who were returned as living-out but receiving full or partial board, in addition

to the cash wages shown on pages xiii and xiv, were as set out in the following Table :—

Section of Trade.	Total Number of Adult Workers returned as Living-out.	Percentages of Adult Workers for whom the estimated value (at the cost to the employer) of Meals provided was :—								
		Under 10s.	10s.	10s 1d to 14s 11d.	15s.	15s 1d to 19s 11d.	20s.	20s 1d to 24s 11d.	25s and over.	
ADULT MALES.										
Licensed Hotels with over 10 bedrooms ..	6,107	3.6	2.8	15.9	11.3	27.9	2.0	34.0	2.5	
Public-Houses, Inns, etc.	391	56.8	0.5	6.9	5.7	17.9	7.7	4.0	0.5	
Licensed Restaurants, etc.	3,541	9.2	28.9	22.3	18.0	13.8	3.4	3.4	1.0	
Non-Licensed Hotels, Boarding-Houses, etc.	121	3.3	1.7	27.3	24.8	27.3	11.5	4.1	—	
Proprietary Clubs ..	162	11.1	35.8	9.3	19.7	16.7	5.6	0.6	1.2	
ADULT FEMALES.										
Licensed Hotels :										
With over 10 bedrooms	1,508	9.6	4.2	23.8	15.0	23.8	2.8	18.4	2.4	
With 1 to 10 bedrooms	102	19.6	5.9	17.6	23.5	18.6	10.8	2.0	2.0	
Public-Houses, Inns, etc.	590	50.7	3.5	18.1	8.8	14.1	2.3	2.5	—	
Licensed Restaurants, etc.	3,581	9.5	48.1	19.9	12.6	6.0	2.7	1.0	0.2	
Non-Licensed Hotels, Boarding-Houses, etc.	229	14.8	4.4	27.9	22.3	21.4	8.3	0.9	—	
Proprietary Clubs ..	93	29.0	11.8	37.6	2.2	15.1	3.2	1.1	—	

It will be seen that the estimated values, on the basis of the cost to the employers, of meals provided to adult workers living-out were highest in the larger licensed hotels, where they ranged generally from between 10s. and 15s. a week up to between 20s. and 25s. a week. In other sections of the trade they ranged generally from 10s. to 20s. a week, but for one-half of the adults in public-house, etc., service, and for considerable proportions at licensed restaurants, proprietary clubs, and the small hotels, they were less than 10s. As in the case of board and lodging, the values returned were necessarily only approximate estimates, but the variations shown are mainly due to differences in the amount and quality of the food supplied, and particularly in the number of meals provided at different establishments. The higher amounts shown, for example, generally represent the value of full board provided, whereas the large proportions of cases, at public-houses, etc., in which the estimated value of food was less than 10s. a week are mainly those of workers employed for less than 30 hours a week, and accordingly provided by the employer with fewer meals.

Other Allowances.

From the Table on page 13, in which details are given of the estimated values of allowances other than meals and lodging, it will be seen that the proportions of adult workers, covered by the returns, who received such allowances (uniform, laundry, free beer or money in lieu, etc.) varied from over 60 per cent. in the larger licensed hotels and between 40 and 50 per cent. in public-houses, etc., non-licensed hotels, etc., and the small licensed hotels, down to about 35 or 36 per cent. for men in proprietary clubs and licensed restaurants. The estimated weekly values of the allowances mostly ranged between 1s. a week and 7s. or 8s. a week, depending on whether an allowance of beer (or money in lieu) was included. In non-licensed hotels and boarding-houses they rarely exceeded 3s. a week.

Total Remuneration.

The total remuneration, inclusive of cash wages, the estimated amount of tips, and the estimated value of meals and lodging, where provided, and of all other allowances, in one week of October or November, 1929, of all adult males, 21 years of age and over, covered by the returns received, was as shown below :—

Section of Trade.	Num- bers of Adult Males returned.	Percentages whose Total Remuneration was :—								
		Under 40s.	40s and under 50s.	50s and under 60s.	60s and under 70s.	70s and under 80s.	80s and under 90s.	90s and under 100s.	100s and over.	
Licensed Hotels :										
With over 10 bed- rooms	7,437	3.3	8.2	14.4	14.4	14.9	10.7	7.6	26.5	
With 1 to 10 bedrooms	196	13.2	22.0	25.0	17.3	5.6	5.6	5.7	5.6	
Public-Houses, Inns, etc.	1,941	45.8	7.5	15.8	16.8	8.3	3.3	1.1	1.4	
Licensed Restaurants, etc.	3,649	6.5	8.6	17.1	14.3	11.8	9.9	6.6	25.2	
Non-Licensed Hotels, Boarding-Houses, etc.	308	8.4	28.8	27.9	16.4	6.2	4.8	3.0	4.5	
Proprietary Clubs ..	240	20.2	17.4	18.6	14.2	11.2	6.6	3.8	10.0	

Of the men whose total remuneration was less than 40s., the totals of 45.8 per cent. shown for public-houses, 6.5 per cent. for licensed restaurants and 20.2 per cent. for proprietary clubs included, respectively, 42.4 per cent., 3.6 per cent., and 7.9 per cent. who were employed for less than 30 hours. In the proprietary clubs a further 4.1 per cent. in this group were working between 30 and 36 hours. The men with weekly remuneration exceeding 100s. were mainly head waiters, waiters, chefs, assistant cooks, head porters, clerks, cashiers, etc.

In the following Table similar particulars are given as to the total remuneration of women, 21 years of age and over :—

Section of Trade.	Num- bers of Adult Females returned.	Percentages whose Total Remuneration was :—								
		Under 25s.	25s and under 30s.	30s and under 35s.	35s and under 40s.	40s and under 45s.	45s and under 50s.	50s and under 60s.	60s and over.	
Licensed Hotels :										
With 10 or more bed- rooms	5,422	0·8	2·5	6·3	9·2	11·1	12·6	25·6	31·9	
With 1 to 10 bedrooms	441	8·1	6·4	6·3	14·0	14·6	15·2	23·2	12·2	
Public-Houses, Inns, etc.	1,828	41·0	5·0	7·5	10·4	9·1	8·5	12·0	6·5	
Licensed Restaurants, etc.	3,605	0·8	5·0	10·3	15·6	16·7	12·2	12·5	26·9	
Non-Licensed Hotels, Boarding-Houses, etc.	972	8·5	6·2	13·2	16·2	21·2	15·7	12·0	7·0	
Proprietary Clubs ..	171	10·9	12·8	28·1	8·8	12·3	11·1	9·4	6·6	

Of the women whose total remuneration was less than 25s., 37·9 per cent. out of the total of 41 per cent. shown for public-houses, inns, etc., and 9·2 per cent. out of the total of 10·9 per cent. shown for proprietary clubs, were employed for less than 30 hours. In non-licensed hotels the 8·5 per cent. shown at less than 25s. included 5·0 per cent. who were employed for less than 36 hours. The women whose remuneration exceeded 60s. a week were mainly chambermaids, waitresses, and clerks, cashiers, etc.

Detailed information as to total remuneration, classified (a) according to hours of employment and (b) according to occupation, are given in the Tables appended to this Report, in which are also included particulars relating to the remuneration of males and females of 18 to 20 years of age, and under 18 years of age.

The figures in the above Tables, as to the proportions of males and females receiving various amounts of total remuneration, may usefully be supplemented by the particulars given below as to the lower quartile, median, and upper quartile amounts of total remuneration for adult males and adult females respectively. These terms are explained in detail on page 203, but it may here be observed that if the individual amounts of total remuneration of a group of workers are arranged in ascending order, each amount being counted as often as it occurs, the median amount is that which is mid-way along the scale; the lower quartile is the amount at or below which one-fourth of the workers, counting from the lower end of the scale, are paid; and the upper quartile is the amount at or above which one-fourth of the workers, counting from the upper end of the scale, are paid. For the purpose of this Table, the remuneration of persons who were employed for less than 30 hours in the week has been excluded from the calculations; the figures relate, therefore, to the total remuneration of male and

female workers, 21 years of age and over, employed for 30 hours or more in the week for which particulars were returned.

Section of Trade.	ADULT MALES.			ADULT FEMALES.		
	Lower Quartile.	Median.	Upper Quartile.	Lower Quartile.	Median.	Upper Quartile.
Licensed Hotels:	s d	s d	s d	s d	s d	s d
With over 10 bed-rooms	59 6	76 6	101 6	42 6	52 6	64 0
With 1 to 10 bed-rooms	47 6	55 0	69 6	38 6	45 6	53 0
Public-Houses, Inns, etc.	51 6	60 0	69 6	35 0	43 6	52 6
Licensed Restaurants, etc.	56 6	73 0	100 6	37 6	45 0	62 6
Non-Licensed Hotels, Boarding-Houses, etc.	46 6	55 0	65 6	34 6	41 6	47 6
Proprietary Clubs ..	45 0	59 6	75 0	31 6	39 0	46 6

Among the adult workers employed for 30 hours or more in the week, so far as covered by the enquiry, the inter-quartile range of total remuneration was highest at the larger licensed hotels. For the adult males, the lower quartiles (i.e. the amounts at or below which at least one-fourth of the workers returned were remunerated) ranged from 45s. in proprietary clubs to 59s. 6d. in the larger licensed hotels, and the upper quartiles (at or above which at least one-fourth of the workers were remunerated) from 65s. 6d. in non-licensed hotels and boarding-houses up to 101s. 6d. in the larger licensed hotels. Among adult females, the lower quartiles varied from 31s. 6d. in proprietary clubs up to 42s. 6d. in the larger licensed hotels, and the upper quartiles from 46s. 6d. in proprietary clubs up to 64s. in the larger licensed hotels.

The following Table shows the median and quartile amounts of total remuneration of male and female workers aged 18 to 20 years, inclusive, in those sections of the trade in which substantial numbers were included in the returns :—

Section of Trade.	MALES AGED 18-20 YEARS.			FEMALES AGED 18-20 YEARS.		
	Lower Quartile.	Median.	Upper Quartile.	Lower Quartile.	Median.	Upper Quartile.
Licensed Hotels:	s d	s d	s d	s d	s d	s d
With over 10 bed-rooms	42 0	53 6	62 6	37 0	47 6	54 6
With 1 to 10 bed-rooms	—	—	—	37 0	41 6	47 0
Public-Houses, Inns, etc.	30 0	40 0	51 0	30 6	37 6	45 0
Licensed Restaurants, etc.	35 0	44 0	52 6	32 6	40 0	71 0
Non-Licensed Hotels, Boarding-Houses, etc.	36 0	40 6	55 0	31 6	39 6	45 0

As regards boys and girls under 18 years of age, the only sections of the trade in which considerable numbers were returned were the larger licensed hotels and the licensed restaurants. In these sections the median and quartile amounts of total remuneration were as shown below :—

Section of Trade.	MALES, UNDER 18 YEARS.			FEMALES, UNDER 18 YEARS.		
	Lower Quartile.	Median.	Upper Quartile.	Lower Quartile.	Median.	Upper Quartile.
Licensed Hotels, with more than 10 bedrooms	s d 32 8	s d 40 6	s d 50 0	s d 34 0	s d 42 0	s d 49 0
Licensed Restaurants	27 6	35 0	47 8	24 0	27 6	31 0

Further information as to the total remuneration of males and females, in each of the three age-groups dealt with above, so far as covered by the returns received, will be found in the detailed Tables appended to this Report, in which are given figures for some of the principal occupations in each section of the trade except the small licensed hotels and proprietary clubs. Tables are also included showing in detail the cash wages, amount of tips, estimated value of allowances, and hours of employment of a group of the lowest-paid adult workers, representing approximately 10 per cent. of all adult males and adult females employed for a week of 30 hours or more, in each section of the trade ; these Tables indicate, in addition to the data as to wages, tips, allowances, etc., the area and size of town in which each of the workers included was employed.

HOURS OF EMPLOYMENT.

Hours of Duty.

The following Table classifies the workers covered by the returns received according to their weekly hours of duty at October or November, 1929 :—

Section of Trade.	Number of workers returned.	Percentages whose weekly hours of duty (exclusive of intervals for meals, etc.) were :—						
		Under 30.	30 and under 48.	48.	Over 48 and under 54.	54 and under 60.	60 and under 66.	66 and over.
ADULT MALES (21 YEARS OF AGE AND OVER).								
Licensed Hotels :								
With over 10 bedrooms ..	7,437	0.4	5.5	8.0	19.6	29.2	24.7	12.6
With 1 to 10 bedrooms ..	196	8.7	4.1	5.6	18.4	18.4	33.6	11.2
Public-Houses, Inns, etc. ..	1,941	42.9	6.4	4.4	9.7	13.3	18.6	4.7
Licensed Restaurants, etc. ..	3,649	3.7	15.6	12.6	22.7	33.4	7.0	5.0
Non-Licensed Hotels, Boarding-Houses, etc.	308	0.3	15.6	1.0	5.5	27.3	21.1	29.2
Proprietary Clubs	240	7.9	18.7	32.1	18.8	6.7	11.2	4.6

Section of Trade.	Number of workers returned	Percentages whose weekly hours of duty (exclusive of intervals for meals, etc.) were :—						
		Under 30.	30 and under 48.	48.	Over 48 and under 54.	54 and under 60.	60 and under 66.	66 and over.
ADULT FEMALES (21 YEARS OF AGE AND OVER).								
Licensed Hotels :								
With over 10 bedrooms ..	5,422	0.9	7.6	7.4	17.6	28.8	19.6	18.1
With 1 to 10 bedrooms ..	441	8.8	7.5	5.9	15.4	28.8	18.6	15.0
Public-Houses, Inns, etc. ..	1,828	41.7	14.4	3.6	9.7	14.4	13.1	3.1
Licensed Restaurants, etc. ..	3,605	2.1	24.9	6.7	46.1	13.9	6.3	1.0
Non-Licensed Hotels, Boarding-Houses, etc. ..	972	2.4	15.1	2.0	15.8	15.3	25.8	23.6
Proprietary Clubs ..	171	12.9	32.7	10.5	18.1	9.4	15.8	0.6
ALL EMPLOYEES, INCLUDING JUVENILES.								
Licensed Hotels :								
With over 10 bedrooms ..	15,496	0.5	6.4	7.9	18.9	30.4	21.9	14.0
With 1 to 10 bedrooms ..	795	7.0	6.2	7.0	16.0	26.2	24.2	13.4
Public-Houses, Inns, etc. ..	4,378	38.9	11.4	4.6	10.5	14.8	15.7	4.1
Licensed Restaurants, etc. ..	8,839	2.4	21.0	9.8	33.4	24.6	6.0	2.8
Non-Licensed Hotels, Boarding-Houses, etc. ..	1,557	1.5	13.8	1.7	12.7	18.6	25.8	25.9
Proprietary Clubs ..	501	8.4	23.0	24.1	19.9	8.0	14.0	2.6

In each section of the trade there was a wide variation in hours of duty. At the larger licensed hotels, nearly 15 per cent. of the employees covered by the returns were working a week of 48 hours or less, whilst 36 per cent. were on duty for 60 hours or more. At public-houses, etc., the variation was even wider, 39 per cent. of all the workers returned (including over 90 per cent. of the waiters, 27 per cent. of the barmen, and 42 per cent. of the adult women) being employed for less than 30 hours, whilst for 20 per cent. (largely barmen and barmaids) the hours were 60 or more. In licensed restaurants the proportions employed for 48 hours or less, and for 60 hours or more, were 33 per cent. and 9 per cent., respectively; in the small licensed hotels they were 20 per cent. at or below 48 hours and 38 per cent. at or over 60 hours; in the non-licensed hotels and boarding-houses they were 17 per cent. and 52 per cent., respectively; and in proprietary clubs they were 56 per cent. at or below 48 hours and 17 per cent. at or over 60 hours.

Hours of Actual Service.

The hours of duty shown above are those during which the workers were on the premises, at the disposal of the employer, apart from recognised intervals for meals, etc. On the enquiry schedule sent to licensed hotels and restaurants, non-licensed hotels and boarding-houses, and proprietary clubs, a column was provided in which, if there were substantial periods during which employees, though on duty, were not working, the employer was asked to enter the estimated weekly number of hours actually worked. In a large proportion of

the returns supplied no particulars were given in this column, in some cases because there was no substantial difference between the hours of duty and hours of actual service, in others because employers considered it impracticable to make any trustworthy estimate of the number of hours actually worked by their employees as distinct from the hours on duty.

For the larger licensed hotels, where the alternation of periods of slackness and pressure of work might be expected to result in considerable differences between the hours of duty and the hours of actual work, the particulars returned under this heading are summarised in the following Table :—

Number of hours by which the weekly hours of actual service fell short of hours of duty.	Numbers of workers, with the undermentioned hours of duty, whose weekly hours of actual service, as estimated by the employers, were less than the hours of duty to the extent shown in the first column.							
	48 and under.	Over 48 and under 54.	54 and under 60.	60 and under 66.	66 and under 70.	70 and over.	Total.	
		Num-ber.	Per-cent- age.					
MALES, 21 YEARS AND OVER.								
No difference shown	938	1,190	1,467	782	169	92	4,638	62.5
Under 2½ hours	1	—	14	9	1	—	25	0.3
3 - 3½	1	52	10	14	—	—	77	1.0
4 - 5½	47	14	115	37	—	3	216	2.9
6 - 7	25	49	230	140	9	30	483	6.5
7½-11½	10	144	251	227	34	27	693	9.3
12 -14	—	10	63	408	85	79	645	8.7
14½-17½	7	—	4	75	9	49	144	1.9
18 -21	1	4	13	80	31	82	211	2.8
21½-23½	—	3	—	1	—	5	9	0.1
24 -28	6	1	8	4	11	104	134	1.8
Over 28	—	—	2	44	2	114	162	2.2
Total for whom the hours differed	98	277	710	1,039	182	493	2,799	37.5
Total—Males, 21 years and over	1,036	1,467	2,177	1,821	351	585	7,437	100.0
FEMALES, 21 YEARS AND OVER.								
No difference shown	759	836	1,054	447	134	107	3,337	61.6
Under 2½ hours	3	1	5	13	—	—	22	0.4
3 - 3½	7	4	3	12	—	—	26	0.5
4 - 5½	28	10	40	26	—	—	104	1.9
6 - 7	13	13	163	91	23	29	332	6.1
7½-11½	23	62	142	179	17	80	503	9.3
12 -14	21	19	94	152	50	53	339	7.1
14½-17½	4	9	15	51	11	34	124	2.3
18 -21	—	1	23	81	129	122	356	6.5
21½-23½	—	—	—	—	5	47	52	1.0
24 - 28	—	—	1	8	17	86	112	2.1
Over 28	—	—	25	1	5	34	65	1.2
Total for whom the hours differed	99	119	511	614	257	485	2,085	38.4
Total—Females, 21 years and over	858	955	1,565	1,061	391	592	5,422	100.0

It will be seen that in respect of 62 per cent. of both adult males and adult females no distinction was indicated, in the returns, between the hours of duty during which the workers were at the disposal of the employer and the hours actually worked. These figures include, however, cases in which the employer was unable to provide any trustworthy estimate of the difference, as well as cases in which no substantial difference existed. As regards the workers whose hours of actual service were stated to be less than the hours of duty, the differences shown ranged, in the great majority of cases, between 4 and 21 hours a week, the smaller differences being mostly associated with the shorter hours of duty and the greater differences with the longer hours. Among workers whose weekly hours of duty were less than 54, only 15 per cent. of the adult males and 12 per cent. of the adult females were shown as actually at work for less than their recognised hours of duty: on the other hand, among workers whose weekly hours of duty were 70 or more, 84 per cent. of the adult males and 82 per cent. of the adult females were shown as having a shorter period of actual work, the difference ranging from about 6 hours a week to 28 hours or more.

In the non-licensed hotels and boarding-houses, etc., the hours of actual service were returned as less than the hours of duty for 27 per cent. of the adult males and for 28 per cent. of the adult females. In the other sections of the trade, the proportions in respect of whom a difference was shown were lower.

ORGANISATION AMONG THE WORKERS.

Organisation among the workers employed in the catering trade is weak. It is estimated, from such information as is available, that less than 5 per cent. of the workers in all branches of the trade, licensed and non-licensed, are members of trade unions.

STATISTICAL TABLES APPENDED.

In a series of statistical Tables appended to this Report, figures will be found presenting in greater detail the information obtained as a result of the investigation into remuneration and hours of labour in licensed hotels, public-houses, licensed restaurants, non-licensed hotels and boarding-houses, and proprietary clubs in October-November, 1929. Summary Tables are given on pages 1 to 13 in which the main results of the investigation for all these sections of the trade are brought together. These are followed by Tables giving, for each section separately, statistics as to the numbers of returns obtained and numbers of workers covered; the numbers of workers living-in, living-out with meals provided, and living-out with no meals provided; the total remuneration of males and females, classified in age-groups, with separate figures for the principal occupations; the cash rates of wages of adult males and adult females; the estimated amount of tips received; the estimated value of board and lodging or of meals provided by the employer; the estimated value of other allowances; and the hours of duty. In addition, Tables are given showing in

detail the cash wages, the estimated amount of tips, the estimated values of allowances, and the weekly hours of employment, of each of the lower-paid adult workers covered by the returns received, excluding those employed for less than 30 hours a week; the workers included in this group representing approximately 10 per cent. of the total numbers of adult males and adult females returned in each section. These Tables show how the amount of total remuneration is made up in the case of each of the individuals concerned.

THE LIGHT REFRESHMENT AND DINING-ROOM (NON-LICENSED) BRANCH OF THE TRADE.

METHOD AND SCOPE OF ENQUIRY.

An investigation into the remuneration and hours of employment of workers engaged in this branch of the Catering Trade in Great Britain was made by the Ministry of Labour in 1925, the results of which were published in a Report* issued in 1926. In order to ascertain whether any marked change in conditions had taken place since 1925, enquiries were undertaken, on a sample basis, in 1929.

In connection with the enquiry of 1925, particulars of the wages, tips, allowances, and hours of duty of their employees were furnished by 14 large "multiple" firms, employing over 14,800 workers, and by 3,587 other establishments, employing over 24,800 workers. In August and September, 1929, officers of the Department visited a random selection, numbering 603, of the establishments in the latter group, distributed over different areas of Great Britain and over towns of varying size and character, in order to obtain particulars, for a current week, corresponding with those obtained in 1925. In addition, the three largest "multiple" firms were asked, in December, 1929, to supply particulars of any general changes which had been made, since 1925, in the wages, hours, and other conditions of their employees.

Of the 603 smaller firms visited, 151 were found either to be no longer engaged in non-licensed catering at the addresses from which the previous returns had been received, or to have no employees other than members of the family. Of the 452 remaining, 387 supplied the desired information, relating to 2,750 employees, or 11 per cent.

* Report upon the Results of an Investigation into the Rates of Wages, the Hours of Employment, and the Degree of Industrial Organisation in the Light Refreshment and Dining-Room (Non-Licensed) Branch of the Catering Trade. (H.M. Stationery Office: 4s. net.)

of the total number returned by all the smaller firms who had furnished returns in 1925. The particulars supplied showed the weekly cash rates of wages, the estimated amount of tips received, the estimated value (at the cost to the employer) of meals, lodging, and other allowances provided by the employer, and the weekly hours of duty, exclusive of meal-times.

The great majority of the employees in this section of the Catering Trade live out, but are provided by the employers with partial board, in addition to cash wages. Of the 2,750 workers covered by the sample enquiry, 2,496, or 91 per cent., were employed under such arrangements. The numbers of males and females, in three age-groups, comprised in this total (exclusive of 99 who were employed for less than 30 hours a week and are omitted from the statistics which follow) were as shown below :—

Males : 21 years and over	..	..	135
18 to 20 years	..	..	9
Under 18 years	..	..	26
Females, 21 years and over :			
Waitresses	..	..	716
Others	..	..	846
Females, 18 to 20 years :			
Waitresses	..	..	156
Others	..	..	201
Females, under 18 years :			
Waitresses	..	..	75
Others	..	..	233
			2,397

In order to provide comparable data as to wages and hours, a tabulation has been made of the particulars as to (a) the amount of cash wages, tips and allowances (other than meals) received, (b) the amount of total remuneration (including, in addition to cash wages, tips, etc., the estimated value of meals provided by the employer), and (c) the weekly hours of duty, shown for these workers in the returns obtained for 1929, and of those shown in the returns supplied by the same establishments in 1925. The results of this tabulation, excluding, at each date, the small numbers of males under 21 years of age and the few workers who were employed for less than 30 hours a week, are briefly summarised below and are given in greater detail in the Tables on pages 195 to 200.

It should be observed that the statistics given in those Tables are not designed to show the general level of remuneration, or the hours of employment, in the light refreshment and dining-room (non-licensed) branch of the Catering Trade as a whole. Their purpose is to provide information, as regards the smaller firms, which may be used, with that obtained from the large "multiple" firms (see page xxxi), to indicate the extent and direction of any marked changes, between 1925 and 1929, in the conditions of employment shown in the Report published in 1926.

REMUNERATION AND HOURS OF DUTY AT ESTABLISHMENTS OTHER
THAN THOSE OF THE LARGE "MULTIPLE" FIRMS.

Remuneration.

Men, 21 years and over.—For the small proportions of adult men included in the returns, comparative figures of (a) cash wages and the estimated amount of tips and allowances, other than meals, and (b) total remuneration, including the estimated value, at the cost to the employer, of meals provided, in 1925 and 1929, are given in Table 1 on page 195.

The dispersion of the amounts of remuneration is so wide that the effects of the relatively small changes between the two dates cannot readily be estimated from the figures given in that Table. Comparison is facilitated, however, if, for the two dates, the proportions of men receiving less than each of specified weekly amounts, arranged in ascending order, are computed from the Table, as shown below. The figures relate to adult men, "living-out," with board or partial board provided by the employers, and employed for not less than 30 hours in the week.

Date.	Percentages of Total Number of Men returned as receiving less than							
	30s.	35s.	40s.	45s.	50s.	60s.	70s.	80s.
	CASH WAGES AND TIPS, ETC.							
1925	19.2	22.9	28.5	36.8	43.3	59.8	69.9	86.3
1929	15.5	23.5	31.7	43.6	51.0	65.9	82.2	86.6
	TOTAL REMUNERATION.							
1925	8.2	14.7	15.6	21.1	27.5	45.9	61.4	71.6
1929	0.7	4.4	16.3	23.8	29.0	47.6	69.0	83.0

It will be seen that while the proportions of men whose cash wages, with tips, etc., were under 30s., or whose total remuneration was at or below 35s., were lower in 1929 than in 1925, the proportions receiving cash wages and tips, etc., amounting to less than 35s., or total remuneration of less than 40s., were as high in 1929 as in 1925, and those receiving cash wages and tips, etc., of less than 40s., or total remuneration of less than 45s., were greater in 1929 than in 1925. Further, at each higher point shown in the Table, the proportion receiving less than any specified amount of cash wages and tips, etc., or of total remuneration, was greater in 1929 than in 1925. On the whole, the figures indicate that both the cash wages (including the estimated amount of tips and allowances, other than meals) and the total remuneration (including the estimated value of meals provided, taken at the cost to the employer), were slightly lower in 1929 than in 1925.

A similar conclusion is suggested by a comparison of the median and quartile amounts of remuneration at the two dates. As regards cash wages and tips, etc., the lower quartile was 35s. at each date; the median, which was 50s. in 1925, was rather less than 50s. in 1929; and the upper quartile, which was 70s. in 1925, was below 65s. in 1929. As regards total remuneration, the lower quartile was between 45s. and 50s. both in 1925 and in 1929, but rather higher at the earlier than at the later date; the median was between 60s. and 65s. at each date, but rather higher in 1925 than in 1929; the upper quartile fell from 80s. in 1925 to below 75s. in 1929.

Women, 21 years and over.—Women and girls form the great majority of the employees in this section of the trade. For adult women, 21 years of age and over, the following Table, compiled from the figures given in Tables 2 and 3 on pages 196–7, shows the proportions living-out, with board or partial board provided, whose remuneration was below certain specified weekly amounts in 1925 and 1929 :—

Occupational Group and Date.	Percentages of Total Number of Women returned as receiving <i>less than</i>							
	15s.	20s.	25s.	30s.	35s.	40s.	45s.	50s.
CASH WAGES AND TIPS, ETC.								
Waitresses—1925	3.7	11.9	34.8	56.8	78.2	92.7	98.4	99.1
" 1929	4.3	14.0	35.4	61.8	80.0	89.2	93.1	94.2
Other Women—1925	8.6	30.1	55.6	73.5	82.6	88.7	95.3	96.6
" 1929	7.5	27.8	55.3	72.4	84.4	90.0	93.2	94.9
TOTAL REMUNERATION.								
Waitresses—1925	0.1	0.4	5.0	13.7	39.0	60.7	83.0	92.7
" 1929	—	1.1	7.1	18.9	37.2	64.0	80.8	89.0
Other Women—1925	0.1	2.0	13.8	38.1	60.1	77.7	86.9	92.6
" 1929	—	2.4	13.7	33.7	56.4	77.0	86.6	89.9

Among waitresses, the proportions receiving the lower amounts of remuneration were rather larger in 1929 than in 1925; those, for example, receiving cash wages and tips, etc., of less than 30s. a week rose from 56.8 per cent. in 1925 to 61.8 per cent. in 1929, and those whose total remuneration was less than 40s. rose from 60.7 per cent. to 64.0 per cent. The proportions with cash wages and tips, etc., of 40s. or more, or with total remuneration of 45s. or more, were higher in 1929 than in 1925, but the numbers of women in these groups were relatively small.

Among other women, the figures relating to the amount of cash wages and tips, etc., received show only slight changes between the two dates, though the proportions at less than 30s. were a little lower in 1929 than in 1925. When effect is given to the value of meals provided, as estimated by the employers, the figures indicate that

there was a slight increase in the amount of total remuneration for a considerable proportion of the women; while the proportions receiving 25s. or less, or 40s. or more, were approximately the same at both dates, the proportions receiving less than 30s., or less than 35s., were rather lower in 1929 than in 1925.

The median and quartile figures of cash wages and tips, etc., and of total remuneration, for women, 21 years of age and over, in the two years, were as shown below:—

	Cash Wages and Tips, etc.			Total Remuneration.		
	1925.	1929.	Rise (+) or Fall (-)	1925.	1929.	Rise (+) or Fall (-)
WAITRESSES, 21 YEARS AND OVER.						
Upper Quartile ..	34s	33s	- 1s	43s	42s 6d	- 6d
Median	28s	27s 6d	- 6d	37s 6d	36s 6d	- 1s
Lower Quartile ..	22s 3d	22s 6d	+ 3d	32s 6d	31s 9d	- 9d
OTHER WOMEN, 21 YEARS AND OVER.						
Upper Quartile ..	30s	30s	Nil.	38s 8d	38s 4d	- 4d
Median	22s 6d	22s 6d	Nil	32s	33s	+ 1s
Lower Quartile ..	18s	18s	Nil.	27s	27s 6d	+ 6d

These figures, taken in conjunction with those given in the preceding Table, indicate that at the establishments represented in the sample there was a slight decline in the total remuneration of the majority of the waitresses, but a slight increase in that of most of the other women, between the two dates. For all classes of women, taken together, there was little change in the general level of remuneration.

Females, 18 to 20 years of age.—For waitresses of ages 18 to 20 years inclusive, the total remuneration was lower, on the whole, in 1929 than in 1925. Of those covered by the enquiry, 16·7 per cent. received total remuneration of less than 25s. in 1929, compared with 10·4 per cent. in 1925, 39 per cent. received less than 30s. in 1929, compared with 29·7 per cent. in 1925, and the proportions receiving less than 35s., or less than 40s., were also substantially greater at the later date. Among other females of 18 to 20 years of age the changes shown were small; 44·3 per cent. received total remuneration of less than 25s. in 1929, compared with 46·5 per cent. in 1925, and 78·6 per cent. received less than 30s. compared with 79·6 per cent. in 1925, but 94·5 per cent. received less than 35s. compared with 88 per cent. in 1925.

Hours of Duty.

The weekly hours of duty (exclusive of meal-times) of the workers for whom particulars of remuneration have been given above, are shown in detail in Tables 4 and 5 on pages 199-200 and are summarised below. As in the foregoing Tables, the particulars relate to workers living-out, with meals provided by the employers, excluding a small number of workers employed for less than 30 hours a week.

Group of Workers.	Percentages whose Hours of Duty (exclusive of meal-times) were as shown below.							
	1925.				1929.			
	48 or less.	Over 48 and under 54.	54 and under 60.	60 or over.	48 or less.	Over 48 and under 54.	54 and under 60.	60 or over.
Males, 21 years and over ..	27.5	42.2	16.6	13.7	28.0	26.0	26.7	19.3
Females, 21 years and over:—								
Waitresses	49.6	39.2	7.8	3.4	35.7	42.3	14.7	7.3
Others	45.7	39.9	9.5	4.9	41.3	37.7	16.2	4.8
Females, 18 to 20 years:—								
Waitresses	47.4	37.9	13.1	1.6	40.3	37.9	14.8	7.0
Others	34.2	53.3	7.0	5.5	26.5	55.5	16.0	2.0
Females, under 18 years of age:—								
Waitresses	47.5	37.2	15.3	—	37.3	46.8	9.3	6.6
Others	45.7	39.7	12.6	2.0	39.1	43.3	12.4	5.2

These figures indicate that, on the whole, hours were slightly longer in August-September, 1929, than in January, 1925. The proportions working 48 hours or less were lower at the later date for each group of workers distinguished in the Table, except the adult males, and the proportions working 54 hours or more were higher in every group.

REMUNERATION AND HOURS OF DUTY OF EMPLOYEES
OF THE LARGE "MULTIPLE" FIRMS.

The particulars given above relate to the employees of firms other than "multiple" firms with ten or more branches. Of the latter, the three principal firms, employing about three-fourths of all the workers included in the returns received from the large "multiple" firms in 1925, were asked, in December, 1929, to supply the Department with particulars of any general changes which had been made since 1925 in the wages, hours, or other conditions of their employees in non-licensed restaurants, tea-rooms and similar establishments, or in the value of the meals provided.

The information received from these firms, in reply to this request, indicated that alterations in wages, in commission, or in the value of meals provided, had raised the total remuneration of the employees (nearly all of whom were women or girls), between the beginning of 1925 and the end of 1929, by averages of about 4s. a week for waitresses and 2s. a week for other employees, or about 3s. for the two groups combined, while the weekly hours of employment remained substantially unchanged.

GENERAL SUMMARY.

The results of the enquiries made in 1929, as set out above, indicate that at establishments other than those of the large "multiple" firms the general level of remuneration in 1929 was slightly lower than in 1925 among adult men and among many of the waitresses, but slightly higher for women other than waitresses, and that the weekly hours of duty were, on the whole, slightly longer at the later date. At the larger "multiple" firms, however, total remuneration increased between 1925 and 1929, whilst hours of duty remained generally unchanged. When the figures for the two groups of firms are combined, in proportions which allow for the differences in the relative numbers of workers employed, there appears to have been an increase, amounting to not more than about 1s. a week, in the average amount of remuneration, with some increase in the average length of the working week. These increases, however, have not been applied uniformly throughout the trade: at some establishments the workers obtained increases substantially above this general average, whilst at others the total remuneration in 1929 was no higher, and in some cases it was rather lower, than in 1925.

MINISTRY OF LABOUR,
AUGUST, 1930.

. APPENDIX I.

METHOD BY WHICH THE ESTABLISHMENTS REPRESENTED IN THE SAMPLE WERE SELECTED.

The information forming the basis of the statistics contained in this Report was collected by means of enquiries, on a sample basis, designed to cover a sufficient number of establishments, distributed over towns of varying size and character and in different areas of Great Britain, to ensure that the particulars obtained should be representative of conditions in the trade as a whole. Details of the method adopted in selecting the establishments to which application was made are given below.

PUBLIC-HOUSES, INNS, ETC.

A list of 168* towns was compiled, including (a) London, (b) all other towns with populations over 250,000, (c) one-half of the towns with populations between 50,000 and 250,000, (d) one-fifth of the towns with populations between 20,000 and 50,000, and (e) one-tenth of those with populations between 2,000 and 20,000. The numbers of towns represented in each of groups (b) to (e) were 12, 39, 30, and 86, respectively. Care was taken to include, within each population group, towns of different size and character, distributed over different areas of Great Britain.

Lists were then compiled from Directories, by random selection, comprising 8 per cent. of the public-houses in London and in other towns with populations over 250,000, 16 per cent. of those in the selected towns with populations between 50,000 and 250,000, 40 per cent. of those in the selected towns with populations between 20,000 and 50,000, and 80 per cent. of those in the selected towns with populations between 2,000 and 20,000. It will be seen that these percentages vary inversely with the proportions of towns included in each group, as indicated in the paragraph above, and that the effect of this arrangement was to provide a random selection of establishments representing approximately 8 per cent. of all the public-houses in towns with populations over 2,000, both in Great Britain as a whole and in each of the population groups specified.

A small number of the establishments included in the lists so compiled were found to be no longer in business at the address recorded, and in a few other cases the proprietor or manager was absent when the Department's officer made his visit. Exclusive of these, the total number to which application was made was 3,092. Of these, 1,183 were found to have no employees other than members of the family. Of the remaining 1,909 establishments, 1,598 supplied information which could be utilised for the purpose of the statistics. A further 87 returns were received too late for inclusion, and 23 other returns were incomplete or otherwise unsuitable for tabulation. A list of the towns in which the 1,598 establishments which supplied effective returns were situated is given on page 89.

LICENSED HOTELS.

From lists, taken from Directories, etc., of licensed hotels in the 168 towns selected for the enquiry (see under "Public-Houses, Inns, etc." above), one establishment in every three was omitted, in rotation. Of those remaining, some were found to be no longer in business at the address recorded, or to have no bedrooms for letting. Exclusive of these, the total number to which application was made was 612. The number of effective returns received, sufficiently

* For this purpose certain contiguous towns (Manchester and Salford, Liverpool and Bootle, and Chatham, Gillingham and Rochester) were regarded as one unit, in each case.

complete for inclusion in the statistics, was 444, of which 296 had ten or more bedrooms available for letting, and 148 had from one to ten bedrooms. In view of the differences in the character of the larger and smaller establishments, the returns for these two groups were tabulated separately, and separate statistics for the two groups are given in this Report. Lists of the towns from which effective returns were received are given on pages 14 and 82.

LICENSED RESTAURANTS.

From lists which were made of the licensed restaurants in the 168 towns selected for enquiry (*see* under "Public-Houses, Inns, etc." above), every alternate establishment was taken, in rotation. Exclusive of a small number which were found to be no longer in business as licensed restaurants at the address recorded, the total number to which application was made was 221. Of these, 172 supplied returns suitable for tabulation. A list of the towns in which these establishments were situated is given on page 116.

NON-LICENSED HOTELS, BOARDING-HOUSES, ETC.

The officers of the Department who visited the 168 towns covered by the enquiry (*see* under "Public-Houses, Inns, etc." above), were instructed to call at a number of non-licensed hotels (including "private" and commercial hotels), boarding-houses, hostels and lodging-houses, etc., in order to obtain particulars of remuneration, working hours, etc. The number of establishments applied to ranged from 1 in small towns to 8 in each of the largest towns, except London, where 63 were visited. The total number of establishments to which application was made was 291, of which 254 supplied returns. A list of the towns from which the returns were received is given on page 163.

PROPRIETARY CLUBS.

From a list of the larger licensed clubs (excluding working-men's clubs and those which were known to be members' clubs) in the 168 towns selected for the enquiry (*see* under "Public-Houses, Inns, etc." above), every third club was taken, in rotation, and officers of the Department visited these establishments. Some of them were found, on enquiry, to be non-proprietary clubs; when these were excluded the total number of proprietary clubs remaining on the list, to which application for information was made, was 51. Of these, 39 supplied returns sufficiently complete for tabulation. A list of the towns from which the returns were received is given on page 185.

APPENDIX II.

EXPLANATION OF THE TERMS "MEDIAN," "LOWER QUARTILE"
AND "UPPER QUARTILE."

The statistics given in this Report include Tables showing, for each section of the trade, the median and quartile amounts of total remuneration.

Briefly defined, the "median" amount of remuneration is the middle amount in a scale in which the amounts received by the individual workers are arranged in ascending or descending order, each amount being counted as often as it occurs. If, for example, the amounts of remuneration received by 47 waitresses are as shown below:—

1 at 35s.	7 at 40s.	5 at 44s.
4 at 36s.	1 at 40s 6d.	4 at 45s.
1 at 37s 6d.	11 at 42s.	1 at 46s.
4 at 38s.	1 at 43s.	1 at 48s.
4 at 39s.	1 at 43s 6d.	1 at 50s.

the median amount is that received by the twenty-fourth person, counting either from the top or bottom of the scale, i.e. 42s.

The "lower quartile" is the amount at or below which one-quarter of the workpeople, counted from the lower end of the scale, are paid, and the "upper quartile" is the amount at or above which one-quarter are paid, counted from the higher end of the scale. Thus, in the case of the above example, the lower quartile is 39s., and the upper quartile 44s.

In the Tables included in this Report, the figures would be shown as follows:—

Occupation.	Number Returned.	Lower Quartile.		Median.		Upper Quartile.	
		s	d	s	d	s	d
Waitresses	47	39	0	42	0	44	0

This may be read thus:—Of the 47 waitresses included in the returns, at least one-half received 39s to 44s, at least one-fourth received 39s or less, and at least one-fourth received 44s or more. Another reading would be:—Of the total number, at least three-fourths received 39s or more; or, on the other hand, at least three-fourths received 44s or less. In this way, a much better picture is obtained of the total remuneration of any group of workers than if the arithmetical average only were available. Thus, when the amounts of remuneration received are concentrated together, with only a few exceptionally low or high earnings, the two quartiles and the median will be near together. On the other hand, when there is a wider dispersion of earnings, the quartiles will be further apart. When there are many opportunities for relatively high earnings, the upper quartile will be considerably above the median. The median, however, is not affected in so great a degree as is the arithmetical average by exceptionally high or exceptionally low earnings.

In practice, the individual amounts of remuneration were tabulated in shilling groups (multiples of 1s and fractions of a shilling being separately distinguished, thus: 30s, 30s 1d to 30s 11d, 31s, 31s 1d to 31s 11d) and the medians and quartiles were calculated, as above, from this tabulation. When falling between two multiples of 1s they are shown in the Tables as being at the intermediate 6d; where the medians or quartiles, therefore, are quoted as other than a multiple of 1s, the figure quoted is an approximation, and the precise position may have been at any point from 5d below to 5d above the amount stated. The figures given in the Table on page XXX, however, were calculated to the exact 1d.

Confidential.

1.—SPECIMEN OF ENQUIRY SCHEDULE

WEEKLY WAGES AND WORKING HOURS OF EMPLOYEES IN THE

NOTE.—A separate line of the Table below should be used for each employee. Members Domestic servants employed *solely* in the *private* service of the employer should be excluded,

Occupation of each Employee (Barman, Waitress, Cook, etc.).*	Male or Female.	If aged 21 or over write "adult." If under 21 insert age last birthday.	Ordinary Cash Wages per week.‡	Average Commission (if any) earned per week (see notes).	Average Tips earned per week (see notes).
			s. d.	s. d.	s. d.

* In this column the occupation of each employee should be stated, but the personal names of the employees
 † If the amount of commission or tips varies considerably at different seasons of the year, please give the
 ‡ Meals supplied to employees:—Please state below the average value per head of each meal (at cost to
 Breakfast..... Dinner.....
 § Employees' contributions to National Insurance should not be deducted from the amount of wages shown.

DIX III.

USED FOR PUBLIC-HOUSES, INNS, &c.

LICENSED TRADE (PUBLIC-HOUSES, INNS, ETC.) AT OCTOBER, 1929.

of the employer's family should be omitted.

but any employed wholly or partly in connection with the business should be included.

Estimated Weekly Value per head, at cost to Employer, of		What Meals (if any) are provided? (B = Breakfast. D = Dinner. T = Tea. S = Supper.)†	Other Allowances (if any).		Total Hours of Duty in a full ordinary week (excluding intervals for meals).	If any Overtime is worked in addition, please state	
Lodging (if provided).	Meals (if any provided).‡		What other Allowances (if any) are provided?	Estimated weekly Value (at cost to employer).		Average No. of Weekly Hours of Overtime.	Average Amount of extra pay (if any).
a. d.	a. d.			a. d.		a. d.	

are not required.
approximate weekly average over a year.
employer) :—

Tea..... : Supper.....

Confidential.

2—SPECIMEN OF ENQUIRY SCHEDULE USED

WAGES AND WORKING HOURS OF WORKPEOPLE EMPLOYED IN LICENSED

Occupation.	State whether paid at weekly or monthly rates of wages.	Employees living-in.		Employees sleeping-out with Certain Meals provided.			Employees living-out with No Meals provided.
		Cash rates of wages and number at each rate. (See note *.)	Weekly value of board and lodging provided per head (at estimated cost to employer).	Cash rates of wages and number at each rate. (See note *.)	State what meals are provided. (B = Breakfast. D = Dinner. T = Tea. S = Supper.) (See note †.)	Weekly value of meals provided per head (at estimated cost to employer).	Cash rates of wages and number at each rate. (See note *.)
1		s. d.	s. d.	s. d.		s. d.	

* Those paid at the same rate may be grouped together, thus 4 at 60s., 3 at 58s.; otherwise each entry should refer to National Insurance should not be deducted in arriving at the amounts stated.

† Meals supplied.—Please state also, below, the average value per head of each meal (estimated at cost to employer): Breakfast; lunch or mid-day dinner; ;

‡ If either all of the employees or none of the employees in any of the occupations shown in the first column in which some of the workers in a particular occupation receive tips or commission whilst others do not.

§ If the amount of tips or overtime varies considerably at different seasons of the year, please give the approximate particulars for a fortnight should be given if the number of days constituting a full ordinary week varies in number during which the worker is on the premises, at the disposal of the employer, apart from recognised estimated weekly number of hours actually at work should also be entered, in column (b).

¶ In this column the principal occupations were printed, and separate spaces were provided for Males and for (a) 21 years and over; (b) 16 and under 21 years; (c) under 16 years.

Waiters, &c., without pay. If you have any waiters, or other workers, without pay (other than tips and commission) please state their occupations and the numbers in each occupation.

FOR HOTELS, RESTAURANTS, CLUBS, ETC.

HOTELS, RESTAURANTS, CLUBS, ETC., AT NOVEMBER, 1929.

Tips.		Other Allowances (uniforms, laundry, commission, etc.)		Number of Days con- stituting a full ordinary week. (See note 1.)		Total hours of (a) Duty and (b) Service in a full ordinary week (excluding intervals for meals. (See note 11.)				If any overtime is worked in addition, state		
Number re- ceiving tips. (See note 2.)	Average amount of tips received per head per week by these employees. (See note 4.)	State what other allow- ances (if any) are received.	Number of em- ployees receiving these allow- ances.	Weekly value per head (at esti- mated cost to em- ployer).	Em- ployees living- in.	Em- ployees living- out.	Em- ployees living- in.		Em- ployees living- out.		Average number of weekly hours of overtime per head.	Average amount of extra pay (if any) per head per week. (See note 4.)
							(a)	(b)	(a)	(b)		

represent only one person. Do not average the wages of employees paid at different amounts. The workers' contribu-

employer) :-

tea, ; evening dinner or supper.

receive tips or commission, it will be sufficient to enter "all" or "none"; the numbers are only required in cases

state weekly average per head over a year.

alternate weeks (e.g. 6 days one week and 7 days the next). The hours of Duty entered under (a) should be the full intervals for meals, etc. If there are substantial periods during which employees, though on duty, do no work, the

Females :-

Occupations.

Numbers with
no pay.