



## MAJORITY REPORT

# Report of the Minimum Wages Committee (Residential Hotels, Restaurants and Eating Houses appointed by the Government of Bombay under Section 5 of the Minimum Wages Act, 1948

With the compliments of  
the Director of Publicity,  
Government of Bombay  
Secretariat, Bombay 1.

BOMBAY

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No. CL/III/83-42/17751.

OFFICE OF THE MINIMUM WAGES  
COMMITTEE (HOTELS),  
Old Secretariat, Main Building,  
2nd Floor, Fort, Bombay-1.

Dated the 28th June 1955.

To

THE SECRETARY TO THE GOVERNMENT OF BOMBAY,  
Development Department,  
New Secretariat Building,  
BOMBAY.

The Minimum Wages Committee (Hotels) has to report as follows :—

PART I.

INTRODUCTORY.

*Appointment of the Committee and terms of Reference.*

Under clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948, (XI of 1948), the Government of Bombay appointed this Committee by its Resolution, Development Department No. 2457/48 dated the 26th August 1954, to hold enquiries and advise it in the fixing of minimum rates of wages in respect of employment in any residential hotel, restaurant or eating house, as defined in the Bombay Shops and Establishments Act, 1948, added to the Part I of the Schedule to the said Act by the Government Notification, Development Department, No. 2427/48, dated the 26th August 1954. The following were on the Committee :—

*Chairman.*

Shri R. D. Shinde,  
Retired District and Sessions Judge,  
Anand Bhawan, Agra Road, Nasik City.

*Employers' Representatives.*

I. Shri B. V. Tambe, J.P.,  
Sanzgiri Sadan, 171, Girgaum Road,  
Bombay-4.

2. Shri Ishverbhai B. Patel,  
c/o The Hindu-Muslim Hotel Union,  
Opp. Laxmi Vilas Hindu Hotel,  
Gandhi Road, Ahmedabad.

*Employees' Representatives.*

1. Shri M. Jaffar,  
President, Bombay Hotel Kamgar Union,  
Hansraj Damodar Building,  
42, Kennedy Bridge, Bombay-4.
2. Shri N. V. Savant,  
General Secretary,  
Greater Bombay Hotel Kamgar Union,  
3, Mistry Building, Room No. 21,  
Parel, Bombay-12.

*Secretary.*

Shri R. A. Shaikh,  
Assistant Labour Officer,  
Bombay.

Shri G. G. Joshi, 44, Ravivar Peth, Poona-2, was appointed as a Member by Government Resolution, Development Department, No. 2457/48, dated the 14th February 1955, in place of Shri B. V. Tambe, J.P. resigned.

The Committee was required to submit its detailed report to Government in the matter within 6 months from the date of the abovesaid Resolution, i.e. on or before the 25th February 1955. Government was pleased to extend the time limit for submitting the report up to 31st May 1955, by Government Resolution, Development Department, No. 2457/48, dated the 5th February 1955. The time limit was further extended by Government up to 30th June 1955 by Government Resolution, Development Department, No. 2457/48, dated the 19th May 1955.

*Procedure followed by the Committee.*

2. (i) *Questionnaire.*—The Committee at its first meeting held on the 25th September 1954, decided to issue a questionnaire in order to obtain detailed information about the industry, prevailing wage rates and other particulars. The questionnaire was issued in two parts. The first part was posted to 10,000 catering establishments in Bombay State and the second part was issued to about 600 trade unions of the employees, associations of employers, certain other allied organisations,

institutions and important persons in Bombay State. The questionnaires were issued by 27th December 1954. The time limit for receipt of replies was extended from time to time up to 25th January 1955 and replies received till 24th May 1955 have been attended to. The response, however, to the above said questionnaires was not very encouraging. Most of the replies received were either blank or contained inadequate information and could not be used or tabulated correctly.

(ii) *Memorandum*.—On 12th November 1954, trade unions of the employees, associations of employers and other interested persons in the catering trade were requested to forward in writing before the 15th December 1954 memoranda giving material facts relating to the industry and the workers which could be considered by the Committee for the purpose of the enquiry entrusted to it by Government. The time limit for submission of memoranda was extended up to 25th January 1955 and all material communications received up to 24th May 1955 were taken into consideration.

(iii) *Circular Letter*.—When it was found that a number of memoranda submitted to the Committee contained mostly general observations, a circular letter was issued to the trade unions of employees and associations of employers in the industry on 4th February 1955, requesting them to give certain specific information particularly relating to the categories of occupations, prevailing wage rates and capacity of industry to pay. The response to this letter also was not encouraging.

(iv) *Oral discussions*.—The Committee met the representatives of the employers and employees in the industry as mentioned in Annexure "A". Some other important persons were also heard during its tour for about 50 days covering 35 cities and towns.

(v) *Visits*.—The Committee also visited a large number of establishments to observe actual conditions and particularly to collect information regarding the prevailing rates of wages at Mount Abu, Abu Road, Palanpur, Mehsana, Ahmedabad, Viramgaum, Nadiad, Baroda, Broach, Surat, Nasik, Jalgaon, Bhusaval, Amalner, Dhulia, Chalisgaon, Manmad, Ratnagiri, Kolhapur, Belgaum, Hubli, Miraj, Sangli, Bijapur, Sholapur, Poona, Lonavla, Bhiwandi, Thana, Greater Bombay, Dilwada, Sidhpur, Anand, Bulsar and Lasalgaon.

(vi) *Contact with workers*.—Enquiries were made with the employees in the hotel establishments at some of the places mentioned in the foregoing sub-paragraph with a view to obtaining information regarding their family composition, marital conditions, literacy, earnings, etc.

(vii) *Meetings*.—In addition to informal discussions between the members on a number of occasions while the Committee was on tour

and decisions taken through correspondence, under first proviso to rule 15 of the Bombay Minimum Wages Rules, 1951, the Committee held five meetings. At the first two meetings, the Committee considered preliminary issues, discussed the material placed before it during the later three meetings lasting for 11 days and resolved to make this report.

### *Difficulties.*

3. (i) The Committee was hindered by remarkable dearth of statistical information of an authoritative character even regarding the number of various categories of hotels, their "sleeping" or "seating" accommodation, number of employees, prevailing wage rates, patronage, capacity of the industry to pay, etc. Estimates of trade unions or associations of employers placed before the Committee were also not based on any thorough enquiry already made; but were, more or less, tentative views or guess work.

(ii) The Committee was also confronted with lack of organised or considered views on a representative scale on the part of the employers and employees. Although the list of the Associations of employers contacted by the Committee, as given in Annexure "A" is, at a first glance, impressive and although their respective membership may be substantial, a very large number of individual hotel establishments which are situated beyond the district or important towns do not seem to have been touched by these organisations. On the workers' side also, it was found that trade unions worth the name existed only in Bombay, Ahmedabad, Poona, Baroda, Surat, Lasalgaon, Kolhapur and Nasik; but except perhaps in Bombay and to some extent in Ahmedabad and Poona, it could be said that the membership of the trade unions of employees in the industry was very meagre, if not negligible.

(iii) In addition to the above, most of the employers and the employees were stated to be uneducated. They had no studied views on the subject. It was also said that about 80 per cent. to 90 per cent. employers could not maintain regular statements of Profit and Loss or Balance Sheets particularly due to lack of education or the plea of incapacity to employ an Accountant. For the same reason, they could not keep statistics or data relating to turn over, wages, production, wastage, etc.

(iv) The Committee was also faced with a difficult task of determining the valuation for meals and breakfast given by the employers to their respective employees. The standard of food supplied varied from district to district or from establishment to establishment even in one locality. The valuation of food given to the employees has not been worked out scientifically so far. The estimates given by the associations of employers or individual hotel establishments or the representatives of the employees varied considerably, to such an extent,

that it was difficult to ascertain the exact state of affairs and to determine the precise cost of the food at present supplied to the workers.

(v) Nomenclature of the occupations of the employees prevailing in the industry was found to be different in different centres having no standardization as to the items of work performed.

(vi) In addition to the above, the Committee also faced other difficulties experienced in an enquiry of this type undertaken for the first time in this country with the limited funds, limited staff and time.

#### *Co-operation.*

4. It is appropriate at this stage to place on record the appreciation of, and thanks for, the helpful co-operation the Committee had from the associations of employers, trade unions of employees in the industry, Government and semi-Government departments or offices and other non-official institutions. It was through such co-operation of these associations that visits have been paid by Members of the Committee or on their behalf by the Inspectors under the Shops and Establishments Act, 1948, to a number of hotels for ascertaining the existing wage rates and other conditions in the industry. In spite of such co-operation much useful information was not available through the questionnaire, memoranda, etc., it is believed that it was mainly due to the educational backwardness, fear complex, lack of adequate organisation, inflated expectations and want of studied views on the subject matter of the enquiry.

## PART II.

### SCOPE OF THE ENQUIRY.

5. The popular meaning of the hotel, its legal definition and the category of establishments with which the Committee is concerned are dealt with in this part briefly.

#### *What a Hotel is.*

6. The dictionary defines hotel in several ways: "The place which supplies board and lodging", "A place for the entertainment of the travellers", "A large city house of distinction", "A public building" or meeting place for rest or refreshments. Fundamentally, a hotel is an enterprise or an institution of public hospitality operated for profit. "Many of its problems of operation are those greatly magnified, involved in operating a private home. A home is usually 'managed' by a house-wife who, typically furnishes, does the buying and supervises the kitchen, the laundry and all other house keeping activities. To carry

on the simile, perhaps her husband is a 'treasurer' or at any rate is responsible for the supply of funds with the limitations it implies. In a hotel many of the same things must be done, but on a much larger scale".\* The restaurant is a combination of production and service unit; thus it differs from the factory, which is solely a production unit, and from the retail store, which is solely a service unit. Big hotels also operate light plants, air conditioning and laundries. They use mechanical devices or appliances for cooking, washing, etc. They store, make and use food and beverages. When well developed, the industry can also become a mechanical one. But in India, it is far behind this stage. In brief, the restaurant business combines aspects of manufacturing, retailing and service trades. "The preparation of food is a processing job, selling the finished product amounts to retailing and service consists in providing material for consumption on the premises. The restaurant operator produces a perishable product for immediate sale within his establishment. Success in this business requires a delicate adjustment of supply to demand and skillful co-ordination of production and service".\*\*

The influence of quantity production or mass scale out-turn have little or no application in the hotel where production is limited due to availability of space for "sleeping" or "seating" or patronage and the extent of requirements of the customers for food and beverages.

Besides hotels, technically and correctly so called, there are border line or similar activities. For example, hospitals, homes and orphanages have hotel characteristics; so do clubs, colleges, boarding schools, passenger steamers, bakeries, milk shops, milk bars, departmental stores with canteens attached incidentally. There are also catering contractors, catering at special functions, weddings, parties, etc., carried on the premises which they do not ordinarily occupy. Some of these categories which will be covered by the scope of the present enquiry are discussed in the following paragraph. It would be seen, therefore, that the modern hotel has multiplied incidental and collateral activities in big cities like Bombay. It is difficult to define all such activities or enumerate all the categories of the hotels found throughout the length and breadth of Bombay State.

#### *Legal Definition; Extent and Scope.*

7. By Notification, Development Department, No. 2457/48 dated the 26th August 1954, the Government of Bombay was pleased to add to Part I of the Schedule to the Minimum Wages Act, 1948 (XI of 1948), the following employment with effect from the 26th August 1954:—

"Employment in any residential hotel, restaurant or eating house, as defined in the Bombay Shops and Establishments Act, 1948."

\* Hotel Management by Lucius Boomer, Page 1.

\*\* Human Relations in the Restaurant Industry by William Foote Whyte, Page 17.



By Government Resolution, Development Department No. 2457/48 dated the 26th August 1954, this Committee was appointed to hold enquiries and advise Government in the fixing of minimum rates of wages in respect of employment in *any residential hotel, restaurant or eating house, as defined in the Bombay Shops and Establishments Act, 1948*. In reply to a query by the Committee, Government was pleased to clarify, by its letter, Development Department No. 2457/48/24903-J dated the 20th October 1954 that the function of the Committee was to make enquiries throughout this State, including those areas not covered by the Shops and Establishments Act, 1948, and that the hotels run by the contractors on railway platforms and refreshment rooms on the railways should be covered by the enquiries of the Committee; but the canteens in factories should not be covered. Government also clarified, by Development Department Letter No. 2457/13661-J dated the 3rd June 1955, that the workers of the various school hostels should not be covered by the scope of this enquiry. We agree with the above said views based on the provisions of the notification constituting the Committee read with the definition of residential hotel, restaurant and eating house as given under sections 2 (24) and (25) of the Bombay Shops and Establishments Act, 1948, which read as under :—

“2 (24) ‘Residential hotel’ means any premises used for the reception of guests and travellers desirous of dwelling and sleeping therein and includes a residential club.”

“2 (25) ‘Restaurant or eating house’ means any premises in which is carried on wholly or principally the business of supply of meals or refreshments to the public or class of the public for consumption on the premises.”

It appears that three conditions which should be satisfied for any premises to become a residential hotel, restaurant or eating house are :

(a) a premises for the use of guests or travellers or the business of supply of meals or refreshments, (b) the use should be by the public or a class of the public and (c) the supply should be for consumption on the premises. In view of the above said definition, therefore, the industrial canteens or hostels in schools or colleges which are open only to certain persons having specific relationship with the institution and not open to the public or a class of the public in general are excluded from the scope of our enquiry. Similarly, sweet-meat shops, milk shops, bakeries and similar other shops which although open to the public, do not provide services or supplies for immediate consumption on the premises are not covered by the enquiries of the Committee.

#### *Categories of the Establishments.*

8. Some of the categories of the hotel establishments are as follows :—

Residential Hotel (Western Style and Indian Style), Club, Eating House, Restaurant (Western Style and Indian Style), Ordinary Tea

Shop, Masala Tea Shop, Office Canteen, Tea Stall or Refreshment Room and Refreshment Car on Railways, Cafeteria, Ice-Cream Shop, Milk Canteen, Cold Drink House, Bhajia House, Pharsan and Sweet-meat House, Bhatyarkhana, Puri Paratha Shop. The nomenclature of the above said categories of the establishments also explains the nature of their business. It is not necessary, therefore, to go into further elaboration of the matter. Their patrons have diverse interests and occupations. Residential hotels and Glubs are usually patronised by travellers. Eating Houses are mostly visited by work-people. Cafeteria, Coffee and Tea Shops and refreshment houses are visited by business and professional people having short rest-intervals or by shoppers and travellers.

### PART III.

#### IMPORTANCE OF CATERING INDUSTRY.

9. The catering trade has assumed important place in the national economy along with all-round development of the country, as will be seen from the following statements of the Bombay Provincial Hotels' Federation :—

(a) "The catering trade is one of the greatest bulk consuming trade not only of the essential commodities but also of every commodity which is normally required by a human being."

It draws from among all the wholesale trade groups products widely diverse in kind. Agricultural products and groceries in a large quantity are used to produce the finished foods.

(b) "The catering trade, being one of the greatest bulk purchasers, encourages and helps all other trades and industries to a very great extent by providing them with a ready market for the articles in which they are dealing or manufacturing."

(c) "As the catering trade prepares eatables and beverages in huge quantity, the production is thereby rendered economic which results in saving of national wealth."

(d) "The catering trade offers eatables and beverages which are paramount necessities of human life to people of all walks of life at the place of their choice, whereby there is immense saving of time and money of the people which would otherwise be wasted in coming and going to their homes."

According to the Hotel and Restaurant Association of Bombay Region :—

(e) "The catering trade is the 7th biggest industry in America, 5th in Great Britain, among the first 3 in France and Switzerland. Making due allowance for the backwardness of India, in all respects, this trade occupies an important place in the nation's economy..... With the development of travel facilities, touring both in the country

and from abroad has been developing..... As for inland tourists, Bombay being the first city in India, people from all over the country come here on business, for sight-seeing or seasonal purchases and during their stay patronise hotels and restaurants according to their spending capacity."

(f) The catering trade nourishes the health of the nation as thousands depend on it for their food.

(g) When developed properly, the hotels can be important consumers for many other wholesale groups, equipment for food production, electrical goods, furnishing, kitchen utensils, table linen, glasses, towelling, crockery, building modernisation, etc.

(h) Hotel also provides a centre for community life, a place for meeting of trade associations, other groups, family parties and personal entertainment. It is also a great centre for sociability, for business and political discussions.

10. The growth of industrialisation and urbanisation has been changing the outlook of the people. The old prejudices of treating guests and friends in hotels especially in bigger cities are breaking down gradually. "Eating out" is becoming a daily necessity for thousands of people. Changes in the conditions under which we live are reflected in a number of licences issued and renewed to these places of public entertainment in some Districts of Bombay State, from where information was made available and is given in Annexure "B". Some of the reasons for the growth of the trade are given below :—

(i) Smaller dwellings with less roomy space for the entertainment of guests at home ;

(ii) People having their families away in the mofussil or unmarried people requiring readymade arrangements for food and in some cases shelter ;

(iii) Industrial workers, office goers, employed persons, professional business or other people remaining away from homes and requiring their mid-day meals or snacks and tea ;

(iv) Living in suburbs at a considerable distance from the work places ;

(v) Shopping or meeting centres being at a distance from home, shoppers thus patronise hotels for snacks and tea ;

(vi) Employment of women outside homes particularly during the Second World War and after the introduction of Rationing and Controls coupled with the servant problem in the cities ;

(vii) Inland traffic, business workers, office goers on tour, bank, trade or insurance agents, agriculturists moving out for selling their products, holiday makers, professional people like doctors and lawyers, school and college boys and their parents going out for sight-seeing, rest or recuperation or for social cause ;

(viii) Meetings and conferences of social, political, business or other interests ;

(ix) A desire for recreation, refreshment and entertainment ;

(x) Advertisements, better restaurants and better merchandising ;

(xi) War-time measures of rationing of sugar and foodgrains resulting in short rationed supplies for homes and creating conditions for taking supplementary diets outside ;

(xii) Influx of displaced persons with loss of their homes or separation of their families ;

(xiii) Tourist traffic ;

(xiv) A general rising level of national prosperity with changing standard of living and habits contributing towards a greater transfer of burden of food preparation from home to commercial catering.

11. Although the conditions of rationing and controls mainly contributed towards the growing value of the catering industry in the urban areas, we have no hesitation in saying that its benefits are now widely appreciated and we hope that the future of the industry is assured particularly in view of the brightening signs created by the Five-Year Plans. The growth of the industry may not be so fast in this country as that of its counterparts in the West due to less industrialisation, predominance of agricultural economy, social habits of the people and typical Indian sense of hospitality of treating the guests and friends at home instead of outside. Nevertheless the commercial catering is bound to have an onward march provided it is managed on correct lines and efficiently with the co-operation of all the interests concerned.

#### PART IV.

##### CASE FOR MINIMUM WAGE.

12. Almost all the associations of employers in their written memoranda and during oral discussions before the Committee reiterated their view that minimum wages should not be fixed for the employees in the hotel establishments. It is urged by them that "(a) the hotel trade is a small and domestic one. The number of workers engaged in individual hotels is much smaller than those engaged in the units in other industries. Most of the hotels cannot use machinery or labour-saving devices in their trade as their size is too small for this purpose ;

(*b*) there is no control on the out-put given by the employees. Their work is not continuous and strenuous as in a factory; (*c*) the hotel workers are provided with boarding and lodging facilities in addition to other amenities, in some cases, like clothing, bidi allowance, etc.; (*d*) there are no distinct classifications of workers as skilled, semi-skilled and unskilled in hotels; (*e*) the hotel-employees are at present getting more than sufficient as their primary requirements regarding food and shelter are already satisfied under the present system of payment. The employers and employees are mostly illiterate and the enforcement of the Act will result in friction and straining of industrial relationship; (*f*) the fixation of minimum rates of wages will lead to unemployment as experienced in the bidi industry. The smaller units will go out of existence. The unemployment of the hotel workers will add to the responsibility of Government; (*g*) moreover, the conditions of the hotel industry are peculiar. There are perishable articles served in the hotels. It is difficult to make an estimate of the incoming customers with the result that sometimes articles produced are wasted. Crockery and other utensils used in the hotel are breakable. Where out-put cannot be measured, minimum wages should not be fixed. In view of the peculiar difficulties of the industry, even the Shops and Establishments Act visualises 14 hours spreadover as a special case for this trade. It will be difficult for an uneducated employer to keep records as provided under section 16 of the Minimum Wages Act, in respect of time duly occupied in each class of work performed by an employee doing more classes of work; (*h*) whereas other industries receive protection or subsidies from Government, hotels have to face increasing restrictions and taxation; (*i*) the trade is not in a position to bear additional financial burdens; (*j*) the conditions of the commodity market are not settled down as yet. The controls on grains and other eatables have certainly been removed but the prices of vegetable oils and other necessaries are still unsteady; (*k*) the Act has not been applied even to the industries which were included in the Schedule to the Act; (*l*) this question should be held up till the boundaries of Bombay State are suitably divided; (*m*) the Municipalities and the local bodies have been agitating against the application of the Act until additional grants were given to them by Government and (*n*) even the big Corporation of the Premier City of Bombay with its vast funds seems to be reluctant to implement the Minimum Wages Act in respect of its employees.”

It is felt by us that the stage for opposing the implementation of the Minimum Wages Act has already passed. Whatever objections the associations had, should have been placed before the Government decided to add this employment to the Schedule. Since, however, they have been raised before the Committee, the following extracts are quoted to show the initial phase of the Minimum Wage Legislation :—

13. “Legislation for the regulation of minimum wages forms part of the general body of social legislation which developed in a number of countries during the second half of the nineteenth century. The

main object of the labour legislation enacted was to secure reasonable minimum conditions, and beyond these to permit complete freedom. On these lines the laws passed included measures to ensure reasonable sanitary conditions in factories, to protect the workers against industrial accidents, to limit the hours of labour and to fix the minimum age for young persons to commence work. For many years, however, no legislation was enacted to provide for the fixing of minimum rates of wages. Nevertheless enquiries conducted in various countries showed that numbers of workers in certain trades were suffering severe privation as their wages, judged by the generally prevailing standards, were abnormally low. Therefore in a number of countries the protection of the workers against exceptionally low wages gradually came to be regarded as necessary.”\*

14. “The causes of the payment of unduly low wages in any occupation include economic depression in the industry, inefficient organisation of production, remuneration of labour at a rate lower than its real value, and inefficiency of the workers. With regard to the first of these causes, minimum wage-fixing machinery is unable to change the economic conditions of an industry. However, where the depression in an industry is evidently of a permanent character and where the wages paid are so low as to constitute a serious menace to the health and well-being of the workers, it may be felt necessary by the State in the general interest to insist on better wages being paid, at the risk of some displacement of labour. And it may be open to argument whether any trade which can only afford permanently to pay unduly low wages is in fact an economic or industrial asset to a State..... Inefficiency of the workers may be due to their poverty, to lack of training and education, or to physical or mental defects..... Lack of training and education may be overcome partially by vocational instruction, the provision of facilities for which, is outside the special competence of wage-fixing bodies..... Any improvement in the organisation of production which may result from the fixing of minimum rates is incidental, but nevertheless in many instances striking. If labour is cheap, there is less inducement to avoid waste of the working force to introduce labour-saving machinery. Where workers receive a high rate of remuneration, every effort is made to use their services to the best advantage. This in turn ensures the maintenance of a high rate of remuneration. Hence an indirect effect of the fixing of minimum wage rates may be an improvement in the efficiency with which industry is organised.

To prevent the remuneration of workers at rates considerably below their real value is especially important as, if the wage paid is insufficient for the subsistence of the worker and his dependants, his efficiency, and also that of his children when they in turn become workers, is impaired. Therefore an effect may be that the workers' productive capacity will tend to sink to the level of the wage paid.

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\* Minimum Wage-Fixing Machinery—Page No. 9.

Where this tendency has operated, the payment of a higher wage would be likely to result in a reversal of the tendency. The situation is aggravated by the reaction of unduly low wages paid by certain establishments on wages in other establishments. If in a few establishments workers are underpaid, competition may make it difficult for other establishments to maintain a fair wage. The prevention of such unfair competition in the matter of wages is of advantage not only to the workers but also to employers who find it difficult to maintain fair wages because their competitors have adopted a policy of undercutting.

“The protection of both employers and workers against undercutting is effected by fixing fair minimum rates which apply throughout the occupation in the area under consideration. Such partial standardisation of wage rates in any occupation should not hinder the payment of higher rates by the more prosperous employers to workers who are of special ability.”\*

15. “The demand for fixing a minimum wage was thus due, in the first instance, to the revelations of abnormally low wages paid in certain industries, especially home-work industries, and minimum wage legislation was meant to eradicate the evils denoted by the term ‘sweating’ . . . . . To sum up, the chief objects of minimum wage legislation of the type contemplated by the Governing Body in framing the item on the agenda of the Conference are to prevent the payment unduly low wages, and competition between employers with regard to wages. The draft International Convention evolved in 1928, after this study naturally described the trades in which wages regulating machinery should be set up as those wherein ‘no arrangements exist for the effective regulation of wages by collective arrangement or otherwise and wages are exceptionally low’ . . . . . The International Labour Office Year-Book for 1936-37 notices this lesson of the depression and its effects in the following terms: ‘It is a point worthy of note that the development of minimum wage-fixing machinery has continued with unabated vigour during the period of economic recovery. When the depression was at its worst, and the pressure for wage reductions most severe, the need for such legislation as a measure of protection for unorganised or weakly organised workers was clearly demonstrated. As conditions improved, the danger of cut-throat competition at the expense of wage rates was lessened; but the continued development of minimum wage-fixing machinery is evidence of a recognition that this danger is never entirely absent, and that such machinery forms a necessary part of the normal mechanism of economic control’ . . . . . Where no collective bargaining is possible and labour is weakly organised, wage regulation by an external authority becomes highly desirable.”†

\*Minimum Wage Fixing Machinery—Pages 12 and 13.

†Report of the Textile Labour Inquiry Committee Volume II—Final Report—Pages 81, 82, 83 and 86.

16. "The necessity for a piece of legislation of this nature (Minimum Wages Act, 1948) is paramount in our country especially in those employments where the workers are not in a position to organise themselves and get their grievances removed and their legitimate demands fulfilled by the employers. In those industries where a large number of workers are employed or where there are facilities and conveniences for trade union workers to organise the labourers in those concerns, it is not so desirable as in the case of those workers who are scattered mostly in the rural areas where the trade union workers do not find it convenient to go and organise for them. The inevitable result of all this has been that the workers in a very large number of industries mostly situated in rural areas or in small towns get wages which are not at all consistent with the labour that is put in, in the operation of their work and these industries are popularly known as sweated industries. This Bill provides that something might be done to improve the lot of the workers in these sweated industries. The schedule in which certain industries have been enumerated is not exhaustive. I would say that the schedule is simply illustrative" [Shri Jagjivanram, the then Minister for Labour—1948, Constituent Assembly (Legislative) Debates, Page 339].

"How is it going to affect industrial expansion? Today there is cry for more production. For production certain conditions are necessary. We require efficient machinery, we require implements, we require capital and above all these things one special factor without which all these factors will be useless, is the human factor. . . . (*Ibid* Page 372), this is a measure, not in the interests of the agricultural labourers themselves, but it is a measure in the interests of the entire nation. . . . It is a revolutionary measure because it conceives of a situation in which India may be made self-sufficient in the matter of food-grains." (*Ibid* Page 373).

"I have always taken the view that minimum wage for a labourer should not depend upon the capacity of any employment to bear that burden. If you find that agriculture cannot bear that burden, it is better that one should not engage in agriculture. . . . You cannot go on carrying on any business or industry on the exploitation of other persons".

"If the industries are not in a position to bear that burden, let them close their shops. If it is found that they are necessary in the interest of the State and the country, it is open to the State and the country to subsidise these industries. . . .but in no case any industry or agriculture should be allowed to exist and subsist on the exploitation of the workers or the masses." (*Ibid* Page 373).

". . . . If a middle class man is holding only five acres and he finds that the yield from his land is not enough to meet the expenses necessary for giving his labourers the minimum wage, I must emphasise that, that man has no right to engage himself in agriculture



if he is to live simply on the exploitation of agricultural labourers (*Ibid* Page 463)..... I am not pressing for a living wage. I am not pressing for a fair wage. But I do not think that if agriculture and industry cannot afford to pay the minimum wages, we should sanction exploitation of the working class for the sake of the middle class. With that view we can never agree." (*Ibid* page 464).

17. "We found that the remuneration and the conditions of employment of canteen workers were subject to considerable variation and that they were for the most part entirely unregulated by joint Industrial Councils or other voluntary machinery."\*

The above observation clearly shows the need for minimum wages for hotel workers in this State also where the organisation of labour and collective bargaining worth the name is poor.

## PART V.

### BASIS FOR MINIMUM WAGE.

18. Some of the basis for fixing minimum wages as set out in the *Minimum Wage Fixing Machinery, I. L. O., Studies and Reports, 1927* at pages 13 and 35 are given below at Nos. (a) to (d) :-

(a) "The mainfeature of the living wage principle, especially in Australia and New Zealand experience, is the fixing by a general board or court of basic minima applicable uniformly to different industries. Generally no variation is made to allow for the special conditions in a particular industry."

(b) "However, the minima may differ according to districts, especially where there are differences in the cost of living."

(c) "Basic minima are adjusted from time to time to changes in the cost of living."

(d) "The basic minimum for a man has generally been determined according to the requirements of a family of average size."

(e) Workers should be paid at rates more or less equivalent to the rates offered to workers in comparable occupations.

(f) The capacity of the individual industry or of the industry in general which, though sometimes not expressly mentioned in the minimum wage legislation or awards of the Tribunal has got to be taken into consideration.

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\*The Catering Commission in Great Britain, Report dated 8th June 1944.

(g) The minimum rates of wages must plainly be related to the general standard and cost of living, national income and national output.

(A) The above may be due to the consideration that requirements of the lowest grade of workers in different industries in a given district are approximately similar but the Minimum Wages Act provides under section 3 (3) (a) that different minimum rates of wages may be fixed for (i) different scheduled employments, (ii) different classes of work in the same scheduled employment and (iii) adults, adolescents, children and apprentices, and (iv) different localities. Under these provisions in the case of the same scheduled employment in one locality, different minimum rates of wages can be fixed for different classes of work but not for different sizes or classes of establishments which come within the purview of the same scheduled employment. We are, therefore, recommending one minimum wage in one locality.

(B) This principle is generally agreed to and accordingly areas in Bombay State have been divided into six zones, keeping in view the cost of living, industrial and trade importance of the places.

(C) This principle also has been already incorporated under sections 6 and 10 of the Minimum Wages Act, 1948, wherein provision has been made for appointment of committees and sub-committees for revision of minimum rates of wages.

(D) The basic consideration in this respect should be the necessity of securing that every normal worker employed in the trade shall be paid a rate which in a period of full employment will yield a wage which avoids the reproach of 'sweating' (i.e. payment to labour at a rate lower than justified by the workers' contribution to the earnings of the industry)—in other words a wage on which maintenance is possible for a family of average size. This question has been of most controversial nature in this industry both as regards the composition of the family of the worker or consumption units and minimum requirements for them.

(i) In some foreign countries the basic living wage is calculated for a family of one wage earner having a wife and 3 children without taking into account the earnings of his wife and his children. In India, however, according to the fair wage committee, a standard family consists of 3 consumption units including one earner. The Bombay Textile Labour Inquiry Committee Report, 1940, has discussed the question of composition of family and consumption units at pages 66 to 70 and observed that "our typical family may, therefore, be taken to consist of 4 members and of 3 consumption units". These observations were based on the enquiries made by the Bombay Labour Office in 1932-33 in Bombay, in 1933-35 in Ahmedabad and 1936 in Sholapur. The U. P. Textile Labour Inquiry Committee has

agreed that a standard family should be taken as one consisting of 3 consumption units. All the awards of the Industrial Courts also have accepted 3 consumption units as basis for fixing minimum wages. It has been argued, however, before the Committee on behalf of the employers that the hotel employees are mostly unmarried or otherwise single individuals by themselves and, therefore, their requirements should be considered not on the basis of 3 consumption units but of only one. It is difficult to accept this argument in the absence of authoritative enquiries to dislodge the conclusions already reached by enquiries in respect of workers in other industries as it is well-known that the labour in urban areas is drawn from the villages mostly because of the pressure on the land or uneconomic holdings and such other causes. Thus pushed out of the village, the worker comes for employment to the town or city, and finds a job either in a textile mill, other industry, trade or a hotel. His acceptance of a job in a hotel does not change the character or composition of the Indian family in villages. Apart from the above, the following enquiries already made do not support the contention that the hotel worker should be considered only an individual without dependants.

(ii) Shri S. K. Kadri made a socio-economic survey of the lower strata of employees in the City of Bombay in 1951 while submitting a thesis for his M. A. degree to the University of Bombay. The enquiry was confined to 340 employees in 68 hotels, in Greater Bombay. Shri Kadri himself states that "though the sample is small, we have good grounds for drawing conclusions. We have approached every aspect in a number of ways of typical families in different categories. In all such tabulations we found more or less the same conclusions. Our conclusions would have been perhaps the same with a larger sample. Our sample may, therefore, be regarded as fairly representative and our conclusions, more or less, reasonable."

Out of 340 persons in respect of whom Shri Kadri made enquiries regarding marriage, 100 were married and the remaining 240 unmarried. The percentage of married persons works out to be 29.41 and that of the unmarried 70.59. The highest number of males got married between the ages 20-23 and 87 per cent. of the marriages took place in the age group 18-27 and of these 63 per cent. between the ages 20-27.

Enquiries were made by the members of the Committee or on their behalf by the Inspectors under the Shops and Establishments Act, at Bassein, Belgaum, Bhiwandi, Bijapur, Bombay, Dharwar, Gadag, Hubli, Kolhapur, Miraj, Poona, Ratnagiri, Sangli, Sholapur and Thana covering 2,145 employees in hotels between March and May 1955. It was found that 721 hotel employees were married and 1,424

were unmarried, i.e., 33·61 per cent. were married and 66·39 per cent. were unmarried. It is interesting to find that as the hotel employees advanced in age, more and more of them were found to have married as would be seen from the Annexure "J" and the extract therefrom given below :—

| Age group       | Percentage |            |
|-----------------|------------|------------|
|                 | Married.   | Unmarried. |
| Below 12        | 33·33      | *66·67     |
| 12 and below 15 | 1·67       | 98·33      |
| 15 " " 18       | 5·88       | 94·12      |
| 18 " " 21       | 11·30      | 88·70      |
| 21 " " 24       | 20·05      | 79·95      |
| 24 " " 27       | 43·06      | 56·94      |
| 27 " " 30       | 48·09      | 51·91      |
| 30 " " 33       | 64·37      | 35·63      |
| 33 " " 36       | 78·57      | 21·43      |
| 36 and above    | 91·76      | 8·24       |
| All age groups  | 33·61      | 66·39      |

\*Number of workers in all, was only 3 in this group.

(iii) Inquiries made by the Bombay Labour Office in 1932-33, showed that the average number of persons per family was 3·70 consisting of 1·33 adult men, 1·26 adult women and 1·11 children under 14. Shri S. R. Deshpande, Director, Cost of Living Index Scheme, Government of India, carried on investigations during the year 1944-45 and found that the average family consists of 3·96 persons of whom 1·37 are adult men, 1·30 adult women, 0·69 male children and 0·60 female children. He also found that on an average there was 0·69 dependent on the family but not residing in Bombay City. It was also observed that with the rise in the family income, the average number of persons in the family also increases. The average size of the family among the middle class studied by Shrimati Chitre in 1944, was found to be 4·1 (Shrimati Pramodini Chitre—a study of fertility in the middle class, page 34). Dr. G. R. Pradhan, in his study of workers of Bombay City, from Scheduled Classes found in 1938 that the average size of the Marathi and Gujarathi speaking workers was 4·6 and 4·33 respectively (Dr. G. R. Pradhan—Untouchable workers of Bombay City, page 23). Shri Kadri in his enquiries conducted in 1951, found that the average size of a family of the hotel workers in Bombay, works out to be 4·27 for the Hindus, 3·26 for the Muslims

and 3 for Christians. The close resemblance of the figures arrived at in different enquiries among the working classes in general as well as the hotel employees in particular shows that the size of the family of the workers generally is the same in different strata of our Society.

(iv) The members of the Committee with the help of the Shop Inspectors during their enquiries covered 2,145 hotel workers in different centres as mentioned earlier. It was found that the average size of a hotel worker was 5.34 with 2.25 earners and 3.09 dependents. The ages of the members of the family could not be ascertained and tabulated due to limited resources and the staff placed at the disposal of the Committee; but all the above said enquiries would show that it would be unjust if the minimum wages for hotel workers are not fixed on the basis of 3 consumption units which have been taken into consideration by all other Committees and Tribunals as a standard.

(v) It was suggested to the Committee that it may be seen if the food requirements of a worker could be ascertained on the basis of the food given to the prisoners who are fed on the bare subsistence level. The monthly average grain rate per prisoner at different jails in Greater Bombay and other parts have been considered by the Committee. It is found that approximately at least Rs. 12 is required for food for one individual in Bombay without including the cost of fuel and cooking. The above said standard, however, is dangerous to accept as it may not provide sufficient resistance against diseases. The prisoner may not be losing weight on that diet in so far as he is secluded from contact with diseases outside but when an individual has to work and come in contact with foreign elements in ordinary life, he requires a bit better standard of nourishment. It does not appear necessary to go into this question in details as the requirements of the worker have been ascertained by the Industrial Courts and Tribunals. Other Minimum Wages Committees have taken into consideration the basic minimum rates of wages fixed by them.

(E) Looking to the nature of work and the conditions in which the hotel employees live, they can be compared with domestic servants who are generally given, as quoted in the Special Hindu Restaurant (*Bombay Government Gazette*, dated the 27th December 1951, pages 3369-50) Rs. 15 to Rs. 20 with food and residence. "The clever and efficient among them get Rs. 25 in Greater Bombay."

Of course, the food and facilities for residence given to the domestic servants in the homes are of better quality than ordinarily available in commercial establishments. Further except perhaps in Bombay, the conditions of domestic servants are not regulated by any collective bargaining. Their conditions of wages and work have not also been adjudicated upon.

(F) The most important consideration in fixing a particular level of minimum wages is to ensure that in attempting to improve the economic well-being of workers, employment and output are not adversely affected. "If a minimum wage is fixed at a relatively high level, this would raise the cost of living and prices and unless demand remains unaffected (and this is very unlikely to happen in most cases) this would reduce output and employment in the industry. In such a case, the working class as a whole would lose on the round abouts what they have gained on the swings and the minimum wage legislation would defeat itself." (Report of the Tobacco including Bidi making manufactory Committee appointed under the Minimum Wages Act, 1948). But the Committee was confronted with the absence of direct, adequate and accurate data as to the financial position of a large number of establishments partly because 80-90 per cent. employers were unable to keep regular accounts either due to their educational backwardness or the alleged inability to engage an accountant. "It is rather difficult for any body to keep accounts. No one is willing to give his own accounts to Government as he feels some bad thing would come out of that. According to my knowledge every one is keeping accounts in his own way. This information regarding profit and loss account, etc. seems to become completely irrelevant from the point of fixation of minimum wages.... We do not think that it is necessary for the Government to obtain all the requirements like capital investment, profit and loss accounts, etc. which are supposed to be meant for the proprietor and income-tax department only."\*

In the circumstances, a consolidated picture of the financial position of the industry was not forthcoming for the considerations of the Committee. Some of the Hotel establishments or on their behalf the Associations who replied to Questionnaire, Part I, and letter dated the 4th February 1955 issued by the Committee, did give some figures showing their earnings, expenses, profits or losses; but in a number of cases, they could not be co-related or tabulated correctly due to certain difficulties and the realisation that without any intention, they are liable to be quoted without the considerable qualifications which we would wish to attach to them.

Eleven hotels submitted regular statements of profits and losses. Of these, 5 were from Ahmedabad, 3 from Bombay, 2 from Poona and one from Nasik; but only 4 from Ahmedabad, 1 from Bombay and 1 from Nasik appeared to have been audited, i.e., 6 statements seemed to be audited and 5 unaudited, the latter including two from hotels showing losses, one being Western Style restaurant. From their turnover, it is obvious that these are big hotels.

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\* Shri G. M. Bhat, C/o The Bombay Provincial Hotel Owners' Federation, Notes of Oral Discussions (in his personal capacity), pages 154-155.

TABLE "A".

*An analysis of 11 statements of profit and loss account as given by managements of 11 hotels.*

|   | Profit making 9 Hotels. |                            | Loss making 2 Hotels. |                            |
|---|-------------------------|----------------------------|-----------------------|----------------------------|
|   | Amount<br>in            | Percentage<br>to earnings. | Amount<br>in          | Percentage<br>to earnings. |
|   | Rs.                     |                            | Rs.                   |                            |
| (a) Sales ... ..  | 21,27,959               | 98·71                      | 3,40,432              | 97·13                      |
| (b) Total Earnings ... ..   | 21,55,807               | 100·00                     | 3,50,486              | 100·00                     |
| (c) Total Expenses ... ..   | 20,15,432               | 93·49                      | 3,69,063              | 105·30                     |
| (d) Net Profit/Loss ... ..  | 1,40,375                | 6·51                       | 18,577                | 5·30                       |
| (e) Exp. on some items—   |                         |                            |                       |                            |
| (i) Purchases ... ..  | 14,34,688               | 66·55                      | 2,29,522              | 65·49                      |
| (ii) Salaries ... ..  | 2,21,822                | 10·29                      | 40,601                | 11·58                      |
| (iii) Rent, Rates, Electric Charges,<br>Municipal Taxes and Fees. | 74,696                  | 3·46                       | 42,015                | 11·99                      |

There is usually variation between what employers and workers respectively consider could be paid by the industry. It would be interesting in this connection to quote the following :—

“While it would be impossible to accept the claim of the workers that the hotels generally, and the hotels involved in this enquiry in particular, are ‘minting’ money with little or no capital, it should still be easy to conclude that the hotels involved in this enquiry are generally earning adequate and reasonable profits.”\*

“There is plenty of scope for earning decent income in this trade provided the business is conducted properly and scientifically. There cannot be loss in this business unless it is mismanaged..... If the business is losing, it is due to the negligence or mismanagement and want of experience of the owners otherwise, basically this trade is profitable..... Profits are depending mostly on good turnover. If the sales are Rs. 400 (a day), there will be no loss or no profits..... Reasons for losses—services are not good. Purchases are not done properly. Site of the hotel is selected in a not-good location. Food does not attract large number of customers due to not proper cooking by servants or material used. Crockery is not there. Fans are not there. So the customers dislike to come to the hotels.”\*\*

\* Certain Madras Hotels, 1951, Labour Law Journal II, page 737.

\*\* Shri P. C. Rajpal, Principal, College of Catering and Institutional Management, Andheri, Record of Oral Discussions, pages 158, 160 and 162.

"With the exception of a few hotels and restaurants, this trade is in the hands of orthodox and untrained people, who have either inherited the trade from their forefathers or have started it themselves with the object of earning their livelihood. They have no principles, no standards and no foresight. . . . At present since labour is very cheap, an employer does not mind appointing more hands, but when minimum wages will have to be paid, it will not be possible for him to employ more than bare necessary staff which will be possible if the staff is trained to do the work properly and efficiently. If this is not done, the caterers will be obliged to increase the prices of their products which means a taxation on the customers or the trade might receive a set-back. . . . Smaller establishments will have to close down if they are unable to pay the minimum wages." (*Ibid* pages 158-159).

We have noted, however, that the industry consists of mostly small units not having any taxable income. According to the estimates of most of the Associations of employers, only 2-3 per cent. of the hotels pay income-tax. It has been urged on their behalf that it would be difficult for them to bear any burden of increased minimum wages. But we feel that a policy of negation can no longer be continued and some advance for ensuring workers at least a bare subsistence level is urgently called for.

## PART VI.

### Employment and Wages in Residential Hotels, Restaurants and Eating Houses in Bombay State—A Brief Survey.

#### EMPLOYMENT SITUATION.

19. The Census Report enumerated in 1951, 15,097 men-employers and 562 women-employers, i.e., in all 15,659 employers. It also showed that there were 77,748 men-employees and 1,218 women-employees, i.e., in all 78,966 employees in the residential hotels, restaurants and eating houses in Bombay State. The average number of employees per employer works out at 5.04. It would be seen, therefore, that the hotel industry is one without parallel. There are diversity of establishments, large and small and the average establishment engages only about 5 employees.

20. Out of about 92 municipal areas to which the Bombay Shops and Establishments Act, 1948, is applied, 56 municipalities gave information regarding the number of establishments and the employment in the



residential hotels, restaurants and eating houses. The information is given in the following table :—

TABLE No. 1.

| Year     | Number of establishments employing. |                      | Total number of establishments. | Percentage to the total number of establishments of : |              |
|----------|-------------------------------------|----------------------|---------------------------------|---|--------------|
|          | Less than 10 persons                | More than 10 persons |                                 | Column No. B  | Column No. C |
| A        | B                                   | C                    | D                               | E   | F            |
| 1952 ... | 8,018                               | 878                  | 8,896                           | 90.13   | 9.87         |
| 1953 ... | 8,146                               | 900                  | 9,046                           | 90.05   | 9.95         |
| 1954 ... | 9,315                               | 6,043                | 15,358                          | 60.65   | 39.35        |

The above table shows that an appreciable number of establishments engaged less than 10 employees and a smaller proportion of the establishments employed more than 10 employees. It appears, however, that in 1954, there was a fall in the percentage of smaller establishments and rise in the percentage of larger establishments employing more than 10 employees.

The employment in the above said establishments is classified in the following table :—

TABLE No. 2.

| Year                                | Number of members of the employers' family employed on the Establishment. | Number of other persons occupying Managerial position. | Total of Column B and Column C | Other employees not included in B and C. | Grand Total |
|-------------------------------------|---|--|--------------------------------|--|-------------|
| A                                   | B   | C  | D                              | E  | F           |
| 1952 ...                            | 8,831   | 3,339  | 12,170                         | 86,203                                   | 98,373      |
| 1953 ...                            | 8,533   | 5,473  | 14,006                         | 89,922                                   | 103,928     |
| 1954 ...                            | 8,867   | 6,544  | 15,411                         | 90,965                                   | 106,376     |
| Percentage to the total employment— |   |  |                                |  |             |
| 1952 ...                            | 8.98  | 3.39   | .....                          | 87.63                                    | 100.00      |
| 1953 ...                            | 8.21  | 5.27   | .....                          | 86.52                                    | 100.00      |
| 1954 ...                            | 8.34  | 6.15   | .....                          | 85.51                                    | 100.00      |

The above will show that with the rise in the number of establishments, the total employment is increasing. The number of employers' family has, more or less, remained the same during the last 3 years excepting that in 1954, the number rose by 36 as compared to 1952. The number of other persons occupying positions of management, however, has steadily increased. It has become almost double in 1954 as compared to 1952. The number of persons engaged in the industry also has recorded a steady increase.

The above said information is further classified to show the average number of persons engaged in the establishments in the Hotel Industry in the table given below:—

TABLE No. 3.

*Average number of persons employed per unit in the Hotel Industry.*

| Year | Members of employers' family. | Other persons occupying managerial positions | Other employees. | Combined average | Young persons included in Column D |      |
|------|-------------------------------|--|------------------|------------------|------------------------------------|------|
| A    | B                             | C  | D                | E                | F                                  |      |
| 1952 | ...                           | 0.99   | 0.38             | 9.69             | 11.06                              | 0.89 |
| 1953 | ...                           | 0.94   | 0.61             | 9.94             | 11.49                              | 0.81 |
| 1954 | ...                           | 0.58   | 0.43             | 5.92             | 6.93                               | 0.46 |

The above table shows that although the employment per unit in the Hotel Industry was 11 in 1952 and 1953, the ratio has dropped down to about 7.00 in 1954. These figures read with the earlier tables show that although there is a rise in the number of establishments and the total employment during the last 3 years, average number of employees per unit has fallen down, showing thereby that employment per unit is decreasing although the total employment is on increase.

The number of employees according to sex and ages are given in the following table:—

TABLE No. 4.

| Year | The number of employees. |        |               |       | Percentage to the total. |       |               |      |
|------|--------------------------|--------|---------------|-------|--------------------------|-------|---------------|------|
|      | Men                      | Women  | Young persons | Total | Men                      | Women | Young persons |      |
| 1952 | ...                      | 77,619 | 639           | 7,945 | 68,203                   | 90.04 | 0.74          | 9.22 |
| 1953 | ...                      | 81,872 | 761           | 7,289 | 89,922                   | 91.05 | 0.85          | 8.10 |
| 1954 | ...                      | 82,538 | 1,311         | 7,066 | 90,965                   | 90.79 | 1.44          | 7.77 |

This table shows that there was a rise in the employment of men and particularly of women and there is a fall in the employment of young persons during last 3 years. The number of women employed in 1952 has almost doubled itself by 1954 although the percentage of women employed in this industry continues to be very meagre, i.e. 1.44 in 1954.

21. *Wages.*—The survey conducted by the office of the Deputy Commissioner of Labour (Information) in 1950-51 into the conditions of employment and earnings in hotels in Bombay City revealed that “basic wages and total earnings varied widely not only from category to category but from concern to concern and as such it was not possible to make any connected analysis of earnings. For instance during May 1950 the average basic wage of a cleaner varied from Rs. 13-11-10 in hotels with an employment between 15–20 each to Rs. 28-8-3 in hotels employing between 41-50 workers. Variations were also noticed during different months. The statement showing the average basic wages of employees according to the occupations taken from the Labour Office enquiries (Labour Gazette, October 1951) are given in Annexure XXVI.

22. The information regarding wages as given by the employers while replying to Questionnaire, Part I, is given in the Annexure No. I-C to XV and XXII to XXIV. Out of 6,016 employees covered, 5,128 were given wages with food, 458 were given wages with breakfast only and 430 received wages without food. Out of those receiving wages with food, it may be noticed that as many as 2,024, i.e. roughly about 50 per cent. of the employees on an average received wages of less than Rs. 20 per month. As explained in the Labour Office enquiries, however, it is difficult to make any correct analysis due to the varied ranges and wide disparity between one center and another or between one unit and another in the same locality. The details of wages are, however, shown in the Annexures appended hereto.

23. The members of the Committee and on their behalf the Inspectors under the Shops and Establishments Act, also visited a number of establishments and covered 11,132 employees receiving wages with food. As the number of employees receiving wages with breakfast only or without food was small and spread over many towns that part of the data was not tabulated due to limitations of the staff and time. It may be seen from these enquiries as given in Annexure No. 21 and others that out of 11,132 employees as many as 5,794 received wages less than Rs. 20.

24. The workers in this industry are also given in some cases cash (customary) allowances. The amount given also varied considerably. The statement as given in Annexure No. XXV shows that on an average they get Rs. 3-53 as cash allowances per month but since these allowances are not given in all the establishments, it is difficult to make any general observations.

25. The information contained in Annexure ‘B’ was collected from the Collectors and District Magistrates who issued licences to the

hotels. The statements shown in Annexures 'C', 'E', 'F', 'G', 'H', 'I', 'J', 'K' and No. XXVII was collected by the members or on their behalf by the Inspectors under Shops and Establishments Act, after the Committee finished the Gujerat tour. Hence similar figures for Gujerat were not collected. These statements also give information concerning only about 2,000 hotel employees. The information in Annexure 'M' was obtained from the Deputy Commissioner of Labour (Administration) or the office under him. The information contained in Annexure 'N' was collected from the Municipalities where Shops and Establishments Act is applied. The information contained in Annexure Nos. I-C to XV and XXII to XXIV is tabulated from replies received to the Questionnaire Part I issued by the Committee. The information in Annexure Nos. XVI to XXI is tabulated from enquiry forms filled in by the members of the Committee or on their behalf the Shops and Establishments Inspectors. The information regarding customary allowances given in Annexure No. XXV was collected from enquiry forms.

## PART VII.

### DETAILED RECOMMENDATIONS.

26. Barring perhaps a few Western Style Hotels, all other establishments in the catering industry are paying consolidated wages inclusive of dearness allowance. Under these circumstances if separate rates of basic wages and dearness allowance are fixed as visualised under section 4 (1) (i) of the Minimum Wages Act, 1948, there will be considerable difficulty for all these hotel establishments to split up consolidated wages in two constituent parts and to keep separate accounts. Moreover, of late demands are being made by the employees to obtain consolidated wages instead of basic wages and dearness allowance separately. All the members of the Committee, therefore, are of the opinion that the present practice of paying consolidated wages in this industry may be continued.

27. There is considerable difference of opinion between the employers' and employees' representatives in respect of minimum rates of wages, valuation for food, distribution of areas in zones, classification of the employees according to skill and some other matters. The difference was so wide that the Chairman considered it necessary to have prolonged discussions with the two sides' representatives with a view to bringing them to an agreed decision. For that purpose, he placed before both the sides the evidence so far collected as also other considerations such as capacity of the industry to pay the recommended minimum wage. The representatives of the employers agreed to accept the suggestions but the representatives of the employees could not agree. In the circumstances, this part contains the view of the majority consisting of the Chairman and two representatives of the employers and not the views of the two representatives of the employees unless specifically mentioned otherwise.

28. Almost all other Minimum Wages Committees have accepted the Minimum Wage fixed by the Industrial Courts and Tribunals on

the basis of 1939 Cost of Living Index Number and have observed that "the purposes of the Minimum Wage Legislation would be served to the best possible extent if an amount double of the calculated cost of living for August 1939 is prescribed as the Minimum Wage. They have thus suggested Rs. 60 as minimum wage for unskilled labour in Greater Bombay. But we find that the Minimum Wage Committee in respect of employment in any Tobacco (including bidi making) manufactory had made a recommendation, which was accepted by Government, that taraiwala, bhatiwala, tobacco mixture and distributors of leaves may be given a minimum wage of Rs. 45 in zone I as also in other zones. We feel that this is a reasonable suggestion in the present circumstances, in case of this employment. An additional reason for this would be that the view taken by the other Minimum Wages Committees related to a period of 1950-51 and there has been during the subsequent 4 years considerable fall in prices of the main articles of food such as food-grains, pulses and oil which form the main ingredients of the food usually consumed by that class of Society from which the majority of the hotel servants come. Moreover, as it is going to be the first attempt on the part of Government to apply minimum wages to this industry which have majority of small scale establishments, if the minima are placed at levels which are in considerable excess than the wages at present paid, there will be considerable adverse effect on this class of establishments. The majority, therefore, kept before them the view that in the present fixation of minima, the wages should be so fixed as to eliminate the present low scales such as Rs. 6 to 12 a month which are found in a number of establishments even in the City of Bombay.

29. Having taken into consideration the factors and principles for fixing minimum wages and particularly bearing in mind that (a) any higher minimum is likely to dislocate industry and employment, (b) the hotel employees have to do a bit less strenuous work than their counter parts in other employments where minimum wages have been fixed, it would be just and fair to fix the following consolidated monthly minimum wages (for 26 working days) in this employment :—

| Zones. |     | Young persons. | Unskilled. | Semi-skilled. | Skilled.  |
|--------|-----|----------------|------------|---------------|-----------|
|        |     | Rs. a. p.      | Rs. a. p.  | Rs. a. p.     | Rs. a. p. |
| I      | ... | 40 0 0         | 45 0 0     | 50 0 0        | 60 0 0    |
| II     | ... | 35 8 0         | 40 0 0     | 44 8 0        | 53 8 0    |
| III    | ... | 31 0 0         | 35 0 0     | 39 0 0        | 47 0 0    |
| IV     | ... | 26 12 0        | 30 0 0     | 33 8 0        | 40 8 0    |
| V      | ... | 22 4 0         | 25 0 0     | 28 0 0        | 34 0 0    |
| VI     | ... | 17 12 0        | 20 0 0     | 22 8 0        | 27 8 0    |

Note.—It was pointed out by the representatives of the employers outside as well as by the members on the committee that number of establishments are paying customary allowances for bidis, soap, hair-cut, shaving, washing and oil, etc. They are different from place to place and also from one unit to another. Even

though we have noted the payment of these allowances, we have not taken them into consideration while fixing the minimum wage. Several representatives of the employers who appeared before the Committee as also the 2 representatives of the industry on the Committee have stated that even after the fixation of minimum wages, these customary allowances will not be discontinued. Similarly, we have not taken into account tips received by the employees in respect of services rendered by them to the customers, the reason being that tips are received mostly in some class of establishments such as Western Style Hotels and vary from establishment to establishment or from day to day in the same establishment.

30. Most of the other Minimum Wages Committees have recommended that all the places in the State should be grouped into five "zones". Taking into consideration the peculiar conditions of this industry and the cost of living, trade, commerce and industrial impartance and the population of the city or town, the following distribution is recommended :—

Zone I.—Greater Bombay.

Zone II.—Ahmedabad Municipal Corporation and Cantonement.

Zone III.—Poona Municipal Corporation and Cantonement, Sholapur, Surat, Baroda, Kolhapur, Hubli, Belgaum.

Zone IV.—Nadiad, Navsari, Bulsar, Dhulia, Nandurbar, Jalgaon, Bhusaval, Amalner, Chalisgaon, Nasik, Malegaon, Deolali, Ahmednagar, Kirkee, Satara, Sangli, Dharwar, Gadag, Ulhasnagar, Kalyan, Thana.

Zone V.—Palanpur, Patan, Sidhpur, Mehsana, Viramgam, Cambay, Petlad, Anand, Dohad, Broach, Godhra, Amreli, Ahmednagar Cantonement, Karad, Miraj, Ichalkaranji, Barsi, Pandharpur, Bijapur, Bagalkot, Ranebennur, Malad, Mulund, Bhiwandi, Malvan, Ratnagiri.

Zone VI.—Places not included in Zone Nos. I, II, III, IV and V.

31. *Classification.*—It is difficult to enumerate in detail an exhaustive list of items in each category in such a manner as will be applicable to all places and establishments as there is variation even in nomenclature of the occupations apart from the fact that there is no standardization of jobs or distinct classification of workers. It was also found that workers in small establishments do composite work. With a view to eliminating disputes and mitigating difficulties apprehended by managements regarding keeping record of work done by their respective employees to comply with the provisions of section 16 of the Minimum Wages Act, 1948, as far as can be, the following is suggested in such a way that groups of occupations on the border line of the skilled or semi-skilled jobs have been stepped down in the lower category. This appeared necessary mainly because this type of classification is being done while minimum wages are recommended in this employment for the first time :—

*Skilled.*—Manager, Accountant, Cook or Head Cook, Malwala, Sweet-Meat Maker, and Farsan Maker.

*Semi-skilled.*—Mehtaji, Store-Keeper, House-Keeper, Head Waiter, Receptionist, Head Steward, Pastryman, Mistry, Assistant Manager,

Assistant Malwala, Samosawala, Kababwala, General worker, Telephone Operator, Tandurwala, Rotiwala, Boiler Engineer, Guide, Driver, Supervisor, Ice-Cream Maker, Clerk, Bill preparer, Bill Collector, Assistant Cook, Wireman, Bhajiwala, Puriwala, Typist, Retainer, Coffee or Tea Maker, Standwala, Marketman, Fountain Barman, Chapatiwala, Dosawala, Boiler Fireman, Billiard Marker, Pumpman, Gas filler, Fountainman, Syrup Maker and Falooda Maker.

Un-skilled.—Kitchen mate, Tea boy, Boiler Hamal, Waiter, Vendor, Salesman, Room boy, Floor Waiter, Gardner, Supplier, Orderwala or Order boy, Server, Butcher, Mandniwala, Kholiwala, Lasiwala, Cleaner, Sweeper, Hamal or mazdoor, Watchman, Liftman, Pumpman, Peon, Office boy, Dhobi, Pani Kachumberwala, Glass boy, Water-man, Dish-washer, Kitchen boy and Miscellaneous worker.

Note.—(1) Miscellaneous worker would be one doing all or some of the jobs of an unskilled nature.

(2) General worker will be one doing work of un-skilled and partly, semi-skilled or skilled type.

32. *Apprentices.*—So far there was no evidence of any practice of employment of any apprentices in this industry. No separate minimum wages, therefore, for this type of employees are suggested. The Committee has unanimously agreed to recommend that if any employee was engaged as an apprentice in future, he will be paid wages of an unskilled labour.

33. *Daily Wages.*—It is felt that daily wages should be computed in the following manner. The relevant monthly wage should be divided by 26 and the quotient should be stepped up to the nearest piece. This will give the daily wage.

34. *Wages for Women.*—Very few women are employed in this industry at present. As a matter of principle, the Committee agrees that women should be paid the same wages as fixed for men.

35. *No recommendation as to the piece rates.*—There is a general provision in the Minimum Wages Act (section 17), that where an employee is employed on piece work for which minimum time rate and not a minimum piece rate has been fixed under this Act, the employer shall pay to such employee wages at not less than the minimum time rate. Only a few employees (mainly Baharwalas) are paid commission or piece rates. The representatives of employees suggested that Baharwalas should be paid a minimum wage of semi-skilled whereas the employers' representatives on the Committee suggested that they should be placed with the un-skilled labour. The Chairman agrees with the latter and recommends accordingly.

36. The question which next engages attention is the prevailing practice in the hotels to provide food and lodging.

The representatives of the Labour stated that the payment of wages in kind should be stopped or it should be left to the option of the employees to take either food or cash wages in lieu thereof. They felt that the provision of food for the workers at the hotels only satisfies the requirements of their individual selves without any regard to their family or their dependents and takes away a big slice from their cash emoluments merely for food supplied to one individual leaving much smaller proportion for the other two consumption units whereas it would cost much less to a worker if he takes food at home at least in cases where he has his family staying in the town of employment. They, therefore, suggested that value for food given to worker should be taken at concessional rate and not at cost or the worker should be given an option to receive only cash emoluments without food. The representatives of employers on the other hand, favoured payment of wages in kind as the workers when given food and lodging, could be relied upon to work in times of necessity in casual vacancies due to absenteeism or similar other causes. The main reason in their favour, however, seems to be that the hotel is a service industry offering readymade food for consumption to the customers on the premises. If workers who handle the food eat it stealthily in view of the temptations, the employers would be required to pay them an all inclusive rate of minimum wage in cash and also continue to bear the cost of food thus consumed by workers. It is likely that in some cases the workers may also prefer wages with food as they could not easily get "such food of such quantity and quality cheaply" outside especially when their families do not stay in the same town. It is no doubt true that conditions and concepts of life have materially changed of late particularly after the passing of the Shops and Establishments Act, 1948, laying down hours of work, weekly holidays, rest intervals, etc. The workers might feel that the old system of free food and stay in hotels diminishes their independence. There was no unanimity among the members of the committee as to the continuance or discontinuance of the present practice of payment of wages partly in kind.

It appears that it would be beyond the scope of the Committee to give any recommendations regarding the option for receipt of wages in kind as this would be an appropriate function of collective bargaining. The Committee can only recommend an all inclusive rate of wages and suggest to Government on an ad-hoc basis what proportion the cash value of wages in kind should bear to the minimum rates of wages recommended so that the cash value of supplies in kind wherever given could be determined, without affecting the existing or future terms of employment regarding option for or against receipt of wages in kind.

37. The food given to the employees varies from locality to locality and from one establishment to another in one locality. The estimates



of the quality and quantity of food given by the representatives of employers and employees were also poles apart. One side said that the food given was from the left-overs whereas the other side stated that it was as good as was given to the customers. It is, therefore, difficult to assess the value of the food at present given to hotel employees as part payment of wages. The Committee, therefore, thought of consulting Dr. M. V. Radhakrishna Rao, Head of Department of Nutrition, Government of Bombay. He suggested the following diet scale for employees in catering establishments :—

*Diets recommended for employees in Catering Establishments.*

|   | Diet (in ounces)<br>Vegetarian. | Diet (in ounces)<br>Non-vegetarian. |
|---|---------------------------------|-------------------------------------|
| Foodstuffs—(Rice, Wheat, flour, bread, other cereals) ... | 14·0                            | 14·0                                |
| Pulses and dals ... ..                                    | 3·0                             | 3·0                                 |
| Leafy vegetables ... ..                                   | 3·0                             | 3·0                                 |
| Root vegetables ... ..                                    | 3·0                             | 3·0                                 |
| Other vegetables ... ..                                   | 2·0                             | 2·0                                 |
| Sugar and Jaggery ... ..                                  | 2·0                             | 2·0                                 |
| Vegetable oils/fats ... ..                                | 1·5                             | 1·5                                 |
| Milk, curds (Toned milk) ... ..                           | 10·0                            | 6·0                                 |
| Fish and meat ... ..                                      | ...                             | 3·0                                 |
|   |                                 | (Thrice a week).                    |
| Other foods/Groundnuts ... ..                             | 1·0                             | 0·5                                 |

Relevant extract from Dr. Rao's statement is given below :—

“Meals in the Square Meals Canteen cost 10 annas, i.e. 2 meals would cost only Rs. 1-4-0 including establishment charges, otherwise it would be only 12 annas. But it is a balanced diet..... The cost of food suggested by him would be Re. 0-14-0 for vegetarian and Re. 0-14-1 for non-vegetarian per day or Rs. 26-0-0 roughly for vegetarian and Rs. 26-6-6 for non-vegetarian per month. This is calculated on individual basis and this will be cheaper when it is cooked in bulk. This includes 2 meals and breakfasts but without teas..... The food given in the statement (above) is not a balanced diet. It is worked out for the Committee's purpose. Under the present conditions this kind of diet can be given in every restaurant..... This diet has been calculated on the basis of 6 hours work. It is not an ideal food, but it is a reasonable diet..... Diet scale prescribed is good for the city as well as for the mofussil.”

(Dr. Radhakrishna Rao, Record of oral evidence, pp. 168-9).

Dr. Rao was further requested to work out a sample menu on the basis of the diets recommended by him. His suggestion in this respect is given below :—

*Menus for the diets recommended for employees in Catering Establishments.*

| Vegetarian.                 |   | Non-Vegetarian.                      |
|-----------------------------|---|--------------------------------------|
| <i>Breakfast.</i>           |   |                                      |
| Tea ; Milk—1 Oz.            | } | Do.                                  |
| Sugar— $\frac{1}{4}$ Oz.    | } |                                      |
| Cereals—3 Ozs.              | } | as Vegetarian.                       |
| Pulse—1 Oz.                 | } |                                      |
|                             |   |                                      |
| <i>Noon Meal.</i>           |   |                                      |
| Cereals—Ozs.                | } | Do.                                  |
| Pulse—1 Oz.                 | } |                                      |
| Vegetables—4 Ozs.           | } | as Vegetarian.                       |
| Jaggery— $\frac{1}{4}$ Ozs. | } |                                      |
| Milk—4 Ozs.*                | } |                                      |
|                             |   |                                      |
| <i>Afternoon Tea.</i>       |   |                                      |
| Tea ; Milk—1 Oz.            |   | Tea ; Milk—1 Oz.                     |
| Sugar— $\frac{1}{4}$ Oz.    |   | Sugar— $\frac{1}{4}$ Oz.             |
|                             |   |                                      |
| Roasted groundnuts—1 Oz.    |   | Roasted Groundnuts $\frac{1}{2}$ Oz. |
|                             |   |                                      |
| <i>Evening Meal.</i>        |   |                                      |
| Cereals—5 Ozs.              |   | Cereals—5 Ozs.                       |
| Pulse—1 Oz.                 |   | Pulse—1 Oz.                          |
| Vegetables—4 Ozs.           |   | Vegetables—4 Ozs.                    |
| Jaggery— $\frac{1}{4}$ Oz.  |   | Jaggery— $\frac{1}{4}$ Oz.           |
| Milk—4 Ozs.                 |   | Meat/fish—3 Ozs. (thrice a week).    |

\*For the preparation of curds or butter-milk :—

- (i) The 1.5 Ozs. of oil recommended in the diet scales are to be used for cooking.
- (ii) The menus suggested above are for general guidance only. Depending on the dietary habits, minor adjustments may be made in the quantities of the various foodstuffs indicated.
- (iii) The cereals and the pulse for the breakfast may be used for preparations like 'idli', 'usal', 'porridge', etc.

The comments of the Bombay Provincial Hotels' Federation on the diet scales recommended by the Nutrition Expert are as follows :—

"Except toned milk, hotel employees are already given items of the quantities mentioned in the diet scale of the Nutrition Expert. Instead of toned milk, they are given curd or butter milk prepared either out of fresh milk or out of skimmed milk powder. What an ordinary worker takes, should be taken into consideration. Diet scale recommended by the Nutrition Expert is acceptable to the Federation with the provision that whenever certain vegetables are not available, suitable modification may be made."

(Record of Oral Discussions—p. 172.)

In view of the above, the Committee unanimously agreed that food given to the employees in the hotels as part payment of minimum rates of wages in kind should approximate to the diet scale given by the Nutrition Expert. It may further be clarified that instead of toned milk, employees may be given curd or butter-milk prepared out of fresh milk or skimmed milk powder in Greater Bombay and out of fresh milk in the mofussil; and that whenever certain vegetables are not available, suitable modification may be made in the diet. We recommend accordingly.

38. Having laid down the minimum standard of food, the next important question is to consider on an ad-hoc basis what wages in kind should bear to the minimum rates of wages recommended. The Bombay Provincial Hotels' Federation\* gave the following valuation :—

| Zones. |     |     |     | Valuation for food. |           |        |
|--------|-----|-----|-----|---------------------|-----------|--------|
|        |     |     |     | Meals.              | Breakfast | Total. |
| I      | ... | ... | ... | 20                  | 10        | 30     |
| II     | ... | ... | ... | 18                  | 7         | 25     |

(\*Record of Oral Discussion—p. 171.)

While discussing this question, the Tribunal in the Special Hindu Restaurant award observed that Rs. 30 for food, Rs. 2 as pocket money and Rs. 3 for stay, i.e. Rs. 35 should be taken according to the Union whereas according to the Company food costs Rs. 35 and residence much more with a total of Rs. 56. The Tribunal, however, accepted that "the remuneration will work out at Rs. 30 and at least 50 per cent. dearness allowance of the textile workers somewhere round about Rs. 60 as a total wage" (*Bombay Government Gazette*, Part I-L, dated 27th December 1951, pages 6639-50). The practice in the Office of the Government Labour Office, Bombay, is to recommend Rs. 30 per month or Re. 1 per day as "food allowance" while determining claims of employees for notice-salary or leave salary but this amount is the value of food taken out of the hotel and is likely to be more than the cost. As against the above said estimates, the value of the food including break-fasts on the lines of the diet scales suggested by Dr. Rao is roughly Rs. 25. One-fourth proportion was prescribed by Government Notification, Development Department, No. 2445/48, dated 3rd August 1954 for one free meal for agricultural labour. More or less the same ratio seems to have been adopted by the Income-Tax authorities as could be seen from the statements of accounts of two Hotels where separate figures for boarding expenses and salaries were given. The salaries amounted to Rs. 79,272 and boarding expenses of servants were shown as Rs. 75,708, i.e. about 95.50 per cent. of the cash salaries in these hotels. The board expenses (Rs. 75,708) for the employees were thus shown by the employers themselves to be 48.85 per cent. of the total all inclusive

*Letter.*

No. CL/III/83-42/17752.

OFFICE OF THE MINIMUM WAGES  
COMMITTEE (HOTELS),  
Old Secretariat Building, Fort,  
Bombay No. 1.

Bombay, 29th June 1955.

**To**

THE SECRETARY TO THE GOVERNMENT OF BOMBAY,  
Development Department,  
Sachivalaya, Bombay.

*Subject.*—Minimum Wages Committee (Hotels).

Reference Government Resolution, Development Department, No. 2457/48, dated 26th August 1954 and 19th May 1955, on the above subject.

The Report of the Committee as signed by the Chairman and the two representatives of the employers is forwarded herewith.

As explained in the Minutes of the Fourth Meeting of the Committee held on 19th and 20th June 1955, forwarded to Government *vide* this office letter No. CL/III/83-42/17726, dated 27th June 1955, each side was requested to make out their own case and give 8 copies of the same so that the same could be forwarded to Government in time. As mentioned in paragraph 46 of the Report forwarded herewith the two representatives of the employees on the Committee intimated that they were unable to put their signatures on the Report. They further stated that they are submitting separate report to Government. That 'report' has not been so far received. The representatives of the employees on the Committee have, therefore, been again requested by me in person on 28th June 1955 (the date when they were given the Majority Report duly signed by the Chairman and the other two members) to expedite their dissenting note so that the same could reach Government in time.

(Signed) R. A. SHAIKH

Secretary,  
Minimum Wages Committee (Hotels).

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(Signed) R. A. SHAIKH

Secretary,  
Minimum Wages Committee (Hotels).

wage bill (Rs. 1,54,980). It is, therefore, recommended that the cash value of wages in the form of two free meals and break-fast and teas should be equal to 66  $\frac{2}{3}$  per cent. of the consolidated minimum rate of wages for the un-skilled labour in this employment. Of this value for food, say Rs. 30 in Greater Bombay,  $\frac{1}{4}$ th (i.e. Rs. 7-8-0) will be for break-fast and teas and  $\frac{3}{4}$ th (i.e. Rs. 22-8-0) for two meals or  $\frac{3}{8}$ th (i.e. Rs. 11-4-0) for one free meal.

39. The method of computation will be to divide the minimum wage for the unskilled labour by the appropriate ratio, step up the product to the nearest piece, deduct it from the consolidated wage of the employee concerned and the balance left will be the cash wages.

40. Both the representatives of employers and employees on the Committee have agreed that rate of food valuation for young persons, adolescents and adults should be the same. Barring few exceptions, the food given to the skilled, semi-skilled and un-skilled workers is the same. We have also recommended one minimum standard of food for all classes of workers. The food valuation for all of them, therefore, will bear the ratio to the wages of un-skilled labour in that particular zone.

41. *Accommodation.*—“Barring a few luxury hotels in the Fort area (in Bombay), reasonable good accommodation was conspicuous by its absence for hotel workers even though over 4,600 out of the 7,867 employed in the 572 hotels were in receipt of some form of shelter or the other. Generally speaking, however, it would be safe to assume that accommodation, if provided at all, is more to meet the needs of the employer's convenience as regards opening and closing hours rather than as an amenity to the worker. The only good point that may be urged in favour of the granting of accommodation by the hotel employers is the fact that no rent is charged.”\*\* In view of the above said kind of “accommodation” and the present practice that “no rent is charged”; it is recommended that supply of accommodation to hotel employees need not be treated as payment of wages in kind.

42. *Clothing.*—Except in Western style hotels, the practice of supply of clothing does not seem to be prevalent to such an extent as to necessitate its consideration while fixing minimum rates of wages. No recommendation is made, therefore, for making any deductions from wages on this count or for treating this “amenity” as payment in kind.

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(\*\*Bombay Labour Office Report on an Enquiry into the conditions of employment and earnings in Hotels in Bombay City—p. 19.)

43. *Special Recommendation.*—The Bombay Shops and Establishments Act, 1948, has differently treated the Residential Hotels, Restaurants and Eating Houses as would be seen from the following :—

*Under Shops and Establishments Act (Minimum Wages Act).*

|   | Residential<br>and other<br>Hotels. | Shops.                               | Commercial<br>Establish-<br>ments. |                  |
|---|-------------------------------------|--------------------------------------|------------------------------------|------------------|
| (i) Opening and closing hours                                       | ... 5 a.m.<br>11 p.m.               | *5 a.m./7 a.m.<br>†11 p.m./8-30 p.m. | 8-30 a.m.<br>8-30 p.m.             |                  |
| (ii) Commencement and ending of work<br>by the employees.           | 4-30 a.m.<br>... 11-30 p.m.         | Not provided.                        |                                    |                  |
| (iii) Daily hours of work   | ... 9                               | 9/48<br>(weekly)                     | 9/48<br>(weekly)                   | 9/48<br>(weekly) |
| (iv) Excess hours allowed on festival days<br>or special occasions. | 3                                   | ...                                  | ...                                |                  |
| (v) Interval for rest (before 5 hours of<br>work).                  | 1                                   | 1                                    | 1                                  | ½                |
| (vi) spread over  | ... 14                              | 11                                   | 11                                 | 10½              |
| (vii) Power to increase spread over with<br>State Government.       | Yes.<br>...                         | Yes to limited extent.               |                                    | Yes<br>(Max. 12) |
| (viii) Weekly holiday   | ... One day                         | One day                              | on the<br>closure<br>day.          | One day.         |
| (ix) Employment of young persons                                    | ... 6                               | 6                                    | 6                                  | 4½ hours.        |

\*Shops dealing in milk, vegetables, fruits, fish, meat, bread or any other goods notified by State.

†Pan, bidi, cigarettes, matches, and other shops dealing in ancillary articles

It would thus be seen that the Residential Hotels, Restaurants and Eating Houses were given a special treatment regarding opening and closing hours, commencement and ending of work by employees, *daily hours* of work (and no 48 hours week), allowance for excess hours, interval for rest, weekly holiday and *spread over* as compared to corresponding provisions for Shops and Commercial Establishments. This seems to have been done following the recommendation of the Committee appointed to enquire into the working of the Shops and Establishments Act, 1939. The representatives of the employers on the Committee and the Chairman strongly recommend that the provisions under Chapter IV of the Shops and Establishments Act, should continue to apply to this employment and the hotels should be exempted from the application of

the corresponding provisions under the Minimum Wages Act, 1948, or rules made thereunder *before Minimum Wages recommended by us are enforced*. This recommendation is given for the following reasons :—

(i) The hotel industry has been properly described to us as a “domestic” industry, and one without parallel. It embraces a diversity of establishments, large and small, catering for all classes of the community. It has never previously been subjected to any form of wages regulation. It will, therefore, be difficult for this industry to bear the additional burden of lesser spread over without first going through a period of adjustment after minimum wages are fixed.

(ii) In the hotel industry, service is required at most hours of the day and night (about 18 hours) and if that requirement is to be met to a reasonable degree, spreadover and over-time working is inevitable.

(iii) Most of the hotel establishments are too small to employ duplicate staff in two or three shifts. They have got to be given the facility, therefore, of suitably adjusting the spread-over and employ all the staff for the peak periods of service.

(iv) This being the service industry, it has to arrange to serve the customers without creating conditions whereby the public in general will be denied the facility of food and beverages when needed.

(v) “While, therefore, we are of the opinion that spreadover provisions contained in the Licensed Order should not be altered for workers in London and the large provincial centres, we think that the Board might well consider the desirability of giving to establishments elsewhere a free spreadover of 14 hours per day” recommended the Catering Wages Commission in the United Kingdom in its report on an Inquiry into the operation of the Catering Wages Act, 1943, in the Hotel Industry, 1950.

44. *Wages for Young Persons.*—If the recommendation of the majority of the members of the Committee to continue to apply the provisions of the Shops and Establishments Act and not to apply the corresponding provisions of the Minimum Wages Act as mentioned in the earlier paragraph, are approved by Government, we recommend that the minimum rates of wages in cash payable to the young person as defined, under the Shops and Establishments Act, shall be  $66 \frac{2}{3}$  per cent. of the cash wages payable to an adult worker as he has to put in only 6 hours work per day instead of 9 hours work for the adult. On this basis the all inclusive minimum wage for the young persons is given in paragraph No. 29. The food value for the young persons will be the same as for adults.

45. Our considered view is that in case the recommendations made by us in paragraph No. 42 cannot be accepted by the Government, then Government should not apply the provisions of the Minimum Wages Act to this employment.



46. We are inclined to make some observations although they are somewhat beyond the scope of our enquiry. It has been represented to the Committee almost by all the representatives of the employers that this industry has been "neglected by Government so far. It has so far not received any protection or assistance from Government. On the contrary, a number of restrictions have been placed on the hotel-owner under the Rules for keeping of places of public entertainment. The Municipalities have been imposing greater financial burdens on the hotels through increased fees, rates and taxes and these are different at different places. The hotel-owners also experience difficulties in the existing opening and closing hours, enforcement of the Sales Tax, Bombay Police Act regarding licenses, and Shops and Establishments Act". In view of the above, it is recommended that Government may favourably consider the proposal to appoint a Committee to look into the difficulties, if any, of the type mentioned above. It may be mentioned that in the United Kingdom, the Catering Wages Act which became law on 10th July 1943, provides for the appointment of a Commission for the following :—

(i) "to make such enquiries as we think fit or as we may be directed by you (Minister of Labour or National Services) to make into the existing methods of regulating the remuneration and conditions of employment of workers to whom the Act applies and into any other matter affecting the remuneration and conditions of employment, health or welfare of such workers ;"

(ii) "to make such enquiries as we think fit, or as we may be directed by you to make, into means for meeting the requirements of the public, including in particular the requirements of visitors from overseas, and for developing the tourist traffic ; and"

(iii) "to make such recommendations (if any) as we think fit to any Government Department, with respect to any matter affecting the remuneration and conditions of employment, health or welfare of such workers, or with respect to any such matter as is mentioned in subparagraph (ii) above."

The abovesaid Commission gives yearly reports to the Minister of Labour and National Service on the matters referred to it or about the work done by it during the year. Some of the questions considered by the Commission were :—

- (i) The post war rehabilitation of the catering industry.
- (ii) Post-war requirements of the catering industry in the matter of equipment.
- (iii) The development of the tourist traffic.
- (iv) Workers' Holidays.

- (v) Employment Agencies serving in the catering industry.
- (vi) Enquiries into methods of regulating remuneration and conditions of employment.
- (vii) Training.
- (viii) Tipping.
- (ix) British Tourist and Holidays Boards.
- (x) Legal Obstacles.

The Committee on the lines recommended by us will, on reference to it, not only look into the difficulties of the industry but complaints of the public, conditions of employment of workers (other than fixation of wages) and general development of the industry. We do realise that appointment of such a Committee cannot be made a condition precedent for fixing minimum rates of wages but in the interest of the public, the hotel-owners and the employees, its appointment may be made as early as possible.

47. In the final discussions, the two representatives of the employees on the Committee intimated to me that they are unable to put their signatures on the report. They further stated that they are submitting a separate report to Government. That report would be forwarded if it is received in time before submission of this majority report to the Government; otherwise they will be requested to forward it directly to Government.

48. The Committee must express their appreciation of the work done by the Secretary of the Committee and the staff working under him for the careful and arduous work which they had to do. Thanks are also due to the Commissioner of Labour who specially assisted the Committee by getting through tabulation work of the voluminous data by deputing additional clerks, etc.

R. D. SHINDE,  
Chairman.

ISHWARBHAI B. PATEL,  
Member.

G. G. JOSHI,  
Member.

R. A. SHAIKH,  
Secretary.

23th June 1955.

*List of Annexures appended to the report of the Minimum Wages Advisory Committee for Residential Hotels, Restaurants and Eating Houses.*

| Serial No. | Annexure No. | Subject.   | Page No. |
|------------|--------------|--|----------|
| 1          | 'A'          | Statement showing the names of the Association or Trade Unions which had oral discussion with the Committee.   |          |
| 2          | 'B'          | Statement showing number of licences issued and renewed for hotels classified according to districts.  |          |
| 3          | 'C'          | Statement showing percentages of married and literate hotel employees by localities.   |          |
| 4          | 'D'          | Statement showing the district-wise distribution of employment in the hotels, restaurants and eating houses in the Bombay State (Source : Census Report 1951). |          |
| 5          | 'E'          | Frequency distribution of the hotel workers according to the size of their families.   |          |
| 6          | 'F'          | Statement showing the size of the families of hotel employees by localities.   |          |
| 7          | 'G'          | Frequency distribution of hotel workers according to number of wage earners in families by wage-groups.  |          |
| 8          | 'H'          | Statement showing distribution of hotel workers according to wage-earners in families by localities.   |          |
| 9          | 'I'          | Statement showing size of the family and earners of hotel employees.   |          |
| 10         | 'J'          | Statement showing distribution of hotel workers according to their marital conditions and literacy.  |          |
| 11         | 'K'          | Statement showing the marital conditions and literacy among hotel employees by localities.   |          |
| 12         | 'L'          | Statement showing the awarded scales of wages for employees in Hotels.   |          |
| 13         | 'M'          | Statement showing scales of wages fixed for hotel employees under agreement or settlement before the Conciliation Officer in Bombay.                           |          |
| 14         | 'N'          | Statement showing the number of establishments and employment in hotel industry at places where shops and establishment Act is applicable.                     |          |
| 15         | 'I-A'        | Statement showing the groups of occupations in Annexure Nos. I to XX.  |          |

| Serial Annexure<br>No. No. | Subject. | Page<br>No.   |  |
|----------------------------|----------|---|--|
| 16                         | 'I-B'    | Statement showing distribution of areas in zones.   |  |
| 17                         | 'I-C'    | Statement showing the distribution of employees in hotels in Greater Bombay according to wage ranges and occupational groups (wage with food).            |  |
| 18                         | II       | Statement showing the distribution of employees in hotels in Greater Bombay, according to wage ranges and occupational groups (wage with breakfast only). |  |
| 19                         | III      | Statement showing the distribution of employees in hotels in Greater Bombay according to wage ranges and occupational groups (wage without food).         |  |
| 20                         | IV       | Statement showing the distribution of employees in hotels at Ahmedabad according to wage ranges and occupational groups (wage with food).                 |  |
| 21                         | V        | Statement showing the distribution of employees in hotels at Ahmedabad according to wage ranges and occupational groups (wage with breakfast only).       |  |
| 22                         | VI       | Statement showing the distribution of employees in hotels at Ahmedabad, according to wage ranges and occupational groups (wage without food).             |  |
| 23                         | VII      | Statement showing the distribution of employees in hotels to wage ranges and occupational groups (wage with food).  |  |
| 24                         | VIII     | Statement showing the distribution of employees in hotels, according to wage ranges and occupational groups (wage with breakfast only).                   |  |
| 25                         | IX       | Statement showing the distribution of employees in hotels according to wage ranges and occupational groups (wage without food).                           |  |
| 26                         | X        | Statement showing the distribution of employees in hotels according to wage ranges and occupational groups (wage with food).                              |  |
| 27                         | XI       | Statement showing the distribution of employees in hotels according to wage ranges and occupational groups (wage with breakfast only).                    |  |
| 28                         | XII      | Statement showing the distribution of employees in hotels according to wage ranges and occupational groups (wage without food).                           |  |
| 29                         | XIII     | Statement showing the distribution of employees in hotels according to wage ranges and occupational groups (wage with food).                              |  |

| Serial No. | Annexure No. | Subject.  | Page No. |
|------------|--------------|---|----------|
| 30         | XIV          | Statement showing the distribution of employees in hotels according to wage ranges and occupational groups (wage without food).                     |          |
| 31         | XV           | Statement showing the distribution of employees in hotels according to wage ranges and occupational groups (wage with breakfast only).              |          |
| 32         | XVI          | Statement showing the distribution of employees in hotels according to wage ranges and occupational groups in Zone I (wage with food).              |          |
| 33         | XVII         | Statement showing the distribution of employees in hotels according to wage ranges and occupational groups in Zone II (wage with food).             |          |
| 34         | XVIII        | Statement showing the distribution of employees in hotels according to wage ranges and occupational groups in Zone III (wage with food).            |          |
| 35         | XIX          | Statement showing the distribution of employees in hotels according to wage ranges and occupational groups in Zone 4 (wage with food).              |          |
| 36         | XX           | Statement showing the distribution of employees in hotels according to wage ranges and occupational groups in Zone V (wage with food).              |          |
| 37         | XXI          | Statement showing the distribution of employees in hotels according to wage ranges for all the five Zones in Bombay.                                |          |
| 38         | XXII         | Statement showing the distribution of the number of workers according to wage ranges in all the 5 Zones in Bombay State (wage with food).           |          |
| 39         | XXIII        | Statement showing the distribution of the number of workers according to wage ranges in all the 5 Zones in Bombay State (wage with breakfast only). |          |
| 40         | XXIV         | Statement showing the distribution of the number of workers according to wage ranges in all the 5 Zones in Bombay State (wage without food).        |          |
| 41         | XXV          | Statement showing amount of customary allowances given to the hotel employees.  |          |
| 42         | XXVI         | Statement showing the average basic wages of employees according to occupations taken from the labour Office enquiries (L. G. October 1951).        |          |
| 43         | XXVII        | Statement showing wages of hotel employees by occupations and places.   |          |

## ANNEXTURE ' A '.

*Statement showing the names of the Associations or Trade Unions which had oral discussion with the Committee.*

| S.Nos. | Name of Association/Union.   | Oral discussion held. |                     |
|--------|--|-----------------------|---------------------|
|        |  | At place.             | On date.            |
| 1      | 2  | 3                     | 4                   |
| 1      | Banaskantha Kandoyee and Hotel Owners' Palanpur Association, Palanpur. | ...                   | 18th February 1955. |
| 2      | Chansama Kasaba Hotel Owners' Association, Mehsana Chansama.           | ...                   | 19th February 1955. |
| 3      | Keralu Taluka Hotel Owners' Association, district Mehsana.             | Do. ...               | Do.                 |
| 4      | Vishnagar Hotel Owners' Association, Vishnagar.                        | Do. ...               | Do.                 |
| 5      | Kadi Hotel and Lodge Association, Kadi                                 | ... Do. ...           | Do.                 |
| 6      | Patan Hotel Owners' Association, Patan                                 | ... Do. ...           | Do.                 |
| 7      | Ladol Hotel Owners' Association, taluka Vijapur.                       | Do. ...               | Do.                 |
| 8      | Shree Kandoi Hotel and Lodge Association, Kalol.                       | Do. ...               | Do.                 |
| 9      | Dhinoj Hotel Owners' Association, Chansama                             | ... Do. ...           | Do.                 |
| 10     | Vadali Hotel Owners' Association, Idar Taluka, district Sabarkantha.   | Do. ...               | Do.                 |
| 11     | Sidhpur Hotel Owners' Association, Sidhpur                             | ... Do. ...           | Do.                 |
| 12     | Mehsana District Hotel Owners' Association, Mehsana.                   | Do. ...               | Do.                 |
| 13     | Ahmedabad Muslim Hotel Owners' Association, Ahmedabad.                 | Ahmedabad.            | 20th February 1955. |
| 14     | Punjabi Hotel Owners' Association, Ahmedabad                           | Do. ...               | Do.                 |
| 15     | Railway Stall Owners' Ahmedabad Railway Station.                       | Do. ...               | Do.                 |
| 16     | Ahmedabad Kerala Hotel Owners' Association, Ahmedabad.                 | Do. ...               | Do.                 |
| *17    | Hotel Mazdoor Sabha, Ahmedabad   | ... Do. ...           | Do.                 |
| 18     | Hindu Hotel Owners' Association, Ahmedabad                             | ... Do. ...           | 21st February 1955. |
| 19     | Virangam Hotel Owners' Association, Viramgaum                          | Do. ...               | 22nd February 1955. |

| Serial Nos. | Name of Association/Union.   | Oral discussion held |                     |
|-------------|--|----------------------|---------------------|
|             |  | At place.            | On date.            |
| 1           | 2  | 3                    | 4                   |
| 20          | Idar Hotel Owners' Association, Idar                                 | ... Ahmedabad.       | 22nd February 1955. |
| 21          | Prantij Hotel Owners' Association, Prantij                           | ... Do. ...          | Do.                 |
| 22          | Hotel Owners' Association of Amreli Town                             | ... Do. ...          | Do.                 |
| 23          | Dholka Hotel and Lodge Owners' Association, Dholka.                  | Do. ...              | Do.                 |
| *24         | Textile Labour Association, Ahmedabad                                | ... Do. ...          | 23rd February 1955. |
| 25          | Representatives of Hotel Owners at Dhanpura                          | ... Do. ...          | Do.                 |
| 26          | Himatnagar Hotel Owners' Association, Himatnagar.                    | Do. ...              | Do.                 |
| 27          | Modasa Hotel Owners' Association, Modasa                             | ... Do. ...          | Do.                 |
| 28          | Nadiad Lodge and Hotel Owners' Association, Nadiad                   | ... Do. ...          | 24th February 1955. |
| 29          | Anand Hotel Merchants' Association, Anand                            | ... Do. ...          | Do.                 |
| 30          | Petlad Hotel and Lodge Owners' Association, Petlad.                  | Do. ...              | Do.                 |
| 31          | Dakore Hotel and Lodge Owners' Association, Dakore.                  | Do. ...              | Do.                 |
| 32          | Kaira Hotel and Lodge Owners' Association, Kaira.                    | Do. ...              | Do.                 |
| 33          | Hindu Hotel and Lodge Owners' Association, Kapadvanj.                | Do. ...              | Do.                 |
| *34         | Majoor Mahajan, Nadiad   | ... Do. ...          | Do.                 |
| 35          | Baroda Hotel Owners' Association, Baroda                             | ... Baroda ...       | 25th February 1955. |
| 36          | Dabhoi Hotel Owners' Association, Dabhoi                             | ... Do. ...          | Do.                 |
| *37         | Hotel Mazdoor Sabha, Baroda  | ... Do. ...          | 26th February 1955. |
| 38          | Broach Hotel Owners' Association, Broach                             | ... Broach ...       | 27th February 1955. |
| 39          | <i>Deleted.</i>  |                      |                     |
| 40          | Rajpipla Hotel Owners' Association, Rajpipla                         | ... Do. ...          | Do.                 |
| 41          | Bilimora Hotel Owners' Association, Bilimora                         | ... Surat ...        | 25th February 1955. |
| 42          | Bulsar Hotel Owners' Association, Bulsar                             | ... Do. ...          | Do.                 |
| 43          | Gandevi Hotel Owners' and Farsan Shop Owners' Association, Gandevi.  | Do. ...              | Do.                 |
| *44         | Surat Hotel Kamgar Union, Surat                                      | ... Do. ...          | Do.                 |
| 45          | Hotel and Cold Drink Owners' Association, Navsari.                   | Do. ...              | 1st March 1955.     |
| 46          | Surat Hotel Owners' Association, Surat                               | ... Do. ...          | Do.                 |
| 47          | State Transport Employees' Co-operative Credit Society, Ltd., Nasik. | Nasik ...            | 12th March 1955.    |
| 48          | Representatives of Hotel Owners' at Nasik City...                    | Do. ...              | Do.                 |

| Serial Nos. | Name of Association/Union.                                  | Oral discussion held |                      |
|-------------|---|----------------------|----------------------|
|             |   | At place.            | On date.             |
| 1           | 2   | 3                    | 4                    |
| 49          | Yeola Hotel and Mithai Dukan Association, Yeola.            | Nasik                | ... 12th March 1955. |
| 50          | Malegaon Hotel and Halwai Union, Malegaon                   | ... Do.              | ... Do.              |
| *51         | Lasalgaon Hotel Kamgar Union, Lasalgaon                     | ... Do.              | ... Do.              |
| *52         | Representatives of Hotel Union Kamgar, Kalwan               | Do.                  | ... Do.              |
| 53          | Satana Mithai Hotel Union, Satara                           | ... Do.              | ... Do.              |
| 54          | Sinnar Sweet Meat and Hotel Owners' Association, Sinnar.    | Do.                  | ... Do.              |
| 55          | Lasalgaon Hotel and Sweet Meat Merchants' Union, Lasalgaon. | Do.                  | ... Do.              |
| *56         | Hotel Kamgar Sabha, Nasik                                   | ... Do.              | ... 13th March 1955. |
| 57          | Chalisgaon Khadya Peya Vikreta Sangh, Jalgaon               | Chalisgaon           | ... 14th March 1955. |
| 58          | Nandurbar Hotel Owners' Association, Nandurbar              | Do.                  | ... Do.              |
| 59          | Khadya Peya Vikreta Sangh, Pachora                          | ... Do.              | ... Do.              |
| 60          | Hotel Owners' Association, Amalner                          | ... Do.              | ... Do.              |
| 61          | Bhusawal Hotel Owners' Association, Bhusawal.               | Do.                  | ... Do.              |
| 62          | Yawal Khadya Peya Vikreta Sangh, Yawal                      | ... Do.              | ... Do.              |
| 63          | Chopda Hotel Owners' Association, Chopda                    | ... Do.              | ... Do.              |
| 64          | Hotel Restaurant Bhojanalaya Kamgar Sangh, Jalgaon.         | Do.                  | ... Do.              |
| 65          | Chiplun Hotel Keepers' Association, Chiplun                 | ... Ratnagiri        | ... 26th March 1955. |
| 66          | Ratnagiri Hotel Owners' Association, Ratnagiri              | Do.                  | ... Do.              |
| 67          | Sangli Hotel Owners' Association, Sangli                    | ... Kolhapur         | ... 28th March 1955. |
| 68          | Karad Hotel Keepers' Association, Karad                     | ... Do.              | ... Do.              |
| *69         | Hotel Kamgar Union, Kolhapur                                | ... Kolhapur         | ... 29th March 1955. |
| 70          | Kolhapur Hotel Meva Mithai Association, Kolhapur.           | Do.                  | ... Do.              |
| 71          | Belgaum Hotel Owners' Association, Belgaum                  | ... Belgaum          | ... 31st March 1955  |
| 72          | Hubli Hotel Owners' Association, Hubli                      | ... Hubli            | ... 2nd April 1955.  |
| 73          | Dharwar Hotel Owners' Association, Dharwar                  | Do.                  | ... 3rd April 1955.  |
| 74          | Sholapur Hotel Owners' Association, Sholapur                | ... Sholapur         | ... 6th April 1955.  |
| 75          | Bijapur Hotel Owners' Association, Bijapur                  | ... Bijapur          | ... 5th April 1955.  |
| 76          | Khed Hotel Owners' Association, Khed                        | ... Poona            | ... 16th April 1955. |



| Serial<br>Nos. | Name of Association/Union.  | Oral discussion held |                             |
|----------------|---|----------------------|-----------------------------|
|                |   | At place.            | On date.                    |
| 1              | 2   | 3                    | 4                           |
| 77             | Kopergaon Hotel Owners' Association, Kopergaon.   | Poona                | ... 16th April 1955.        |
| 78             | Ahmednagar Hotel Halwai Khana-wala Owners' Association, Ahmednagar.                                       | Do.                  | ... Do.                     |
| 79             | Lonavala Hotel Owners' Association, Lonavala  | ...                  | Do.                         |
| 80             | Phaltan Hotel Owners' Association, Phaltan  | ...                  | Do.                         |
| 81             | Maharashtra Hotel and Bakery Keepers' Union, Poona.   | Do.                  | ... 17th April 1955.        |
| 82             | Kirkee Hotel Owners Kirkee  | ...                  | Do.                         |
| 83             | Lonand Hotel Owners' Association, Lonand  | ...                  | Do.                         |
| 84             | Maharashtra Hotel Owners' and Bakery Keepers' Union. (Irani Br.), Poona.                                  | Do.                  | ... Do.                     |
| *85            | Hotel Kamgar Union, Poona   | ...                  | Do. ... 18th April 1955.    |
| 86             | Wai Hotel Owners' Association, Wai  | ...                  | Do.                         |
| *87            | Rashtriya Hotel Kamgar Sangh, Poona   | ...                  | Do.                         |
| 88             | Bhiwandi Hotel Owners' Association, Bhiwandi  | Bombay               | ... 25th April 1955.        |
| 89             | Panvel Hotel Keepers' Association, Panvel   | ...                  | Do.                         |
| 90             | Bassein Hotel Keepers' Consumers' Co-operative Society Ltd., Bassein.                                     | Do.                  | ... 26th April 1955.        |
| *91            | Indian National Trade Union Congress, Bombay  | Do.                  | ... Do.                     |
| 92             | Thana Hotel Owners' Association, Thana  | ...                  | Do.                         |
| 93             | Bombay Hotel Owners' Association, Bombay  | ...                  | Bombay ... 27th April 1955. |
| 94             | Bombay and Suburban Hotel Keepers Association and Bombay and Suburban Hotel Owners' Association, Bombay.  | Do.                  | ... Do.                     |
| 95             | Bombay Mistan Sahakari Mandal, Bombay   | Do.                  | ... Do.                     |
| *96            | Hotel Mazdoor Sabha, Bombay   | ...                  | Do. ... 28th April 1955.    |
| 97             | Bombay and Suburban Hotel Keepers' Association and Bombay and Suburban Hotel Owners' Association, Bombay. | Do.                  | ... 29th April 1955.        |
| 98             | Bombay Hotel and Restaurant Association, Bombay.  | Do.                  | ... Do.                     |
| 99             | All Bombay Hotel Owners' Association  | ...                  | Do.                         |
| *100           | Bombay State Mazdoor Sabha and Bombay Hotel Kamgar Union, Bombay.   | Do.                  | ... Do.                     |
| 101            | Bombay Provincial Hotel Owners' Federation, Bombay.   | Do.                  | ... 1st May 1955.           |
| 102            | Indian Railways Caterers' Association, Bombay   | Do.                  | ... Do.                     |
| *103           | Bombay Shop Assistants' Federation, Bombay  | ...                  | Do. ... 3rd May 1955.       |

## ANNEXTURE ' B '.

*Statement showing number of licences issued and renewed for  
Hotels classified according to districts.*

| Serial No. | Name of the District. | Year 1952. | Year 1953. | Year 1954. | Remarks.  |
|------------|-----------------------|------------|------------|------------|---|
| 1          | Ahmednagar ...        | 2,029      | 2,298      | 2,685      |   |
| 2          | Amreli ...            | 231        | 233        | 232        |   |
| 3          | Banaskantha ...       | 432        | 504        | 493        |   |
| 4          | Belgaum ...           | 2,480      | 2,602      | 2,274      |   |
| 5          | Bijapur ...           | 1,213      | 1,235      | 1,337      |   |
| 6          | Broach ...            | 447        | 456        | 451        |   |
| 7          | Dangs ...             | 33         | 31         | 28         |   |
| 8          | Dharwar ...           | 1,303      | 1,387      | 1,614      |   |
| 9          | East Khandesh ...     | 1,218      | 1,350      | 1,379      |   |
| 10         | Greater Bombay ...    | 4,215      | 5,797      | 6,716      | *Figures are for 1952-53;<br>1953-54 and 1954-55. |
| 11         | Kanara ...            | 1,017      | 1,483      | 1,165      |   |
| 12         | Kaira ...             | 1,202      | 1,148      | 1,206      |   |
| 13         | Mehsana ...           | 1,082      | 1,197      | 1,262      |   |
| 14         | Nasik ...             | 971        | 1,117      | 1,207      |   |
| 15         | Ratnagiri ...         | 2,548      | 2,517      | 2,533      |   |
| 16         | Sabarkantha ...       | 683        | 704        | 667        |   |
| 17         | Satara ...            | 1,398      | 1,355      | 1,194      |   |
| 18         | Sholapur ...          | 723        | 730        | 737        |   |
| 19         | Surat ...             | 1,630      | 1,718      | 1,847      | Information incomplete.                           |
| Total ...  |                       | 24,855     | 27,862     | 29,027     |   |

## ANNEXTURE 'C'.

*Statement showing percentages of married and literate hotel employees by localities.*

| Centres.                      | Percentage. |            |           |              |
|-------------------------------|-------------|------------|-----------|--------------|
|                               | Married.    | Unmarried. | Literate. | Illiterates. |
| Bassein ...                   | 31·82       | 68·18      | 59·09     | 40·91        |
| Belgaum ...                   | 26·43       | 73·57      | 54·95     | 45·05        |
| Bhiwandi ...                  | 43·75       | 56·25      | 54·17     | 45·83        |
| Bijapur ...                   | 39·29       | 60·71      | 29·76     | 70·24        |
| Bombay ...                    | 35·60       | 54·40      | 65·14     | 34·86        |
| Dharwar ...                   | 20·62       | 79·38      | 71·13     | 28·87        |
| Gadag ...                     | 26·19       | 73·81      | 47·62     | 52·38        |
| Hubli ...                     | 16·85       | 83·15      | 65·17     | 34·83        |
| Kolhapur ...                  | 27·91       | 72·09      | 62·79     | 37·21        |
| Miraj ...                     | 24·24       | 75·76      | 62·12     | 37·88        |
| Poona ...                     | 39·31       | 60·69      | 60·42     | 39·58        |
| Ratnagiri ...                 | 11·11       | 88·89      | 61·11     | 38·89        |
| Sangli ...                    | 66·67       | 33·33      | 66·67     | 33·33        |
| Sholapur ...                  | 49·07       | 50·93      | 53·42     | 46·58        |
| Thana ...                     | 30·12       | 69·88      | 54·22     | 45·78        |
| Percentage of all centres ... | 33·61       | 66·39      | 59·49     | 40·51        |

ANNEXTURE 'D'.

*Statement showing the districtwise distribution of employment in the Hotels, Restaurants and Eating Houses in the Bombay State (Source—Census Report, 1951.)*

| District.             | Hotels, Restaurants and Eating Houses. |          |            |          |                      |          |        |          | Grand Total. |
|-----------------------|--|----------|------------|----------|----------------------|----------|--------|----------|--------------|
|                       | Employers.                             |          | Employees. |          | Independent Workers. |          | Total. |          |              |
|                       | Males.                                 | Females. | Males      | Females. | Males.               | Females. | Males. | Females. |              |
| i                     | 2a                                     | 2b       | 3a         | 3b       | 4a                   | 4b       | 5a     | 5b       | 6            |
| 1. Greater Bombay ... | 3,950                                  | 158      | 40,161     | 312      | 2,614                | 1,329    | 46,725 | 1,799    | 48,524       |
| 2. Banas Kantha ...   | 72                                     | 1        | 259        | .....    | 242                  | 3        | 573    | 4        | 577          |
| 3. Sabar Kantha ...   | 156                                    | 6        | 422        | 19       | 423                  | 5        | 1,001  | 30       | 1,031        |
| 4. Mehsana ...        | 590                                    | 7        | 1,202      | 50       | 584                  | 19       | 2,376  | 76       | 2,452        |
| 5. Amreli ...         | 130                                    | 7        | 188        | .....    | 165                  | .....    | 483    | 7        | 490          |
| 6. Baroda ...         | 459                                    | 8        | 1,774      | 26       | 445                  | 13       | 2,678  | 47       | 2,725        |
| 7. Ahmedabad ...      | 1,598                                  | 16       | 6,460      | 51       | 1,123                | 38       | 9,181  | 105      | 9,286        |
| 8. Kaira ...          | 393                                    | 5        | 960        | 15       | 632                  | 12       | 2,035  | 32       | 2,067        |
| 9. Panchmahals ...    | 125                                    | 2        | 241        | 4        | 427                  | 6        | 793    | 12       | 805          |
| 10. Broach ...        | 190                                    | 9        | 410        | 12       | 99                   | 9        | 699    | 30       | 729          |

|               |                   |       |       |        |       |        |       |        |       |          |       |          |
|---------------|-------------------|-------|-------|--------|-------|--------|-------|--------|-------|----------|-------|----------|
| NO-A R 5047-4 | 11. Surat         | ...   | 528   | 4      | 1,543 | 34     | 400   | 16     | 2,471 | 54       | 2,525 |          |
|               | 12. Thana         | ..... | 692   | 18     | 3,250 | 21     | 875   | 46     | 4,817 | 85       | 4,902 |          |
|               | 13. Ahmednagar    | ...   | 327   | 27     | 796   | 69     | 623   | 76     | 1,746 | 171      | 1,917 |          |
|               | 14. East Khandesh | ...   | 497   | 17     | 1,106 | 20     | 853   | 13     | 2,456 | 50       | 2,506 |          |
|               | 15. West Khandesh | ...   | 359   | 15     | 575   | 7      | 594   | 17     | 1,529 | 39       | 1,567 |          |
|               | 16. Nasik         | ...   | 618   | 29     | 1,363 | 41     | 664   | 57     | 2,665 | 127      | 2,792 |          |
|               | 17. Poona         | ...   | 1,152 | 48     | 4,997 | 163    | 936   | 108    | 7,085 | 319      | 7,404 |          |
|               | 18. Satara North  | ...   | 279   | 18     | 805   | 28     | 517   | 79     | 1,601 | 125      | 1,726 |          |
|               | 19. Sholapur      | ...   | 523   | 30     | 1,678 | 75     | 506   | 91     | 2,707 | 196      | 2,903 |          |
|               | 20. Kolaba        | ...   | 301   | 27     | 784   | 23     | 768   | 41     | 1,853 | 91       | 1,944 |          |
|               | 21. Ratnagiri     | ...   | 506   | 34     | 1,467 | 63     | 1,217 | 163    | 3,190 | 269      | 3,459 |          |
|               | 22. Satara South  | ...   | 229   | 5      | 619   | 6      | 505   | 71     | 1,353 | 82       | 1,435 |          |
|               | 23. Kolhapur      | ...   | 275   | 14     | 742   | 36     | 869   | 63     | 1,886 | 113      | 1,999 |          |
|               | 24. Dangs         | ...   | 4     | .....  | 5     | .....  | 1     | .....  | 10    | .....    | 10    |          |
|               | 25. Belgaum       | ...   | 360   | 5      | 1,610 | 40     | 1,616 | 112    | 3,586 | 157      | 3,743 |          |
|               | 26. Bijapur       | ...   | 187   | 11     | 1001  | 23     | 1,111 | 97     | 2,299 | 136      | 2,435 |          |
|               | 27. Dharwar       | ...   | 509   | 38     | 2,748 | 49     | 2,447 | 247    | 5,704 | 334      | 6,038 |          |
|               | 28. Kanara        | ...   | 88    | 3      | 562   | 27     | 1,034 | 84     | 1,734 | 114      | 1,848 |          |
|               | <hr/>             |       |       |        |       |        |       |        |       |          |       |          |
|               |                   | Total | ...   | 1,5097 | 562   | 77,748 | 1,218 | 22,390 | 2,815 | 1,15,235 | 4,595 | 1,19,830 |

## ANNEXURE

*Frequency Distribution of the Hotel Workers*

| Monthly family income       | Total No. of families | Families having farm income | No. of families having |     |       |      |      |
|-----------------------------|-----------------------|-----------------------------|------------------------|-----|-------|------|------|
|                             |                       |                             | One                    | Two | Three | Four | Five |
| Below Rs. 20 ...            | 599                   | 272                         | 48                     | 73  | 80    | 78   | 87   |
| Rs. 20 and below Rs. 30 ... | 501                   | 173                         | 47                     | 49  | 67    | 77   | 53   |
| Rs. 30 and below Rs. 40 ... | 315                   | 97                          | 20                     | 33  | 35    | 53   | 56   |
| Rs. 40 and below Rs. 50 ... | 206                   | 52                          | 14                     | 20  | 28    | 34   | 21   |
| Rs. 50 and below Rs. 60 ... | 125                   | 21                          | 5                      | 4   | 17    | 17   | 22   |
| Rs. 60 and below Rs. 70 ... | 98                    | 16                          | 3                      | 6   | 8     | 13   | 19   |
| Rs. 70 and below Rs. 80 ... | 50                    | 4                           | 1                      | 2   | 7     | 6    | 8    |
| Rs. 80 and below Rs. 90 ... | 50                    | 5                           | ...                    | 2   | 3     | 6    | 10   |
| Rs. 90 and below Rs. 100    | 50                    | 6                           | 1                      | 3   | 4     | 7    | 5    |
| Rs. 100 and above ...       | 151                   | 26                          | 2                      | 3   | 8     | 16   | 22   |
| Total ...                   | 2,145                 | 672                         | 141                    | 195 | 257   | 307  | 303  |

## ANNEXTURE

*Statement showing the size of the families*

| Centres         | Total number of families | Families having farm income | Number of families having the |     |       |      |      |
|-----------------|--------------------------|-----------------------------|-------------------------------|-----|-------|------|------|
|                 |                          |                             | One                           | Two | Three | Four | Five |
| Bassein ...     | 22                       | ...                         | 6                             | 2   | 5     | 3    | 3    |
| Belgaum ...     | 333                      | 187                         | 27                            | 36  | 34    | 49   | 48   |
| Bhiwandi ...    | 48                       | 26                          | 6                             | 4   | 6     | 8    | 5    |
| Bijapur ...     | 84                       | ...                         | 5                             | 13  | 14    | 12   | 11   |
| Bombay ...      | 677                      | 244                         | 24                            | 48  | 63    | 103  | 106  |
| Dharwar ...     | 97                       | 3                           | 10                            | 5   | 9     | 14   | 11   |
| Gadag ...       | 42                       | ...                         | 3                             | 2   | 11    | 12   | 3    |
| Hubli ...       | 89                       | 37                          | 2                             | 8   | 7     | 9    | 16   |
| Kolhapur ...    | 43                       | 11                          | 2                             | 6   | 10    | 8    | 2    |
| Miraj ...       | 66                       | 3                           | 7                             | 5   | 9     | 5    | 8    |
| Poona ...       | 379                      | 76                          | 36                            | 35  | 54    | 47   | 53   |
| Ratnagiri ...   | 18                       | 16                          | 1                             | 1   | 1     | 5    | ...  |
| Sangli ...      | 3                        | 1                           | ...                           | 1   | ...   | ...  | 1    |
| Sholapur ...    | 161                      | 55                          | 9                             | 20  | 24    | 22   | 27   |
| Thana ...       | 83                       | 13                          | 3                             | 9   | 10    | 10   | 9    |
| Grand Total ... | 2,145                    | 672                         | 141                           | 195 | 257   | 307  | 303  |

E

*according to the size of their families*

| the following No. of persons |       |       |      |     |                        |                                 | Average<br>No. of<br>persons<br>per<br>family |       |
|------------------------------|-------|-------|------|-----|------------------------|---------------------------------|---|-------|
| Six                          | Seven | Eight | Nine | Ten | Eleven<br>and<br>above | Total<br>No. of<br>per-<br>sons |   |       |
| 78                           | 53    | 43    | 22   | 15  | 22                     | 2,954                           | 4.93  |       |
| 47                           | 51    | 33    | 29   | 17  | 31                     | 2,994                           | 5.18  |       |
| 37                           | 23    | 23    | 9    | 13  | 13                     | 1,604                           | 5.09  |       |
| 25                           | 20    | 15    | 8    | 5   | 16                     | 1,087                           | 5.28  |       |
| 20                           | 7     | 18    | 8    | ... | 7                      | 704                             | 5.53  |       |
| 14                           | 9     | 9     | 4    | 9   | 4                      | 575                             | 5.87  |       |
| 10                           | 7     | 2     | 2    | 3   | 2                      | 278                             | 5.56  |       |
| 7                            | 5     | 7     | 4    | ... | 6                      | 322                             | 6.44  |       |
| 6                            | 11    | 8     | 2    | ... | 3                      | 300                             | 6.00  |       |
| 25                           | 17    | 11    | 12   | 14  | 21                     | 1,042                           | 6.90  |       |
| 259                          | 203   | 169   | 100  | 76  | 125                    |                                 | 5.34  |       |
| Families having farm income. |       |       |      |     |                        |                                 | No. of persons<br>per family.                 | 31.33 |

F.

*of Hotel employees by localities*

| following number of persons |       |       |      |     |                        | Total<br>number of<br>persons | Average<br>number of<br>persons<br>per<br>family |
|-----------------------------|-------|-------|------|-----|------------------------|-------------------------------|--|
| Six                         | Seven | Eight | Nine | Ten | Eleven<br>and<br>above |                               |  |
| 2                           | ...   | ...   | ...  | ... | 1                      | 75                            | 3.40   |
| 43                          | 23    | 26    | 19   | 15  | 13                     | 1,728                         | 5.18   |
| 5                           | 4     | 2     | 2    | 2   | 4                      | 245                           | 5.10   |
| 8                           | 10    | 4     | 5    | 1   | 1                      | 392                           | 4.66   |
| 73                          | 71    | 63    | 39   | 32  | 55                     | 3,966                         | 5.85   |
| 24                          | 6     | 9     | 5    | 2   | 3                      | 508                           | 5.23   |
| 8                           | 2     | 1     | ...  | ... | ...                    | 173                           | 4.11   |
| 17                          | 12    | 8     | 3    | 2   | 5                      | 507                           | 5.79   |
| 8                           | 1     | 3     | ...  | 1   | 2                      | 197                           | 4.58   |
| 6                           | 10    | 5     | 3    | 3   | 5                      | 362                           | 5.48   |
| 38                          | 36    | 32    | 13   | 10  | 25                     | 1,949                         | 5.14   |
| 2                           | 2     | ...   | 1    | 2   | 3                      | 114                           | 6.33   |
| 1                           | ...   | ...   | ...  | ... | ...                    | 13                            | 4.33   |
| 19                          | 15    | 8     | 7    | 5   | 5                      | 795                           | 4.93   |
| 16                          | 11    | 8     | 3    | 1   | 5                      | 443                           | 5.33   |
| 269                         | 203   | 169   | 100  | 76  | 125                    | 11,467                        | 5.34   |

ANNEXTURE 'G'

*Frequency distribution of hotel workers according to number of wage-earners in families by wage groups*

| Monthly family income    | Total number of families | Number of families having the following number of wage-earners |     |       |      |      |     |       |       |      |               | Total number of wage-earners | Average number of wage-earners per family |
|--------------------------|--------------------------|--|-----|-------|------|------|-----|-------|-------|------|---------------|------------------------------|---|
|                          |                          | One  | Two | Three | Four | Five | Six | Seven | Eight | Nine | Ten and above |                              |   |
| Below Rs. 20             | 599                      | 213  | 158 | 129   | 50   | 27   | 8   | 8     | 4     | 1    | 1             | 1,406                        | 2.35                                      |
| Rs. 20 and below Rs. 30  | 501                      | 241  | 100 | 84    | 44   | 14   | 12  | 3     | 3     | ..   | ..            | 1,056                        | 2.11                                      |
| Rs. 30 and below Rs. 40  | 315                      | 155  | 71  | 50    | 19   | 10   | 3   | 2     | 2     | 1    | 2             | 650                          | 2.06                                      |
| Rs. 40 and below Rs. 50  | 206                      | 101  | 55  | 23    | 13   | 10   | 1   | 2     | 1     | ..   | ..            | 410                          | 1.99                                      |
| Rs. 50 and below Rs. 60  | 125                      | 53   | 40  | 14    | 10   | 3    | 3   | 1     | ..    | 1    | ..            | 264                          | 2.11                                      |
| Rs. 60 and below Rs. 70  | 98                       | 37   | 27  | 22    | 5    | 3    | 2   | 1     | ..    | 1    | ..            | 220                          | 2.24                                      |
| Rs. 70 and below Rs. 80  | 50                       | 20   | 15  | 6     | 4    | 2    | 2   | ..    | 1     | ..   | ..            | 114                          | 2.28                                      |
| Rs. 80 and below Rs. 90  | 50                       | 12   | 16  | 14    | 6    | ..   | 1   | ..    | 1     | ..   | ..            | 124                          | 2.48                                      |
| Rs. 90 and below Rs. 100 | 50                       | 10   | 20  | 9     | 5    | 3    | ..  | 1     | 2     | ..   | ..            | 135                          | 2.70                                      |
| Rs. 100 and above        | 151                      | 21   | 45  | 41    | 25   | 8    | 4   | 4     | ..    | 3    | ..            | 453                          | 3.00                                      |
| Grand Total              | 2,145                    | 863  | 547 | 392   | 181  | 80   | 36  | 22    | 14    | 7    | 3             | 4,832                        | 22.25—Wage earners per family             |



ANNEXTURE 'H'

Statement showing distribution of hotel workers according to wage-earners in families by localities

| Centres       | Total number of families | Number of families having the following number of wage-earners |     |       |      |      |     |       |       |      |               | Total number of wage-earners | Average number of wage-earners per family |      |
|---------------|--------------------------|--|-----|-------|------|------|-----|-------|-------|------|---------------|------------------------------|---|------|
|               |                          | One  | Two | Three | Four | Five | Six | Seven | Eight | Nine | Ten and above |                              |   |      |
| Bassein ...   | 22                       | 22   | ... | ...   | ...  | ...  | ... | ...   | ...   | ...  | ...           | ...                          | 22  | 1.00 |
| Belgaum ...   | 333                      | 92   | 98  | 70    | 35   | 25   | 4   | 5     | 4     | ...  | ...           | ...                          | 854                                       | 2.56 |
| Bhiwandi ...  | 48                       | 32   | 10  | 3     | 3    | ...  | ... | ...   | ...   | ...  | ...           | ...                          | 73  | 1.52 |
| Bijapur ...   | 84                       | 15   | 31  | 23    | 9    | 5    | ... | 1     | ...   | ...  | ...           | ...                          | 214                                       | 2.54 |
| Bombay ...    | 677                      | 295  | 151 | 111   | 58   | 26   | 17  | 9     | 4     | 5    | 1             | ...                          | 1,544                                     | 2.28 |
| Dharwar ...   | 97                       | 30   | 28  | 20    | 11   | 2    | 4   | ...   | 1     | ...  | 1             | ...                          | 242                                       | 2.49 |
| Gadag ...     | 42                       | 9  | 14  | 13    | 5    | ...  | 1   | ...   | ...   | ...  | ...           | ...                          | 102                                       | 2.43 |
| Hubli ...     | 89                       | 19   | 27  | 25    | 7    | 5    | 2   | 1     | 2     | ...  | 1             | ...                          | 246                                       | 2.76 |
| Kolhapur ...  | 43                       | 10   | 19  | 7     | 5    | 2    | ... | ...   | ...   | ...  | ...           | ...                          | 99  | 2.30 |
| Miraj ...     | 66                       | 28   | 13  | 19    | 4    | ...  | ... | 1     | ...   | 1    | ...           | ...                          | 143                                       | 2.17 |
| Poona ...     | 379                      | 207  | 81  | 52    | 15   | 10   | 6   | 5     | 2     | 1    | ...           | ...                          | 731                                       | 1.93 |
| Ratnagiri ... | 18                       | 1  | 6   | 3     | 6    | 1    | 1   | ...   | ...   | ...  | ...           | ...                          | 57  | 3.17 |
| Sangli ...    | 3                        | 2  | ... | 1     | ...  | ...  | ... | ...   | ...   | ...  | ...           | ...                          | 5   | 1.67 |
| Sholapur ...  | 161                      | 70   | 44  | 29    | 15   | 2    | 1   | ...   | ...   | ...  | ...           | ...                          | 321                                       | 1.99 |
| Thana ...     | 83                       | 31   | 25  | 16    | 8    | 2    | ... | 1     | ...   | ...  | ...           | ...                          | 178                                       | 2.14 |
| Total ...     | 2,145                    | 863  | 547 | 392   | 181  | 80   | 36  | 23    | 13    | 7    | 3             | ...                          | 4,831                                     | 2.25 |

## ANNEXURE 'I'

*Statement showing size of the family and earners of hotel employees*

| Monthly family income        | Average number of persons per family | Average number of wage earners per family | Average number of dependents per family |
|------------------------------|--------------------------------------|---|---|
| Below Rs. 20 ...             | 4·93                                 | 2·35                                      | 2·58                                    |
| Rs. 20 and below Rs. 30 ...  | 5·18                                 | 2·11                                      | 3·07                                    |
| Rs. 30 and below Rs. 40 ...  | 5·09                                 | 2·06                                      | 3·03                                    |
| Rs. 40 and below Rs. 50 ...  | 5·28                                 | 1·99                                      | 3·29                                    |
| Rs. 50 and below Rs. 60 ...  | 5·63                                 | 2·11                                      | 3·52                                    |
| Rs. 60 and below Rs. 70 ...  | 5·87                                 | 2·24                                      | 3·63                                    |
| Rs. 70 and below Rs. 80 ...  | 5·56                                 | 2·28                                      | 3·28                                    |
| Rs. 80 and below Rs. 90 ...  | 6·44                                 | 2·48                                      | 3·96                                    |
| Rs. 90 and below Rs. 100 ... | 6·00                                 | 2·70                                      | 3·30                                    |
| Rs. 100 and above ...        | 6·90                                 | 3·00                                      | 3·90                                    |
| <b>All income groups ...</b> | <b>5·34</b>                          | <b>2·25</b>                               | <b>3·09</b>                             |

ANNEXURE 'J'

Statement showing distribution of hotel workers according to their marital conditions and literacy

| Age Groups          | Total number of workers | Married  |        |            |        | Unmarried |        |            |        | Percentage |           |
|---------------------|-------------------------|----------|--------|------------|--------|-----------|--------|------------|--------|------------|-----------|
|                     |                         | Literate |        | Illiterate |        | Literate  |        | Illiterate |        | Married    | Unmarried |
|                     |                         | Male     | Female | Male       | Female | Male      | Female | Male       | Female |            |           |
| Below 12 ...        | 3                       | ...      | ...    | 1          | ...    | 1         | ...    | 1          | ...    | 33.33      | 66.67     |
| 12 and below 15 ... | 60                      | ...      | ...    | 1          | ...    | 33        | ...    | 26         | ...    | 1.67       | 98.33     |
| 15 and below 18 ... | 155                     | 3        | ...    | 6          | ...    | 95        | ...    | 48         | 1      | 5.88       | 94.12     |
| 18 and below 21 ... | 593                     | 26       | ...    | 40         | 1      | 319       | ...    | 207        | ...    | 11.30      | 88.70     |
| 21 and below 24 ... | 419                     | 42       | ...    | 42         | ...    | 232       | ...    | 103        | ...    | 20.05      | 79.95     |
| 24 and below 27 ... | 348                     | 81       | ...    | 65         | 3      | 122       | 3      | 72         | ...    | 43.06      | 56.94     |
| 27 and below 30 ... | 131                     | 40       | ...    | 23         | ...    | 47        | 1      | 20         | ...    | 48.09      | 51.91     |
| 30 and below 33 ... | 160                     | 51       | 1      | 45         | 6      | 32        | ...    | 25         | ...    | 64.37      | 35.63     |
| 33 and below 36 ... | 98                      | 33       | ...    | 39         | 5      | 12        | ...    | 9          | ...    | 78.57      | 21.43     |
| 36 and above ...    | 182                     | 93       | 2      | 62         | 10     | 7         | ...    | 8          | ...    | 91.76      | 8.24      |
| All Age Groups ...  | 2,145                   | 369      | 3      | 324        | 25     | 900       | 4      | 519        | 1      | 33.61      | 66.39     |

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ANNEXTURE 'K'

Statement showing the marital conditions and literacy among Hotel employees by localities

| Centres     | Total number of workers | Married  |        |            |        | Unmarried |        |            |        | Total   |           |          |            |
|-------------|-------------------------|----------|--------|------------|--------|-----------|--------|------------|--------|---------|-----------|----------|------------|
|             |                         | Literate |        | Illiterate |        | Literate  |        | Illiterate |        | Married | Unmarried | Literate | Illiterate |
|             |                         | Male     | Female | Male       | Female | Male      | Female | Male       | Female |         |           |          |            |
| Bassein     | 22                      | 4        | ...    | 3          | ...    | 9         | ...    | 6          | ...    | 7       | 15        | 13       | 9          |
| Belgaum     | 333                     | 49       | ...    | 39         | ...    | 132       | 2      | 111        | ...    | 88      | 245       | 183      | 150        |
| Bhiwandi    | 48                      | 12       | ...    | 9          | ...    | 14        | ...    | 13         | ...    | 21      | 27        | 26       | 22         |
| Bijapur     | 84                      | 11       | ...    | 17         | 5      | 14        | ...    | 37         | ...    | 33      | 51        | 25       | 59         |
| Bombay      | 677                     | 131      | ...    | 110        | ...    | 310       | ...    | 126        | ...    | 241     | 536       | 441      | 236        |
| Dharwar     | 97                      | *13      | ...    | 7          | ...    | 56        | ...    | 21         | ...    | 20      | 77        | 69       | 28         |
| Gadag       | 42                      | 5        | ...    | 6          | ...    | 15        | ...    | 16         | ...    | 11      | 31        | 20       | 22         |
| Hubli       | 89                      | 9        | ...    | 6          | ...    | 49        | ...    | 25         | ...    | 15      | 74        | 58       | 31         |
| Kolhapur    | 43                      | 4        | ...    | 8          | ...    | 23        | ...    | 8          | ...    | 12      | 31        | 27       | 16         |
| Miraj       | 66                      | 9        | ...    | 3          | 4      | 32        | ...    | 18         | ...    | 16      | 50        | 41       | 25         |
| Poona       | 379                     | 73       | 3      | 68         | 5      | 151       | 2      | 76         | 1      | 149     | 230       | 229      | 150        |
| Ratnagiri   | 18                      | 1        | ...    | 1          | ...    | 10        | ...    | 6          | ...    | 2       | 16        | 11       | 7          |
| Sangli      | 3                       | 1        | ...    | 1          | ...    | 1         | ...    | ...        | ...    | 2       | 1         | 2        | 1          |
| Sholapur    | 161                     | 38       | ...    | 30         | 11     | 48        | ...    | 34         | ...    | 79      | 82        | 86       | 75         |
| Thana       | 83                      | 9        | ...    | 16         | ...    | 36        | ...    | 22         | ...    | 25      | 58        | 45       | 38         |
| Grand Total | 2,145                   | 369      | 3      | 324        | 25     | 900       | 4      | 519        | 1      | 721     | 1,524     | 1,276    | 869        |

\* Widower.

ANNEXTURE ' L '

Statement showing the awarded scales of wages for employees in Hotels

| Serial No. | Name of the Hotel            | Place            | Scales of wages  |                   |                               |                   |                                |                   | Reference to Gazette                                  | Remarks                       |
|------------|------------------------------|------------------|------------------|-------------------|-------------------------------|-------------------|--------------------------------|-------------------|---|-------------------------------|
|            |                              |                  | Skilled          | Pay after 4 years | Semi-skilled                  | Pay after 4 years | Unskilled                      | Pay after 4 years |   |                               |
|            |                              |                  | Rs.              | Rs.               | Rs.                           | Rs.               | Rs.                            | Rs.               |   |                               |
| 1          | Special Hindu Restaurant     | Bombay ...       | 45-5-90          | 65                | 25-3-52                       | 37                | 21-1½-34½                      | 27                | B. G. G., IL, dated 27th December 1951, pages 6639-50 |                               |
| 2          | Purohita Hotel               | ... Do. ...      | 60-5-110         | 80                | I<br>30-4-70<br>II<br>25-3-55 | 46                | I<br>25-2-45<br>II<br>21-1½-36 | 37                | B. G. G., IL, dated 6th August 1953, pages 1765-71    |                               |
| 3          | Jalpan Griha                 | ... Do. ...      | 40-4-72          | 56                | 22-2½-42                      | 32                | 16-1½-28                       | 22                | B. G. G., IL, dated 25th February 1954, pages 433     | Award terms in of settlements |
| 4          | Rajmahal Restaurant          | Do. ...          | 60-5-105         | 80                | 25-3-52                       | 37                | 21-1½-34½                      | 27                | B. G. G., IL, dated 8th October 1953, page 2166.      |                               |
| 5          | Vithaldas G. Canteen         | Do. ...          | 40-4-72          | 56                | 22-2½-42                      | 32                | 16-1½-28                       | 22                | B. G. G., IL, dated 10th March 1955, page 739.        |                               |
| 6          | Chandra Vilas Hotel          | Hindu Ahmedabad. | 35-3-65<br>-4-85 | 47                | 23-3-35<br>-4-55              | 35                | 19-1½-28<br>-2-40              | 25                | B. G. G., IL, dated 28th April 1955, page 1131        | L. A. T. Decision             |
| 7          | Samrat Hindu Hotel and Lodge | Do. ...          | 35-5-95          | 55                | 23-3-59                       | 35                | 19-1½-37                       | 25                | B. G. G., IL, dated 10th March 1955, page 739         |                               |

**ANNEXURE ' M '**

*Statement showing Scales of wages fixed for Hotel employees under agreement or settlement before the Conciliation Officer in Bombay*

| Serial No. | Name of the Hotel             | Place      | Scales of wages |                   |                |                   |               |                   | Date of the reference to agreement or settlement | Remarks            |
|------------|-------------------------------|------------|-----------------|-------------------|----------------|-------------------|---------------|-------------------|--|--------------------|
|            |                               |            | Skilled         | Pay after 4 years | Semi-skilled   | Pay after 4 years | Unskilled     | Pay after 4 years |  |                    |
|            |                               |            | Rs.             | Rs.               | Rs.            | Rs.               | Rs.           | Rs.               |  |                    |
| 1          | Ritz Hotel                    | ... Bombay | .....           | ...               | .....          | ...               | Rs. 30        | 30                | 24th March 1949                                  | Plus D. A. Rs. 10  |
| 2          | Strand Hotel                  | ... Do.    | 85—5—110        | 105               | 50—4—70        | 66                | 35—3—55       | 47                | 31st January 1949                                | Plus D. A. Rs. 15. |
| 3          | Byculla Health Home           | Do.        | 45—2—65         | 53                | 25—1½—31—2—45. | 31                | 18—1—24—1½—30 | 22                | 9th September 1952                               |                    |
| 4          | Bastani & Co.                 | ... Do.    | .....           | ...               | 30—3—60        | 42                | 23—2—43       | 31                | 16th April 1952                                  |                    |
| 5          | British Stores and Restaurant | Do.        | 45—3—90         | 57                | 25—2—55        | 33                | 21—1—35       | 25                | 10th October 1952                                |                    |
| 6          | Aram Milk Bar                 | ... Do.    | 45—5—90         | 65                | 25—3—52        | 37                | 17—2—31       | 25                | 3rd May 1952                                     |                    |
| 7          | Arya Bhuwan                   | ... Do.    | 40—5—80         | 60                | 23—3—50        | 35                | 15—2—29       | 23                | 1st May 1952                                     |                    |
| 8          | Tawalkal Restaurant           | ... Do.    | 40—2—60         | 48                | 30—2—50        | 38                | 25—1½—40      | 31                | 8th August 1952                                  |                    |
| 9          | Fort Central Hindu Restaurant | Do.        | 45—5—90         | 65                | 25—3—52        | 37                | 17—2—31       | 25                | 3rd January 1952                                 |                    |
| 10         | Special Anand ashram          | Do.        | 45—3—90         | 57                | 25—2—55        | 33                | 21—1—35       | 25                | 16th March 1953                                  |                    |
| 11         | Stadium Restaurant            | ... Do.    | .....           | ...               | .....          | ....              | 20—1—30       | 24                | 20th July 1953                                   |                    |

*Note.*—A number of Co-operative Society Industrial Canteens in Cotton Textile Mills at Ahmedabad have been paying by agreement to their respective employees a basic minimum of Rs. 28 p. m. and 50 per cent. of the Cotton Textile Dearness Allowance or Rs. 28 p. m. which ever is less.

## ANNEXURE ' N '

Statement showing the number of establishments and employment in hotel industry at places where Shops and Establishment Act, is applicable

| Year | Zone    | Number of establishments employing |                      | Number of members of employers family employed on the establishment | Number of other persons occupying positions of management or employees engaged in confidential capacity | Other employees not included in C and D |               |               | Remarks |
|------|---------|------------------------------------|----------------------|---|---|---|---------------|---------------|---------|
|      |         | Less than 10 persons               | More than 10 persons |   |   | Adult males                             | Adult females | Young persons |         |
| 1952 | ... 1st | .....                              | .....                | 1,744   | 1,455   | 48,477                                  | 125           | 3,870         |         |
|      | 2nd     | 1,633                              | 118                  | 1,230   | 907   | 8,040                                   | 4             | 1,186         |         |
|      | 3rd     | 2,819                              | 387                  | 2,398   | 428   | 12,376                                  | 259           | 1,416         |         |
|      | 4th     | 2,619                              | 288                  | 2,424   | 480   | 8,002                                   | 167           | 1,162         |         |
|      | 5th     | 947                                | 85                   | 1,035   | 69  | 724                                     | 84            | 311           |         |
|      | Total   |                                    | 8,018                | 878   | 8,831   | 3,339                                   | 77,619        | 639           | 7,945   |
| 1953 | ... 1st | .....                              | .....                | 1,840   | 3,181   | 50,184                                  | 137           | 3,773         |         |
|      | 2nd     | 1,765                              | 130                  | 1,222   | 947   | 8,641                                   | 4             | 828           |         |
|      | 3rd     | 2,832                              | 363                  | 2,065   | 337   | 13,966                                  | 297           | 1,300         |         |
|      | 4th     | 2,669                              | 320                  | 2,369   | 939   | 8,318                                   | 238           | 1,018         |         |
|      | 5th     | 880                                | 87                   | 1,037   | 69  | 763                                     | 85            | 370           |         |
|      | Total   |                                    | 8,146                | 900   | 8,533   | 5,473                                   | 81,872        | 761           | 7,289   |
| 1954 | ... 1st | 953                                | 5,187                | 2,008   | 4,123   | 53,926                                  | 144           | 4,002         |         |
|      | 2nd     | 1,883                              | 140                  | 1,413   | 993   | 8,747                                   | 4             | 770           |         |
|      | 3rd     | 2,946                              | 381                  | 2,149   | 774   | 10,933                                  | 910           | 1,149         |         |
|      | 4th     | 2,638                              | 240                  | 2,415   | 577   | 8,252                                   | 175           | 864           |         |
|      | 5th     | 895                                | 95                   | 882   | 77  | 730                                     | 78            | 281           |         |
|      | Total   |                                    | 9,315                | 6,043   | 8,867   | 6,544                                   | 82,588        | 1,311         | 7,066   |

## ANNEXTURE ' I-A '

*Statement showing the groups of occupations in Annexure Numbers I-C to XX*

|                            |  |                     |
|----------------------------|--|---------------------|
| A                          |  | I                   |
| a Manager                  |  | a Waiter            |
| b Assistant Manager        |  | b Mukadam           |
| c Superintendent           |  | c Head Waiter       |
| d Assistant Superintendent |  | d Barman.           |
| e Supervisor               |  | e Head Steward      |
| f In-charge                |  | f Bearer            |
| B                          |  | J                   |
| a Cook                     |  | a Server            |
| b Malwala                  |  | b Baharwala         |
| C                          |  | c Orderwala         |
| a Cashier                  |  | d Helpers           |
| b Counterman               |  | e Reliever          |
| D                          |  | f Butler            |
| a Store keeper             |  | g Marketman         |
| b Accountant               |  | h Kitchanboy        |
| c Clerk                    |  | K                   |
| d Pantry man               |  | a Soda Fountain man |
| e Page boy                 |  | M                   |
| f Bill maker               |  | a Watchman          |
| E                          |  | b House keeper      |
| a Assistant Cook           |  | N                   |
| b Assistant Malwala        |  | a Table boy         |
| c Bhajiwala                |  | b Kettle boy        |
| d Puri Kuchumberwala       |  | c Hotel boy         |
| e Bhattiwala               |  | L                   |
| f Icecreamwala (maker)     |  | a Sales man         |
| g Pharsanmaker             |  | b Vendor            |
| h Baker                    |  | O                   |
| i Retainer                 |  | a Cleaner           |
| j Bhelwala                 |  | b Waterman          |
| k Handiwala                |  | c Hamal             |
| l Dosawala                 |  | d Dish boy          |
| F                          |  | e Apprentice        |
| a General worker           |  | f Mazdoor           |
| b Guide                    |  | g Mali              |
| c Office boy               |  | h Labourer          |
| G                          |  | i Coolie            |
| a Miscellaneous worker     |  | j Mandaniwala       |
| b Chapatiwala              |  | P                   |
| c Bufferwala               |  | a Other workers     |
| d Masalawala               |  | b Wireman           |
| e Kholiwala                |  | c Tailor.           |
| i Lasi maker               |  | d Cloak room girls  |
| f Ricewala                 |  | e Linen Girls       |
| g Panwala                  |  | f Barber            |
| h Gaswala                  |  |                     |
| H                          |  |                     |
| a Tea maker                |  |                     |
| b Coffee maker             |  |                     |



## ANNEXTURE No. 'I-B'

*Statement showing distribution of areas in zones*

- I. Greater Bombay.
- II. Ahmedabad.
- III. Poona, Sholapur, Surat, Baroda, Kolhapur, Hubli, Dhulia, Jalgaon, Nasik, Ahmednagar, Belgaum, Ulhasnagar.
- IV. Sidhpur, Viramgam, Nadiad, Cambay, Petlad, Anand, Dohad, Godhra, Broach, Navsari, Bulsar, Amreli, Nandurbar, Bhusawal, Amalner, Chalisgaon, Malegaon, Deolali, Kirkee, Cantonment, Satara, Sangli, Miraj, Ichalkaranji, Barsi, Pandharpur, Bijapur, Bagalkot, Dharwar, Gadag, Kalyan, Thana, Malad, Mulund, Bhiwandi, Malwan, Palanpur, Mehsana, Ratnagiri.
- V. Places not included in Zones Nos. I, II, III and IV.

ANNEXURE No. 'I-C'

ZONE 1

Statement showing the distribution of employees in Hotels in Greater Bombay according to wage ranges and occupational groups (wage with food)

| Occupational Groups | Below Rs.10 | Rs. 11-20 | Rs. 21-30 | Rs. 31-40 | Rs. 41-50 | Rs. 51-60 | Rs. 61-70 | Rs. 71-80 | Rs. 81-90 | Rs. 91-100 | Rs. 101-above | Total |
|---------------------|-------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|---------------|-------|
| A                   | ...         | 1         | 52        | 26        | 26        | 7         | 9         | 6         | 3         | 18         | 19            | 167   |
| B                   | 3           | 56        | 132       | 114       | 85        | 25        | 15        | 5         | 7         | 1          | 5             | 448   |
| C                   | 1           | 8         | 13        | 16        | 12        | 6         | 2         | 4         | ...       | 1          | 2             | 65    |
| D                   | ...         | ...       | 2         | 1         | ...       | ...       | 1         | 1         | ...       | ...        | 4             | 9     |
| E                   | 6           | 72        | 152       | 60        | 20        | 7         | 2         | ...       | 3         | ...        | ...           | 322   |
| F                   | ...         | 6         | 3         | ...       | 3         | 1         | ...       | ...       | ...       | ...        | ...           | 13    |
| G                   | 3           | 66        | 28        | 3         | ...       | 3         | ...       | ...       | ...       | ...        | ...           | 103   |
| H                   | 5           | 37        | 40        | 22        | 1         | 3         | ...       | ...       | ...       | ...        | ...           | 108   |
| I                   | 18          | 135       | 181       | 68        | 7         | 5         | 1         | ...       | 2         | ...        | ...           | 417   |
| J                   | 29          | 236       | 169       | 54        | 8         | 1         | 3         | 3         | ...       | ...        | ...           | 503   |
| K                   | ...         | ...       | 1         | ...       | ...       | 2         | ...       | ...       | ...       | ...        | ...           | 3     |
| N                   | 71          | 104       | 42        | 12        | 10        | ...       | ...       | ...       | ...       | ...        | ...           | 239   |
| O                   | 289         | 475       | 146       | 22        | 2         | ...       | 1         | 2         | 2         | 2          | ...           | 941   |
| Total ...           | 425         | 1,196     | 961       | 398       | 174       | 60        | 34        | 21        | 17        | 22         | 30            | 3,338 |

Tabulated from questionnaire Part I.

ANNEXURE No. II

ZONE 1

*Statement showing the distribution of employees in Hotels in Greater Bombay according to wage ranges and occupational groups (wage with breakfast)*

| Occupational groups | Below Rs. 10 | Rs. 11-20 | Rs. 21-30 | Rs. 31-40 | Rs. 41-50 | Rs. 51-60 | Rs. 61-70  | Rs. 71-80 | Rs. 81-90  | Rs. 91-100 | Rs. 101-above | Total     |
|---------------------|--------------|-----------|-----------|-----------|-----------|-----------|------------|-----------|------------|------------|---------------|-----------|
| A                   | ...          | ...       | ...       | 1         | 1         | ...       | ...        | 1         | ...        | ...        | ...           | 3         |
| B                   | ...          | ...       | 1         | ...       | ...       | ...       | ...        | ...       | ...        | ...        | ...           | 1         |
| E                   | ...          | ...       | ...       | ...       | ...       | ...       | ...        | ...       | ...        | ...        | ...           | ...       |
| G                   | ...          | ...       | ...       | ...       | ...       | ...       | ...        | ...       | ...        | ...        | ...           | ...       |
| H                   | ...          | ...       | 1         | ...       | 2         | 2         | ...        | ...       | ...        | ...        | ...           | 5         |
| I                   | ...          | 4         | 1         | ...       | ...       | ...       | ...        | ...       | ...        | ...        | ...           | 5         |
| J                   | ...          | ...       | 1         | 5         | ...       | ...       | ...        | ...       | ...        | ...        | ...           | ...       |
| N                   | ...          | 7         | 2         | 1         | ...       | ...       | ...        | ...       | ...        | ...        | ...           | 10        |
| O                   | 1            | ...       | ...       | ...       | ...       | ...       | ...        | ...       | ...        | ...        | ...           | 1         |
| <b>Total</b>        | <b>1</b>     | <b>11</b> | <b>6</b>  | <b>7</b>  | <b>3</b>  | <b>2</b>  | <b>...</b> | <b>1</b>  | <b>...</b> | <b>...</b> | <b>...</b>    | <b>31</b> |

Tabulated from questionnaire Part I.

## ANNEXTURE No. III

### ZONE 1

*Statement showing the distribution of employees in Hotels in Greater Bombay according to wage ranges and occupational groups (wage without food)*

| Occupational groups | Below Rs. 10 | Rs. 11-20 | Rs. 21-30 | Rs. 31-40 | Rs. 41-50 | Rs. 51-60 | Rs. 61-70 | Rs. 71-80 | Rs. 81-90 | Rs. 91-100 | Rs. 101 above | Total |
|---------------------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|---------------|-------|
| A                   | ...          | ...       | ...       | ...       | 1         | ...       | ...       | 2         | ...       | ...        | 2             | 5     |
| B                   | ...          | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...       | 4          | 7             | 11    |
| C                   | ...          | ...       | ...       | ...       | 2         | ...       | ...       | ...       | ...       | ...        | ...           | 2     |
| D                   | ...          | ...       | ...       | ...       | ...       | ...       | 2         | ...       | 1         | ...        | 3             | 6     |
| E                   | ...          | ...       | ...       | ...       | ...       | ...       | 1         | ...       | ...       | ...        | 2             | 3     |
| F                   | 1            | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...           | 1     |
| H                   | ...          | ...       | ...       | 1         | 3         | ...       | ...       | ...       | ...       | ...        | ...           | 4     |
| I                   | ...          | ...       | 2         | 3         | 8         | ...       | 1         | 6         | 47        | 2          | 10            | 79    |
| J                   | ...          | 5         | 3         | 3         | 2         | 5         | ...       | 3         | ...       | ...        | ...           | 21    |
| K                   | ...          | ...       | ...       | ...       | ...       | 1         | 1         | ...       | ...       | 2          | ...           | 4     |
| N                   | ...          | 2         | ...       | 1         | ...       | 1         | ...       | ...       | ...       | ...        | ...           | 4     |
| O                   | 2            | 2         | 7         | 3         | 16        | ...       | 37        | 6         | ...       | ...        | 1             | 74    |
| Total ...           | 3            | 9         | 12        | 11        | 32        | 7         | 42        | 17        | 48        | 8          | 25            | 214   |

Tabulated from questionnaire Part I.

## ANNEXTURE No. IV

## ZONE 2

*Statement showing the distribution of employees in Hotels at Ahmedabad according to wage ranges and occupational groups (wage with food)*

| Occupational groups | Below Rs. 10 | Rs. 11-20 | Rs. 21-30 | Rs. 31-40 | Rs. 41-50 | Rs. 51-60 | Rs. 61-70 | Rs. 71-80 | Rs. 81-90 | Rs. 91-100 | Rs. 101 and above | Total |     |
|---------------------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|-------------------|-------|-----|
| A                   | ...          | 2         | ...       | 2         | 5         | 1         | 2         | 1         | 2         | 2          | 3                 | 20    |     |
| B                   | 2            | 14        | 12        | 14        | 9         | 3         | 1         | 1         | ...       | ...        | 1                 | 57    |     |
| C                   | ...          | ...       | 1         | ...       | 1         | 1         | ...       | 1         | 1         | ...        | ...               | 5     |     |
| D                   | ...          | ...       | 4         | ...       | 1         | 1         | ...       | ...       | ...       | ...        | 1                 | 7     |     |
| E                   | 4            | 2         | 11        | 5         | 2         | 3         | ...       | ...       | ...       | ...        | ...               | 27    |     |
| G                   | 31           | 28        | 15        | 5         | 2         | ...       | 1         | 2         | ...       | 1          | ...               | 85    |     |
| H                   | ...          | 9         | 11        | 7         | 4         | 2         | 1         | ...       | 1         | ...        | ...               | 35    |     |
| I                   | 14           | 12        | 3         | 4         | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 33    |     |
| J                   | 15           | 40        | 25        | 10        | 1         | ...       | 1         | 3         | ...       | 1          | ...               | 96    |     |
| N                   | 8            | 16        | 11        | 1         | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 36    |     |
| O                   | 6            | 95        | 6         | ...       | 1         | ...       | ...       | ...       | ...       | ...        | ...               | 108   |     |
| Total               | ...          | 80        | 218       | 99        | 48        | 26        | 11        | 6         | 8         | 4          | 4                 | 5     | 509 |

Tabulated from questionnaire Part I.

## ANNEXTURE No. V

### ZONE 2

*Statement showing the distribution of employees in Hotels at Ahmedabad according to wage ranges and occupational groups (wage with breakfast only)*

| Occupational groups | Below<br>Rs. 10 | Rs. 11-20 | Rs. 21-30 | Rs. 31-40 | Rs. 41-50 | Rs. 51-60 | Rs. 61-70 | Rs. 71-80 | Rs. 81-90 | Rs. 91-100 | Rs. 101<br>and<br>above | Total |
|---------------------|-----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|-------------------------|-------|
| A                   | ...             | ...       | 1         | 1         | ...       | 2         | ...       | 1         | ...       | 1          | ...                     | 6     |
| B                   | ...             | ...       | 1         | 1         | 2         | 1         | 1         | 1         | 1         | 2          | 2                       | 12    |
| C                   | ...             | ...       | ...       | ...       | 2         | ...       | 1         | ...       | ...       | 1          | 1                       | 5     |
| G                   | ...             | 5         | 6         | 1         | 2         | ...       | ...       | ...       | ...       | ...        | ...                     | 14    |
| H                   | ...             | 4         | 4         | 1         | 3         | 3         | ...       | ...       | ...       | ...        | ...                     | 15    |
| I                   | ...             | 1         | 4         | 1         | 1         | ...       | ...       | ...       | ...       | ...        | ...                     | 7     |
| J                   | ...             | 10        | 12        | 8         | 1         | 1         | ...       | ...       | ...       | ...        | ...                     | 32    |
| N                   | 2               | 5         | 4         | 3         | 1         | 1         | ...       | ...       | ...       | ...        | ...                     | 16    |
| O                   | ...             | 1         | 1         | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...                     | 2     |
| Total ...           | 2               | 26        | 33        | 16        | 12        | 8         | 2         | 2         | 1         | 4          | 3                       | 109   |

Tabulated from questionnaire Part I.

ANNEXTURE No. VI

ZONE 2

*Statement showing the distribution of employees in hotels at Akmedabad according to wage ranges and occupational groups (wage without food)*

| Occupational groups | Below Rs. 10 | Rs.11-20 | Rs. 21-30 | Rs. 31-40 | Rs. 41-50 | Rs. 51-60 | Rs. 61-70 | Rs. 71-80 | Rs. 81-90 | Rs. 91-100 | Rs. 101 and above | Total |
|---------------------|--------------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|-------------------|-------|
| A                   | ...          | ...      | 2         | ...       | 3         | ...       | ...       | ...       | 1         | ...        | 1                 | 7     |
| B                   | ...          | 1        | 2         | 4         | 1         | ...       | ...       | ...       | ...       | ...        | ...               | 8     |
| C                   | ...          | ...      | ...       | 1         | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 1     |
| E                   | ...          | ...      | ...       | ...       | ...       | 1         | ...       | ...       | ...       | ...        | ...               | 1     |
| F                   | ...          | 3        | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 3     |
| G                   | 1            | 11       | 1         | 1         | ...       | ...       | ...       | ...       | 1         | ...        | ...               | 15    |
| H                   | ...          | 6        | 6         | 11        | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 23    |
| I                   | ...          | 4        | ...       | ...       | 1         | ...       | ...       | ...       | ...       | ...        | ...               | 5     |
| J                   | 1            | 1        | 2         | 1         | ...       | 3         | ...       | 1         | ...       | 1          | ...               | 10    |
| N                   | 1            | 7        | 9         | 10        | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 27    |
| O                   | ...          | 3        | 2         | 1         | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 6     |
| Total ...           | 3            | 36       | 24        | 29        | 5         | 4         | ...       | 1         | 2         | 1          | 1                 | 106   |

Tabulated from questionnaire Part I.

ANNEXTURE No. VII

ZONE 3

*Statement showing the distribution of employees in hotels according to wage ranges and occupational groups (wage with food)*

| Occupational groups | Below Rs. 10 | Rs. 11-20 | Rs. 21-30 | Rs. 31-40 | Rs. 41-50 | Rs. 51-60 | Rs. 61-70 | Rs. 71-80 | Rs. 81-90 | Rs. 91-100 | Rs. 101 and above | Total |
|---------------------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|-------------------|-------|
| A                   | 4            | 13        | 17        | 11        | 8         | 18        | 3         | 7         | 3         | 3          | 1                 | 88    |
| B                   | 7            | 32        | 48        | 41        | 21        | 18        | 5         | ...       | 2         | ...        | 2                 | 176   |
| C                   | ...          | 2         | 2         | 1         | 2         | ...       | 1         | 1         | ...       | ...        | 1                 | 10    |
| E                   | 4            | 14        | 8         | 2         | 2         | ...       | ...       | ...       | ...       | ...        | ...               | 30    |
| F                   | 4            | 9         | 3         | 2         | 1         | ...       | ...       | ...       | ...       | ...        | ...               | 19    |
| G                   | 7            | 9         | 7         | 7         | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 30    |
| H                   | 8            | 19        | 14        | 5         | 5         | 6         | ...       | ...       | ...       | ...        | ...               | 57    |
| I                   | 7            | 17        | 10        | 6         | ...       | ...       | ...       | ...       | ...       | ...        | 2                 | 42    |
| J                   | 57           | 104       | 70        | 25        | 8         | 5         | ...       | 1         | ...       | 3          | 1                 | 274   |
| N                   | 40           | 82        | 48        | 13        | 8         | 3         | ...       | ...       | ...       | ...        | ...               | 194   |
| O                   | 25           | 86        | 29        | 2         | ...       | 1         | ...       | ...       | 2         | ...        | 1                 | 146   |
| Total ...           | 163          | 387       | 256       | 115       | 55        | 51        | 9         | 9         | 7         | 6          | 8                 | 1,066 |

Tabulated from questionnaire Part I.



ANNEXTURE No. VIII

ZONE 3

*Statement showing the distribution of employees in hotels according to wage ranges and occupational groups (wage with breakfast only)*

| Occupational groups | Below Rs. 10 | Rs. 11-20 | Rs. 21-30 | Rs. 31-40 | Rs. 41-50 | Rs. 51-60 | Rs. 61-70 | Rs. 71-80 | Rs. 81-90  | Rs. 91-100 | Rs. 101 and above | Total      |
|---------------------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|-------------------|------------|
| A                   | 2            | 2         | 3         | 3         | 2         | 3         | ...       | 1         | ...        | ...        | ...               | 16         |
| B                   | 1            | 3         | 10        | 8         | 6         | 1         | ...       | ...       | ...        | ...        | ...               | 29         |
| C                   | ...          | 1         | ...       | ...       | 1         | 1         | ...       | ...       | ...        | ...        | ...               | 3          |
| E                   | 1            | 1         | ...       | ...       | ...       | ...       | 1         | ...       | ...        | ...        | ...               | 3          |
| F                   | 1            | 1         | 3         | ...       | ...       | ...       | ...       | ...       | ...        | ...        | ...               | 5          |
| G                   | 3            | 3         | 4         | ...       | ...       | ...       | ...       | ...       | ...        | ...        | ...               | 10         |
| H                   | 4            | 12        | 9         | 6         | 1         | ...       | ...       | ...       | ...        | ...        | ...               | 32         |
| I                   | ...          | ...       | 5         | ...       | 1         | ...       | ...       | ...       | ...        | ...        | ...               | 6          |
| J                   | 6            | 18        | 17        | 5         | 1         | ...       | 2         | ...       | ...        | ...        | ...               | 49         |
| N                   | ...          | 3         | 10        | ...       | ...       | ...       | ...       | ...       | ...        | ...        | ...               | 13         |
| O                   | 11           | 14        | 11        | ...       | ...       | 2         | ...       | ...       | ...        | ...        | ...               | 38         |
| <b>Total ...</b>    | <b>29</b>    | <b>58</b> | <b>72</b> | <b>22</b> | <b>12</b> | <b>7</b>  | <b>3</b>  | <b>1</b>  | <b>...</b> | <b>...</b> | <b>...</b>        | <b>204</b> |

Tabulated from questionnaire Part I.

ANNEXTURE No. IX

ZONE 3

*Statement showing the distribution of employees in hotels according to wage ranges and occupational groups (wage without food).*

| Occupational groups | Below Rs. 10 | Rs. 11-20 | Rs. 21-30 | Rs. 31-40 | Rs. 41-50 | Rs. 51-60 | Rs. 61-70 | Rs 71-80 | Rs. 81-90 | Rs. 91-100 | Rs 101 and above | Total |
|---------------------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|----------|-----------|------------|------------------|-------|
| A                   | ...          | 3         | 3         | ...       | 1         | 4         | ...       | 1        | ...       | 1          | ...              | 13    |
| B                   | ...          | ...       | ...       | 1         | 2         | ...       | ...       | ...      | ...       | ...        | ...              | 3     |
| C                   | ...          | ...       | ...       | ...       | ...       | 1         | ...       | ...      | ...       | ...        | ...              | 1     |
| E                   | ...          | 1         | 1         | ...       | ...       | ...       | ...       | ...      | ...       | ...        | ...              | 2     |
| F                   | ...          | ...       | 1         | ...       | ...       | ...       | ...       | ...      | ...       | ...        | ...              | 1     |
| G                   | 1            | ...       | 1         | ...       | ...       | ...       | ...       | ...      | ...       | ...        | ...              | 2     |
| H                   | ...          | 4         | 3         | 1         | ...       | ...       | ...       | ...      | ...       | ...        | ...              | 8     |
| I                   | ...          | 4         | 1         | ...       | ...       | ...       | ...       | ...      | ...       | ...        | ...              | 5     |
| J                   | ...          | 5         | 4         | 7         | 3         | ...       | ...       | ...      | ...       | ...        | ...              | 19    |
| N                   | ...          | 8         | 5         | 1         | ...       | ...       | ...       | ...      | ...       | ...        | ...              | 14    |
| O                   | 4            | 2         | 1         | ...       | ...       | ...       | ...       | ...      | ...       | ...        | ...              | 7     |
| Total ...           | 5            | 27        | 20        | 10        | 6         | 5         | ...       | 1        | ...       | 1          | ...              | 75    |

Tabulated from questionnaire Part I.

ANNEXTURE No. X

ZONE 4

*Statement showing the distribution of employees in Hotels according to wage ranges and occupational groups (wage with food)*

| Occupational groups | Below Rs.10 | Rs. 11-20 | Rs. 21-30 | Rs. 31-40 | Rs. 41-50 | Rs. 51-60 | Rs. 61-70 | Rs. 71-80 | Rs. 81-90 | Rs.91-100 | Rs. 101 and above | Total |
|---------------------|-------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-------------------|-------|
| A                   | ...         | 2         | 1         | 1         | 1         | ...       | ...       | ...       | ...       | 1         | ...               | 6     |
| B                   | 2           | 19        | 11        | 7         | 1         | 2         | ...       | ...       | ...       | ...       | ...               | 42    |
| E                   | ...         | ...       | 1         | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...               | 1     |
| F                   | ...         | 1         | ...       | 1         | ...       | ...       | ...       | ...       | ...       | ...       | ...               | 2     |
| G                   | ...         | 6         | 2         | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...               | 8     |
| H                   | 1           | 5         | 2         | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...               | 8     |
| I                   | 4           | 5         | 5         | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...               | 14    |
| J                   | 12          | 37        | 12        | ...       | ...       | 1         | ...       | ...       | ...       | ...       | ...               | 62    |
| N                   | 2           | 6         | 2         | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...               | 10    |
| O                   | 10          | 35        | 4         | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...               | 49    |
| Total ...           | 31          | 116       | 40        | 9         | 2         | 3         | ...       | ...       | ...       | 1         | ...               | 202   |

Tabulated from questionnaire Part I.

ANNEXTURE No. XI

ZONE 4

*Statement showing the distribution of employees in Hotels according to wage ranges and occupational groups (wage with breakfast only)*

| Occupational groups | Below Rs. 10 | Rs. 11-20 | Rs. 21-30 | Rs. 31-40 | Rs. 41-50 | Rs. 51-60 | Rs. 61-70 | Rs. 71-80 | Rs. 81-90 | Rs. 91-100 | Rs. 101 and above | Total |
|---------------------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|-------------------|-------|
| B                   | ...          | 3         | 4         | 2         | ...       | 1         | ...       | ...       | ...       | ...        | ...               | 10    |
| F                   | ...          | ...       | 1         | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 1     |
| G                   | ...          | 1         | 2         | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 3     |
| H                   | ...          | 5         | 8         | 3         | 2         | ...       | ...       | ...       | ...       | ...        | ...               | 18    |
| I                   | ...          | ...       | 2         | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 2     |
| J                   | 1            | 8         | 9         | ...       | 3         | ...       | ...       | ...       | ...       | ...        | ...               | 21    |
| N                   | ...          | 3         | 3         | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 6     |
| O                   | 3            | 9         | 10        | 1         | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 23    |
| Total               | ...          | 4         | 29        | 39        | 6         | 5         | 1         | ...       | ...       | ...        | ...               | 84    |

Tabulated from questionnaire Part I.

## ANNEXTURE No. XII

### ZONE 4

*Statement showing the distribution of employees in Hotels according to wage ranges and occupational groups  
(wage without food)*

| Occupational groups | Below Rs. 10 | Rs. 11-20 | Rs. 21-30 | Rs. 31-40 | Rs. 41-50 | Rs. 51-60 | Rs. 61-70 | Rs. 71-80 | Rs. 81-90 | Rs. 91-100 | Rs. 101 and above | Total |
|---------------------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|-------------------|-------|
| A                   | ...          | 1         | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 1     |
| B                   | ...          | 1         | 1         | ...       | ...       | 1         | ...       | ...       | ...       | ...        | ...               | 3     |
| G                   | ...          | ...       | 3         | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 3     |
| H                   | 1            | 1         | 2         | 1         | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 5     |
| I                   | ...          | 1         | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 1     |
| J                   | ...          | 1         | 7         | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 8     |
| N                   | ...          | 3         | 1         | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 4     |
| O                   | 1            | 5         | 1         | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 7     |
| Total ...           | 2            | 13        | 15        | 1         | ...       | 1         | ...       | ...       | ...       | ...        | ...               | 32    |

Tabulated from questionnaire Part I.

## ANNEXTURE No. XIII

### ZONE 5

*Statement showing the distribution of employees in Hotels according to wage ranges and occupational groups  
(wage with food)*

| Occupational groups | Below Rs. 10 | Rs. 11-20 | Rs. 21-30 | Rs. 31-40 | Rs. 41-50 | Rs. 51-60 | Rs. 61-70 | Rs. 71-80 | Rs. 81-90 | Rs. 91-100 | Rs. 101 and above | Total |
|---------------------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|-------------------|-------|
| B                   | ...          | 2         | ...       | 1         | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 3     |
| 1                   | ...          | 2         | 1         | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 3     |
| J                   | 1            | ...       | 3         | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 4     |
| O                   | ...          | 3         | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 3     |
| Total ...           | 1            | 7         | 4         | 1         | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 13    |

Tabulated from questionnaire Part I.

**ANNEXTURE No. XIV**

**ZONE 5**

*Statement showing the distribution of employees in Hotels according to wage ranges and occupational groups  
(wage without food)*

| Occupational groups | Below Rs. 10 | Rs. 11-20 | Rs. 21-30 | Rs. 31-40 | Rs. 41-50 | Rs. 51-60 | Rs. 61-70 | Rs. 71-80 | Rs. 81-90 | Rs. 91-100 | Rs. 101 and above | Total |
|---------------------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|-------------------|-------|
| N                   | ...          | 1         | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 1     |
| J                   | ...          | 1         | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 1     |
| O                   | ...          | 1         | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 1     |
| Total ...           | ...          | 3         | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 3     |

Tabulated from questionnaire Part I.

**ANNEXTURE No. XV**

**ZONE 5**

*Statement showing the distribution of employees in Hotels according to wage ranges and occupational groups  
(wage with breakfast only)*

| Occupational groups | Below Rs. 10 | Rs. 11-20 | Rs. 21-30 | Rs. 31-40 | Rs. 41-50 | Rs. 51-60 | Rs. 61-70 | Rs. 71-80 | Rs. 81-90 | Rs. 91-100 | Rs. 101 and above | Total |
|---------------------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|-------------------|-------|
| A                   | ...          | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...       | 2          | ...               | 2     |
| B                   | ...          | ...       | 3         | 2         | ...       | 1         | 1         | ...       | ...       | ...        | ...               | 7     |
| C                   | ...          | ...       | 1         | ...       | 1         | ...       | ...       | ...       | ...       | ...        | ...               | 2     |
| F                   | ...          | 1         | 3         | ...       | 1         | ...       | ...       | ...       | ...       | ...        | ...               | 5     |
| G                   | 1            | 1         | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 2     |
| H                   | ...          | ...       | 1         | 1         | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 2     |
| I                   | ...          | ...       | 1         | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 1     |
| J                   | ...          | 1         | 2         | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 3     |
| N                   | ...          | 1         | ...       | 1         | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 2     |
| O                   | ...          | 3         | 1         | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 4     |
| Total ...           | 1            | 7         | 12        | 4         | 2         | 1         | 1         | ...       | ...       | 2          | ...               | 30    |

Tabulated from questionnaire Part I.

ANNEXTURE No. XVI

ZONE I

*Statement showing the distribution of employees in Hotels according to wage ranges and occupational groups in Zone I (wage with food)*

| Occupational groups | Below Rs. 10 | Rs. 11-20 | Rs. 21-30 | Rs. 31-40 | Rs. 41-50 | Rs. 51-60 | Rs. 61-70 | Rs. 71-80 | Rs. 81-90 | Rs. 91-100 | Rs. 101 and above | Total |
|---------------------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|-------------------|-------|
| A                   | 3            | 11        | 49        | 41        | 56        | 22        | 7         | 87        | ...       | ...        | ...               | 276   |
| B                   | 4            | 62        | 115       | 138       | 96        | 29        | 15        | 61        | ...       | ...        | ...               | 528   |
| C                   | 2            | 8         | 10        | 36        | 11        | 8         | ...       | 13        | ...       | ...        | ...               | 588   |
| D                   | ...          | 2         | 4         | 1         | 8         | 4         | ...       | 2         | ...       | ...        | ...               | 21    |
| E                   | ...          | 60        | 148       | 63        | 21        | 8         | 3         | 12        | ...       | ...        | ...               | 315   |
| F                   | 1            | 85        | 44        | 13        | 1         | 8         | 1         | 23        | ...       | ...        | ...               | 176   |
| G                   | 6            | 53        | 34        | 18        | 15        | 2         | 2         | 4         | ...       | ...        | ...               | 134   |
| H                   | 68           | 31        | 91        | 51        | 26        | 7         | 2         | ...       | ...       | ...        | ...               | 276   |
| I                   | 50           | 197       | 256       | 135       | 11        | 9         | 6         | ...       | ...       | ...        | ...               | 664   |
| J                   | 25           | 102       | 80        | 31        | 14        | 18        | 7         | 1         | ...       | ...        | ...               | 278   |
| K                   | ...          | ...       | 2         | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 2     |
| L                   | ...          | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | ...   |
| M                   | 2            | 3         | 4         | ...       | 1         | ...       | 5         | 2         | ...       | ...        | ...               | 17    |
| N                   | 107          | 369       | 147       | 54        | 2         | 4         | 6         | 46        | ...       | ...        | ...               | 735   |
| O                   | 147          | 573       | 485       | 94        | 20        | 30        | 31        | 5         | ...       | ...        | ...               | 1,385 |
| P                   | ...          | ...       | 1         | 1         | 2         | 3         | 3         | 46        | ...       | ...        | ...               | 56    |
| Total ...           | 415          | 1,556     | 1,470     | 676       | 284       | 152       | 88        | 302       | ...       | ...        | ...               | 4,943 |

Tabulated from enquiry forms.

## ANNEXTURE No. XVII

## ZONE II

*Statement showing the distribution of employees in Hotels according to wage rates and occupational groups in Zone II (wage with food)*

| Occupational groups | Below Rs. 10 | Rs. 11-20 | Rs. 21-30 | Rs. 31-40 | Rs. 41-50 | Rs. 51-60 | Rs. 61-70 | Rs. 71 and above | Total |     |
|---------------------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|------------------|-------|-----|
| A                   | ...          | 1         | 8         | ...       | 4         | ...       | ...       | 10               | 23    |     |
| B                   | 2            | 12        | 22        | 16        | 4         | 17        | 2         | 10               | 85    |     |
| C                   | 1            | 2         | 1         | ...       | 1         | 1         | ...       | 1                | 7     |     |
| D                   | 1            | 2         | 4         | 2         | ...       | 2         | ...       | ...              | 11    |     |
| E                   | 1            | 20        | 10        | 3         | 3         | 1         | ...       | ...              | 39    |     |
| F                   | ...          | ...       | ...       | 1         | 1         | ...       | ...       | 1                | 3     |     |
| G                   | 3            | 6         | 9         | 9         | 1         | 1         | ...       | 1                | 30    |     |
| H                   | 1            | 27        | 14        | 20        | 7         | 4         | ...       | 1                | 74    |     |
| I                   | 1            | 10        | 17        | 6         | ...       | ...       | ...       | ...              | 34    |     |
| J                   | 4            | 41        | 7         | 5         | ...       | ...       | ...       | ...              | 57    |     |
| K                   | ...          | ...       | ...       | ...       | ...       | ...       | ...       | ...              | ...   |     |
| M                   | ...          | 3         | 3         | ...       | ...       | ...       | ...       | ...              | 6     |     |
| N                   | 6            | 80        | 36        | 10        | ...       | ...       | 6         | ...              | 138   |     |
| O                   | 15           | 73        | 14        | 6         | ...       | 4         | ...       | 1                | 113   |     |
| Total               | ...          | 35        | 277       | 145       | 78        | 21        | 30        | 8                | 26    | 620 |

Tabulated from enquiry forms.



ANNEXTURE No. XVIII

ZONE III

*Statement showing the distribution of employees in Hotels according to wage ranges and occupational groups in Zone III (wage with food)*

| Occupational groups | Below Rs. 10 | Rs. 11-20 | Rs. 21-30 | Rs. 31-40 | Rs. 41-50 | Rs. 51-60 | Rs. 61-70 | Rs. 71-80 | Rs. 81-90 | Rs. 91-100 | Rs. 101 and above | Total |
|---------------------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|-------------------|-------|
| A                   | 1            | 4         | 20        | 15        | 22        | 10        | 7         | 23        | ..        | ..         | ..                | 102   |
| B                   | 6            | 65        | 67        | 44        | 16        | 8         | 4         | ..        | ..        | ..         | ..                | 210   |
| C                   | 1            | 9         | 27        | 33        | 32        | 22        | 5         | 4         | ..        | ..         | ..                | 133   |
| D                   | 3            | 30        | 9         | 5         | 2         | ..        | ..        | ..        | ..        | ..         | ..                | 49    |
| E                   | 5            | 43        | 35        | 14        | 14        | 1         | ..        | 2         | ..        | ..         | ..                | 114   |
| F                   | 20           | 52        | 60        | 16        | 7         | 4         | ..        | ..        | ..        | ..         | ..                | 159   |
| G                   | 32           | 72        | 10        | 15        | 1         | ..        | ..        | ..        | ..        | ..         | ..                | 130   |
| H                   | 14           | 85        | 68        | 24        | 16        | 7         | ..        | ..        | ..        | ..         | ..                | 214   |
| I                   | 55           | 128       | 70        | 23        | 9         | 5         | ..        | ..        | ..        | ..         | ..                | 290   |
| J                   | 46           | 286       | 136       | 23        | 6         | 6         | ..        | 5         | ..        | ..         | ..                | 508   |
| K                   | 12           | 32        | 14        | 1         | 2         | 4         | ..        | ..        | ..        | ..         | ..                | 65    |
| L                   | 2            | 19        | 2         | 2         | ..        | 2         | ..        | ..        | ..        | ..         | ..                | 27    |
| M                   | ..           | ..        | ..        | ..        | ..        | ..        | ..        | ..        | ..        | ..         | ..                | ..    |
| N                   | 5            | 29        | 7         | ..        | ..        | ..        | ..        | ..        | ..        | ..         | ..                | 41    |
| O                   | 210          | 331       | 27        | 12        | 3         | ..        | ..        | ..        | ..        | ..         | ..                | 583   |
| <b>Total</b>        | ..           | 412       | 1,185     | 552       | 227       | 130       | 69        | 16        | 34        | ..         | ..                | 2,625 |

Tabulated from enquiry forms.

## ANNEXTURE No. XIX

### ZONE IV

*Statement showing the distribution of employees in Hotels according to wage ranges and occupational groups in Zone IV (wage with food)*

| Occupational groups | Below Rs. 10 | Rs. 11-20 | Rs. 21-30 | Rs. 31-40 | Rs. 41-50 | Rs. 51-60 | Rs. 61-70 | Rs. 71-80 | Rs. 81-90 | Rs. 91-100 | Rs. 101 and above | Total |
|---------------------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|-------------------|-------|
| A                   | ..           | 10        | 39        | 12        | 8         | 3         | ..        | 4         | ..        | ..         | ..                | 76    |
| B                   | 5            | 49        | 93        | 77        | 27        | 20        | 2         | 3         | ..        | ..         | ..                | 276   |
| C                   | 8            | 30        | 53        | 17        | 14        | 2         | ..        | 5         | ..        | ..         | ..                | 129   |
| D                   | 1            | 11        | 1         | 2         | 1         | 1         | ..        | ..        | ..        | ..         | ..                | 17    |
| E                   | 8            | 51        | 29        | 14        | 9         | 2         | ..        | ..        | ..        | ..         | ..                | 113   |
| F                   | 16           | 119       | 51        | 11        | 14        | 3         | ..        | ..        | ..        | ..         | ..                | 214   |
| G                   | 48           | 148       | 27        | 3         | 3         | ..        | ..        | ..        | ..        | ..         | ..                | 229   |
| H                   | 44           | 131       | 74        | 18        | 9         | 1         | ..        | ..        | ..        | ..         | ..                | 277   |
| I                   | 43           | 111       | 79        | 12        | 3         | 1         | ..        | ..        | ..        | ..         | ..                | 249   |
| J                   | 59           | 235       | 101       | 21        | 2         | ..        | 1         | 1         | ..        | ..         | ..                | 420   |
| K                   | 8            | 11        | ..        | ..        | 1         | ..        | ..        | ..        | ..        | ..         | ..                | 20    |
| L                   | 1            | ..        | ..        | ..        | ..        | ..        | ..        | ..        | ..        | ..         | ..                | 1     |
| M                   | 1            | 4         | 1         | ..        | ..        | ..        | ..        | ..        | ..        | ..         | ..                | 6     |
| N                   | 24           | 21        | 9         | ..        | ..        | ..        | ..        | ..        | ..        | ..         | ..                | 54    |
| O                   | 191          | 297       | 35        | 2         | ..        | ..        | ..        | ..        | ..        | ..         | ..                | 525   |
| Total               | ..           | 457       | 1,228     | 592       | 189       | 91        | 33        | 3         | 13        | ..         | ..                | 2,606 |

Tabulated from enquiry forms.

**ANNEXTURE No. XX**

**ZONE V**

*Statement showing the distribution of employees in Hotel according to wage ranges and occupations groups in Zone V (wages with food)*

| Occupational groups | Below Rs. 10 | Rs. 11-20 | Rs. 21-30 | Rs. 31-40 | Rs. 41-50 | Rs. 51-60 | Rs. 61-70 | Rs. 71-80 | Rs. 81-90 | Rs. 91-100 | Rs. 101 and above | Total |
|---------------------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|-------------------|-------|
| A                   | 5            | 16        | 5         | 3         | 2         | 2         | 2         | ...       | ...       | ...        | ...               | 35    |
| B                   | ...          | 3         | 10        | 13        | 2         | 6         | ...       | ...       | ...       | ...        | ...               | 34    |
| C                   | 1            | 3         | ...       | 4         | ...       | 1         | ...       | ...       | ...       | ...        | ...               | 9     |
| D                   | ...          | ...       | 1         | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 1     |
| E                   | ...          | 7         | 1         | 2         | 2         | ...       | ...       | ...       | ...       | ...        | ...               | 12    |
| F                   | 3            | 1         | 2         | 1         | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 7     |
| G                   | 4            | 6         | 4         | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 14    |
| H                   | 7            | 15        | 8         | ...       | ...       | 1         | ...       | ...       | ...       | ...        | ...               | 31    |
| I                   | 3            | 33        | 14        | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | 50    |
| J                   | ...          | 15        | 11        | ...       | 1         | ...       | ...       | ...       | ...       | ...        | ...               | 27    |
| K                   | 1            | 2         | ...       | 2         | 1         | ...       | ...       | ...       | ...       | ...        | ...               | 6     |
| L                   | ...          | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | ...   |
| M                   | ...          | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | ...   |
| N                   | 31           | 28        | ...       | ...       | ...       | 1         | ...       | ...       | ...       | ...        | ...               | 60    |
| O                   | 19           | 26        | 3         | ...       | ...       | 4         | ...       | ...       | ...       | ...        | ...               | 52    |
| P                   | ...          | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...               | ...   |
| <b>Total</b>        | ...          | 74        | 155       | 59        | 25        | 8         | 15        | 2         | ...       | ...        | ...               | 338   |

Tabulated from enquiry forms.

## ANNEXTURE No. XXI

*Statement showing the distribution of employees in Hotels according to wage ranges for all the five Zones in Bombay*

| Zones         | Below<br>Rs. 10 | Rs.<br>11- 20 | Rs.<br>21-30 | Rs.<br>31-40 | Rs.<br>41-50 | Rs.<br>51-60 | Rs.<br>61-70 | Rs. 71<br>and above | Total  |
|---------------|-----------------|---------------|--------------|--------------|--------------|--------------|--------------|---------------------|--------|
| I             | 415             | 1,556         | 1,470        | 676          | 284          | 152          | 88           | 302                 | 4,943  |
| II            | 35              | 277           | 154          | 78           | 21           | 30           | 8            | 26                  | 620    |
| III           | 412             | 1,185         | 552          | 227          | 130          | 69           | 16           | 31                  | 2,625  |
| IV            | 457             | 1,228         | 592          | 189          | 91           | 33           | 3            | 13                  | 2,606  |
| V             | 74              | 155           | 59           | 25           | 8            | 15           | 2            | ...                 | 338    |
| All Zones ... | 1,393           | 4,401         | 2,818        | 1,195        | 534          | 299          | 117          | 375                 | 11,132 |

Tabulated from inquiry forms.

## ANNEXTURE No. XXII.

*Statement showing the distribution of number of workers according to wage ranges in all the five Zones in Bombay State (wage with food).*

| Zone.     | Below<br>Rs. 10 | Rs. 11-20 | Rs. 21-30 | Rs. 31-40 | Rs. 41-50 | Rs. 51-60 | Rs. 61-70 | Rs. 71-80 | Rs. 81-90 | Rs. 91-100 | Rs. 101<br>and above | Total |
|-----------|-----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|----------------------|-------|
| I         | 425             | 1,196     | 961       | 398       | 174       | 60        | 34        | 21        | 17        | 22         | 30                   | 3,338 |
| II        | 80              | 218       | 99        | 48        | 26        | 11        | 6         | 8         | 4         | 4          | 5                    | 509   |
| III       | 163             | 387       | 256       | 115       | 55        | 51        | 9         | 9         | 7         | 6          | 8                    | 1,066 |
| IV        | 31              | 116       | 40        | 9         | 2         | 3         | ...       | ...       | ...       | 1          | ...                  | 202   |
| V         | 1               | 7         | 4         | 1         | ...       | ...       | ...       | ...       | ...       | ...        | ...                  | 13    |
| Total ... | 700             | 1,924     | 1,360     | 571       | 257       | 125       | 49        | 38        | 28        | 33         | 43                   | 5,128 |

Tabulated from questionnaire Part I.

## ANNEXTURE No. XXIII.

*Statement showing the distribution of the number of workers according to wage ranges in all the five Zones in Bombay State (with breakfast only).*

| Zone      | Below<br>Rs. 10 | Rs. 11-20 | Rs. 21-30 | Rs. 31-40 | Rs. 41-50 | Rs. 51-60 | Rs. 61-70 | Rs. 71-80 | Rs. 81-90 | Rs. 91-100 | Rs. 101 and<br>above | Total |
|-----------|-----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|----------------------|-------|
| I         | 1               | 11        | 6         | 7         | 3         | 2         | ...       | 1         | ...       | ...        | ...                  | 31    |
| II        | 2               | 26        | 33        | 16        | 12        | 8         | 2         | 2         | 1         | 4          | 3                    | 109   |
| III       | 29              | 58        | 72        | 22        | 12        | 7         | 3         | 1         | ...       | ...        | ...                  | 204   |
| IV        | 4               | 29        | 39        | 6         | 5         | 1         | ...       | ...       | ...       | ...        | ...                  | 84    |
| V         | 1               | 7         | 12        | 4         | 2         | 1         | 1         | ...       | ...       | 2          | ...                  | 30    |
| Total ... | 37              | 131       | 162       | 55        | 34        | 19        | 6         | 4         | 1         | 6          | 3                    | 458   |

Tabulated from questionnaire Part I.

ANNEXTURE No. XXIV.

*Statement showing the distribution of the number of workers according to wage ranges in all the five Zones in Bombay State (wage without food).*

| Zone. | Below<br>Rs. 10 | Rs. 11-20 | Rs. 21-30 | Rs. 31-40 | Rs. 41-50 | Rs. 51-60 | Rs. 61-70 | Rs. 71-80 | Rs. 81-90 | Rs. 91-100 | Rs. 101<br>and above. | Total |     |
|-------|-----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|-----------------------|-------|-----|
| I     | 3               | 9         | 12        | 11        | 32        | 7         | 42        | 17        | 48        | 8          | 25                    | 214   |     |
| II    | 3               | 36        | 24        | 29        | 5         | 4         | ...       | 1         | 2         | 1          | 1                     | 106   |     |
| III   | 5               | 27        | 20        | 10        | 6         | 5         | ...       | 1         | ...       | 1          | ...                   | 75    |     |
| IV    | 2               | 13        | 15        | 1         | ...       | 1         | ...       | ...       | ...       | ...        | ...                   | 32    |     |
| V     | ...             | 3         | ...       | ...       | ...       | ...       | ...       | ...       | ...       | ...        | ...                   | 3     |     |
| Total | ...             | 13        | 88        | 71        | 51        | 43        | 17        | 42        | 19        | 50         | 10                    | 26    | 430 |

Tabulated from questionnaire Part I.

## ANNEXTURE No. XXV.

*Statement showing amount of customary allowances given to the hotel employees.*

| Zones.        | Number of employees receiving customary allowances at a monthly rate of |            |              |             |             |            |                  | Total. | Average. |
|---------------|---|------------|--------------|-------------|-------------|------------|------------------|--------|----------|
|               | One Rupee   | Two Rupees | Three Rupees | Four Rupees | Five Rupees | Six Rupees | Above six Rupees |        |          |
| I             | 281   | 378        | 56           | 746         | 161         | 67         | 418              | 2107   | 3.95     |
| II            | 100   | 203        | 26           | 58          | 12          | ...        | 76               | 475    | 2.96     |
| III           | 189   | 668        | 288          | 725         | 71          | 56         | 137              | 2134   | 3.25     |
| IV            | 132   | 307        | 73           | 309         | 36          | 31         | 88               | 976    | 3.26     |
| V             | 47  | 334        | 111          | 454         | 130         | 82         | 89               | 1247   | 3.72     |
| All Zones ... | 749   | 1,890      | 554          | 2,292       | 410         | 236        | 808              | 6939   | 3.53     |

## ANNEXTURE No. XXVI.

*Statement showing the average basic wages of employees according to occupations taken from the Labour Office enquiries (L. G. October 1951).*

| Number of employees in hotels | Total number of employees covered | Average basic wages |               |           |
|-------------------------------|-----------------------------------|---------------------|---------------|-----------|
|                               |                                   | July 1949           | December 1949 | May 1950  |
| 1                             | 2                                 | 3                   | 4             | 5         |
|                               |                                   | Rs. a. p.           | Rs. a. p.     | Rs. a. p. |
| 1. <i>Cleaner—</i>            |                                   |                     |               |           |
| 1—5 ...                       | 30                                | 17 2 3              | 15 13 7       | 15 15 7   |
| 6—10 ...                      | 159                               | 25 2 6              | 20 4 8        | 17 8 6    |
| 11—15 ...                     | 268                               | 16 6 4              | 16 14 11      | 15 10 6   |
| 16—20 ...                     | 255                               | 14 1 11             | 14 7 0        | 13 11 10  |
| 21—30 ...                     | 202                               | 17 7 6              | 17 10 7       | 17 12 11  |
| 31—40 ...                     | 52                                | 20 14 10            | 20 3 0        | 17 11 0   |
| 41—50 ...                     | 34                                | 30 5 5              | 30 10 10      | 28 8 3    |
| 51 and above ...              | 64                                | 23 0 9              | 22 13 7       | 18 4 2    |

ANNEXTURE No. XXVI—*contd.*

| Number of employees<br>in hotels | Total number of employees | Average basic wages |                  |             |
|----------------------------------|---------------------------|---------------------|------------------|-------------|
|                                  |                           | July<br>1949        | December<br>1949 | May<br>1950 |
| 1                                | 2                         | 3                   | 4                | 5           |
|                                  |                           | Rs. a. p.           | Rs. a. p.        | Rs. a. p.   |
| <b>2. Sweeper—</b>               |                           |                     |                  |             |
| 1—5 ...                          | .....                     | .....               | .....            | .....       |
| 6—10 ...                         | 6                         | .....               | 20 5 0           | 20 9 7      |
| 11—15 ...                        | 4                         | .....               | 12 0 0           | 13 8 0      |
| 16—20 ...                        | .....                     | .....               | .....            | .....       |
| 21—30 ...                        | 2                         | 40 0 0              | 40 9 0           | 42 8 0      |
| 31—40 ...                        | .....                     | .....               | .....            | .....       |
| 41—50 ...                        | .....                     | .....               | .....            | .....       |
| 51 and above                     | 13                        | 29 0 0              | 31 5 4           | 33 5 4      |
| <b>3. Hamal—</b>                 |                           |                     |                  |             |
| 1—5 ...                          | .....                     | .....               | .....            | .....       |
| 6—10 ...                         | 27                        | 26 7 1              | 25 9 10          | 24 13 11    |
| 11—15 ...                        | 19                        | 23 4 0              | 24 5 4           | 19 12 0     |
| 16—20 ...                        | 41                        | 17 14 8             | 20 14 5          | 23 11 3     |
| 21—30 ...                        | 26                        | 20 0 0              | 20 5 4           | 22 15 4     |
| 31—40 ...                        | 3                         | 27 0 0              | 30 0 0           | 22 12 0     |
| 41—50 ...                        | 29                        | 22 8 0              | 21 11 8          | 20 8 8      |
| 51 and above                     | 60                        | 32 7 10             | 32 5 1           | 30 6 8      |
| <b>4. Table boy—</b>             |                           |                     |                  |             |
| 1—5 ...                          | 48                        | 23 8 8              | 22 8 7           | 20 11 9     |
| 6—10 ...                         | 195                       | 23 1 4              | 23 13 8          | 22 9 0      |
| 11—15 ...                        | 189                       | 23 13 3             | 22 4 0           | 17 10 3     |
| 16—20 ...                        | 190                       | 23 11 2             | 24 0 6           | 18 12 3     |
| 21—30 ...                        | 244                       | 23 3 0              | 24 0 0           | 21 0 0      |
| 31—40 ...                        | 54                        | 12 10 3             | 14 5 4           | 14 4 2      |
| 41—50 ...                        | 30                        | 57 5 8              | 37 3 3           | 3 14 10     |
| 51 and above                     | .....                     | .....               | .....            | .....       |



ANNEXTURE No. XXVI—*contd.*

| Number of employees<br>in hotels | Total num-<br>ber of emp-<br>loyees<br>covered | Average basic wages |                  |             |
|----------------------------------|--|---------------------|------------------|-------------|
|                                  |  | July<br>1949        | December<br>1949 | May<br>1950 |
| 1                                | 2  | 3                   | 4                | 5           |
|                                  |  | Rs. a. p.           | Rs. a. p.        | Rs. a. p.   |
| <b>5. Waiter—</b>                |  |                     |                  |             |
| 1—5 ...                          | 109  | 20 10 6             | 21 0 0           | 21 1 10     |
| 6—10 ...                         | 362  | 23 8 10             | 23 1 3           | 22 14 0     |
| 11—15 ...                        | 420  | 26 14 11            | 25 11 2          | 33 9 0      |
| 16—20 ...                        | 282  | 24 7 6              | 25 6 0           | 24 8 6      |
| 21—30 ...                        | 289  | 29 7 4              | 30 12 4          | 30 2 1      |
| 31—40 ...                        | 59   | 28 9 4              | 31 6 0           | 29 5 8      |
| 41—50 ...                        | 84   | 18 3 10             | 21 10 11         | 26 4 4      |
| 51 and above                     | 148  | 32 4 4              | 31 5 6           | 32 4 7      |
| <b>6. Standwalla—</b>            |  |                     |                  |             |
| 1—5 ...                          | 4  | 32 14 8             | 34 6 0           | 34 6 0      |
| 6—10 ...                         | 16   | 36 3 11             | 39 7 3           | 39 7 3      |
| 11—15 ...                        | 6  | 38 12 0             | 34 9 0           | 37 3 2      |
| 16—20 ...                        | 24   | 42 7 2              | 41 8 0           | 43 9 11     |
| 21—30 ...                        | 13   | 40 0 0              | 35 8 5           | 39 9 5      |
| 31—40 ...                        | .....  | .....               | .....            | .....       |
| 41—50 ...                        | 11   | 40 10 0             | 42 10 0          | 43 0 9      |
| 51 and above                     | .....  | .....               | .....            | .....       |
| <b>7. Baharwalla—</b>            |  |                     |                  |             |
| 1—5 ...                          | .....  | .....               | .....            | .....       |
| 6—10 ...                         | 14   | 34 14 0             | 25 7 0           | 21 2 3      |
| 11—15 ...                        | 8  | 50 0 0              | 37 8 0           | 24 1 0      |
| 16—20 ...                        | 28   | 17 12 0             | 17 10 0          | 20 0 8      |
| 21—30 ...                        | 6  | 22 0 0              | 19 5 4           | 20 5 6      |
| 31—40 ...                        | .....  | .....               | .....            | .....       |
| 41—50 ...                        | 11   | .....               | 42 10 0          | 37 4 0      |
| 51 and above                     | .....  | .....               | .....            | .....       |

ANNEXTURE No. XXVI—*contd.*

| Number of employees<br>in hotels | Total number<br>of emp-<br>loyees<br>covered | Average basic wages. |                  |             |
|----------------------------------|--|----------------------|------------------|-------------|
|                                  |  | July<br>1949         | December<br>1949 | May<br>1950 |
|                                  |  | Rs. a. p.            | Rs. a. p.        | Rs. a. p.   |
| <b>8. Miscellaneous worker—</b>  |  |                      |                  |             |
| 1—5 .. ..                        | 5  | 29 0 0               | 29 4 0           | 29 4 0      |
| 6—10 .. ..                       | 95   | 22 15 5              | 25 14 11         | 25 15 11    |
| 11—15 .. ..                      | 127  | 31 4 0               | 29 0 9           | 27 14 8     |
| 16—20 .. ..                      | 53   | 24 10 9              | 27 15 0          | 27 9 8      |
| 21—30 .. ..                      | 81   | 28 9 1               | 30 4 6           | 27 15 6     |
| 31—40 .. ..                      | 29   | 36 14 0              | 37 8 9           | 25 13 3     |
| 41—50 .. ..                      | 40   | 35 13 3              | 34 3 6           | 32 15 0     |
| 51 and above .. ..               | 41   | 38 12 0              | 39 8 3           | 39 5 8      |
| <b>9. Tea Maker—</b>             |  |                      |                  |             |
| 1—5 .. ..                        | 26   | 22 9 9               | 21 2 4           | 24 13 9     |
| 6—10 .. ..                       | 98   | 28 5 11              | 27 10 4          | 30 3 8      |
| 11—15 .. ..                      | 106  | 28 3 11              | 24 10 10         | 26 6 0      |
| 16—20 .. ..                      | 57   | 26 8 4               | 26 15 11         | 26 2 7      |
| 21—30 .. ..                      | 41   | 35 1 0               | 33 7 2           | 32 4 4      |
| 31—40 .. ..                      | 8  | 40 11 0              | 40 11 0          | 34 4 3      |
| 41—50 .. ..                      | 34   | 20 0 4               | 22 14 2          | 23 10 2     |
| 51 and above .. ..               | 54   | 29 2 1               | 29 1 3           | 34 11 4     |
| <b>10. Clerk—</b>                |  |                      |                  |             |
| 1—5 .. ..                        | .....  | .....                | .....            | .....       |
| 6—10 .. ..                       | 2  | 31 0 0               | 21 8 0           | 21 8 0      |
| 11—15 .. ..                      | 3  | 45 0 0               | 45 0 0           | 63 5 6      |
| 16—20 .. ..                      | 3  | 47 8 0               | 46 10 8          | 46 10 8     |
| 21—30 .. ..                      | .....  | .....                | .....            | .....       |
| 31—40 .. ..                      | .....  | .....                | .....            | .....       |
| 41—50 .. ..                      | 2  | 18 0 0               | 18 0 0           | 55 8 0      |
| 51 and above .. ..               | 8  | 68 0 0               | 57 14 0          | 59 0 0      |
| <b>11. Cook—</b>                 |  |                      |                  |             |
| 1—5 .. ..                        | 75   | 31 7 11              | 31 14 10         | 32 6 4      |
| 6—10 .. ..                       | 265  | 34 1 5               | 35 4 4           | 35 14 3     |
| 11—15 .. ..                      | 306  | 35 12 10             | 34 0 9           | 36 4 0      |
| 16—20 .. ..                      | 242  | 34 5 8               | 35 3 7           | 34 11 8     |
| 21—30 .. ..                      | 288  | 38 13 11             | 40 0 3           | 39 15 4     |
| 31—40 .. ..                      | 52   | 44 3 5               | 41 9 4           | 39 14 0     |
| 41—50 .. ..                      | 68   | 42 4 4               | 42 4 6           | 38 11 7     |
| 51 and above .. ..               | 75   | 55 2 7               | 56 7 0           | 55 4 5      |
| <b>12. Manager—</b>              |  |                      |                  |             |
| 1—5 .. ..                        | 21   | 38 1 4               | 41 13 9          | 45 7 1      |
| 6—10 .. ..                       | 86   | 54 6 9               | 50 1 4           | 49 7 10     |
| 11—15 .. ..                      | 100  | 48 5 7               | 49 12 2          | 51 1 3      |
| 16—20 .. ..                      | 51   | 61 4 8               | 58 4 4           | 57 13 3     |
| 21—30 .. ..                      | 80   | 60 7 3               | 70 7 7           | 79 6 8      |
| 31—40 .. ..                      | 21   | 67 2 8               | 76 8 0           | 67 0 2      |
| 41—50 .. ..                      | 10   | 56 2 0               | 56 2 0           | 82 0 0      |
| 51 and above .. ..               | 22   | 138 3 9              | 134 11 10        | 140 3 8     |

## ANNEXTURE No. XXVII.

*Statement showing average wages for hotel employees by occupations at Bassein.*

| Category              | Monthly Average Wages |                  |                |                  |              |                  |
|-----------------------|-----------------------|------------------|----------------|------------------|--------------|------------------|
|                       | With food             |                  | With breakfast |                  | Without food |                  |
|                       | Wage                  | No. of employees | Wage           | No. of employees | Wage         | No. of employees |
| (ADULTS).             | Rs.                   |                  | Rs.            |                  | Rs.          |                  |
| Cook ... ..           | 14                    | 1                | ...            | ...              | ...          | ...              |
| Manager ... ..        | 37                    | 2                | ...            | ...              | ...          | ...              |
| Assistant Malwala ... | 23                    | 2                | ...            | ...              | ...          | ...              |
| Malwala ... ..        | 33                    | 7                | ...            | ...              | 95           | 3                |
| Teamaker ... ..       | 21                    | 9                | ...            | ...              | ...          | ...              |
| Waiter ... ..         | 22                    | 26               | ...            | ...              | ...          | ...              |
| Helpers ... ..        | 21                    | 4                | ...            | ...              | ...          | ...              |
| Table boy ... ..      | 12                    | 9                | ...            | ...              | ...          | ...              |
| Barwala .. ...        | 14                    | 1                | ...            | ...              | ...          | ...              |
| Waterman .. ...       | 14                    | 1                | ...            | ...              | ...          | ...              |
| Paniwala .. ...       | 12                    | 1                | ...            | ...              | ...          | ...              |
| (ADOLESCENTS ONLY).   |                       |                  |                |                  |              |                  |
| Helpers ... ..        | 8                     | 1                | ...            | ...              | ...          | ...              |
| Table boy ... ..      | 8                     | 4                | ...            | ...              | ...          | ...              |
| (YOUNG PERSONS).      |                       |                  |                |                  |              |                  |
| Waiter ... ..         | 8                     | 1                | ...            | ...              | ...          | ...              |

*Statement showing average wages for Hotel Employees by occupations at Bombay.*

| Category                  | Monthly Average Wages |                  |                |                  |              |                  |
|---------------------------|-----------------------|------------------|----------------|------------------|--------------|------------------|
|                           | With food             |                  | With breakfast |                  | Without food |                  |
|                           | Wage                  | No. of employees | Wage           | No. of employees | Wage         | No. of employees |
| (ADULTS ONLY).            | Rs.                   |                  | Rs.            |                  | Rs.          |                  |
| Cook ... ..               | 54                    | 60               | ...            | ...              | ...          | ...              |
| Manager ... ..            | 53                    | 40               | 205            | 2                | ...          | ...              |
| Cashier ... ..            | 61                    | 9                | ...            | ...              | ...          | ...              |
| Malwala ... ..            | 44                    | 29               | ...            | ...              | 95           | 2                |
| Tea maker ... ..          | 29                    | 23               | 57             | 2                | 70           | 2                |
| Waiter ... ..             | 25                    | 68               | 70             | 1                | ...          | ...              |
| Cleaner ... ..            | 14                    | 79               | 30             | 2                | ...          | ...              |
| Server ... ..             | 28                    | 21               | 15             | 1                | 60           | 1                |
| Order boy ... ..          | 28                    | 80               | 41             | 7                | 43           | 4                |
| Water-man ... ..          | 75                    | 1                | ...            | ...              | ...          | ...              |
| Standwala ... ..          | 28                    | 20               | 34             | 4                | ...          | ...              |
| Moriwala ... ..           | 67                    | 2                | ...            | ...              | ...          | ...              |
| Grinder ... ..            | 26                    | 3                | ...            | ...              | ...          | ...              |
| Bhajiwala ... ..          | 32                    | 10               | ...            | ...              | ...          | ...              |
| Hamals ... ..             | 26                    | 4                | ...            | ...              | ...          | ...              |
| Table-wala ... ..         | 25                    | 58               | 61             | 3                | ...          | ...              |
| Rotiwala ... ..           | 26                    | 9                | ...            | ...              | ...          | ...              |
| Assistant Manager ... ..  | 30                    | 1                | ...            | ...              | ...          | ...              |
| Puriwala ... ..           | 29                    | 4                | ...            | ...              | ...          | ...              |
| Assistant Tableboy ... .. | 14                    | 4                | ...            | ...              | ...          | ...              |
| Cold Drink Man ... ..     | 35                    | 1                | ...            | ...              | ...          | ...              |
| Room boy .. ..            | 28                    | 11               | ...            | ...              | ...          | ...              |
| Mandniwala .. ..          | 19                    | 7                | ...            | ...              | ...          | ...              |
| General worker ... ..     | 22                    | 6                | ...            | ...              | ...          | ...              |
| Supplier .. ..            | 20                    | 2                | ...            | ...              | ...          | ...              |
| Compounder .. ..          | ...                   | ...              | ...            | ...              | 110          | 1                |
| Dish boy ... ..           | 32                    | 1                | ...            | ...              | ...          | ...              |

*Statement showing average wages for Hotel Employees by occupations at Bombay.*

| Category                | Monthly Average Wages |                  |                |                  |              |                  |
|-------------------------|-----------------------|------------------|----------------|------------------|--------------|------------------|
|                         | With food             |                  | With breakfast |                  | Without food |                  |
|                         | Wage                  | No. of employees | Wage.          | No. of employees | Wage         | No. of employees |
|                         | Rs.                   |                  | Rs.            |                  | Rs.          |                  |
| <b>(ADULTS ONLY).</b>   |                       |                  |                |                  |              |                  |
| Mates ...               | 26                    | 4                | ...            | ...              | ...          | ...              |
| Bambawalla ...          | 16                    | 1                | ...            | ...              | ...          | ...              |
| Baharwala ...           | 31                    | 5                | ...            | ...              | 40           | 1                |
| Lassiwala ...           | ...                   | ...              | ...            | ...              | ...          | ...              |
| Handiwala ...           | 47                    | 4                | ...            | ...              | ...          | ...              |
| Dosawala ...            | 19                    | 2                | ...            | ...              | ...          | ...              |
| Salesman ...            | 65                    | 1                | ...            | ...              | ...          | ...              |
| Reliever ...            | 24                    | 1                | ...            | ...              | ...          | ...              |
| Assistant Cook ...      | 25                    | 21               | ...            | ...              | ...          | ...              |
| Assistant Malwala ...   | 25                    | 2                | ...            | ...              | ...          | ...              |
| Helpers ...             | 16                    | 1                | ...            | ...              | ...          | ...              |
| <b>(ADOLESCENTS).</b>   |                       |                  |                |                  |              |                  |
| Tea maker ..            | 15                    | 1                | ...            | ...              | ...          | ...              |
| Cleaner ...             | 15                    | 25               | 18             | 1                | ...          | ...              |
| Order boy ..            | 14                    | 4                | ...            | ...              | ...          | ...              |
| Lassiwala ..            | 15                    | 1                | ...            | ...              | ...          | ...              |
| <b>(YOUNG PERSONS).</b> |                       |                  |                |                  |              |                  |
| Cleaner ...             | 11                    | 11               | 25             | 1                | ...          | ...              |
| Table boy ..            | 10                    | 1                | ...            | ...              | ...          | ...              |

## Statement showing average wages for Hotel Employees by occupations at Belgawan.

| Category                | Monthly Average Wages |                  |                |                  |              |                  |
|-------------------------|-----------------------|------------------|----------------|------------------|--------------|------------------|
|                         | With food             |                  | With breakfast |                  | Without food |                  |
|                         | Wage                  | No. of employees | Wage           | No. of employees | Wage         | No. of employees |
|                         | Rs.                   |                  | Rs.            |                  | Rs.          |                  |
| <b>(ADULTS ONLY).</b>   |                       |                  |                |                  |              |                  |
| Cook                    | 28                    | 32               | ...            | ...              | ...          | ...              |
| Manager                 | 35                    | 3                | ...            | ...              | ...          | ...              |
| Cashier                 | 30                    | 2                | ...            | ...              | ...          | ...              |
| Malwala                 | 49                    | 5                | ...            | ...              | ...          | ...              |
| Tea maker               | 27                    | 4                | ...            | ...              | ...          | ...              |
| Waiter                  | 30                    | 1                | ...            | ...              | ...          | ...              |
| Cleaner                 | 12                    | 54               | ...            | ...              | 25           | 2                |
| Server                  | 19                    | 10               | ...            | ...              | ...          | ...              |
| Water-man               | 28                    | 3                | ...            | ...              | ...          | ...              |
| Supplier                | 20                    | 51               | ...            | ...              | 28           | 6                |
| Assistant Cook          | 19                    | 15               | ...            | ...              | ...          | ...              |
| Mali                    | 35                    | 1                | ...            | ...              | ...          | ...              |
| General Worker          | 40                    | 1                | ...            | ...              | ...          | ...              |
| Butler                  | 30                    | 2                | ...            | ...              | ...          | ...              |
| Mistry                  | 18                    | 3                | ...            | ...              | ...          | ...              |
| Grinder                 | 19                    | 3                | ...            | ...              | ...          | ...              |
| Water man               | ...                   | ...              | ...            | ...              | ...          | ...              |
| Mali (part time)        | 15                    | 1                | ...            | ...              | ...          | ...              |
| Watchman                | 18                    | 2                | ...            | ...              | ...          | ...              |
| Wash boy                | 18                    | 2                | ...            | ...              | ...          | ...              |
| Sodaman                 | 25                    | 1                | ...            | ...              | 28           | 1                |
| Dosawala                | 22                    | 1                | ...            | ...              | ...          | ...              |
| Bidi shop attendant     | 22                    | 1                | ...            | ...              | ...          | ...              |
| Paniwala                | 29                    | 2                | ...            | ...              | ...          | ...              |
| Orderwala               | 20                    | 9                | ...            | ...              | ...          | ...              |
| Bhatiwala               | 50                    | 1                | ...            | ...              | ...          | ...              |
| Tea maker               | 14                    | 4                | ...            | ...              | ...          | ...              |
| Waiter                  | 12                    | 2                | ...            | ...              | 16           | 1                |
| Cleaner                 | 10                    | 27               | 15             | 1                | ...          | ...              |
| Supplier                | 20                    | 2                | ...            | ...              | ...          | ...              |
| Assistant Supplier      | 18                    | 1                | ...            | ...              | ...          | ...              |
| Order wala              | 10                    | 2                | ...            | ...              | ...          | ...              |
| <b>(YOUNG PERSONS).</b> |                       |                  |                |                  |              |                  |
| Cleaner                 | 9                     | 7                | ...            | ...              | ...          | ...              |

*Statement showing average wages for Hotel Employees by occupations at Bijapur.*

| Category       | With food |                     | With breakfast |                     | Without food |                     |
|----------------|-----------|---------------------|----------------|---------------------|--------------|---------------------|
|                | Wage      | Number of employees | Wage           | Number of employees | Wage         | Number of employees |
| (ADULTS ONLY). | Rs.       |                     | Rs.            |                     | Rs.          |                     |
| Cook ..        | 24        | 7                   | ..             | ..                  | ..           | ..                  |
| Manager ..     | 26        | 4                   | ..             | ..                  | 45           | 2                   |
| Malwalla ..    | 25        | 12                  | ..             | ..                  | ..           | ..                  |
| Tea maker ...  | 24        | 3                   | ..             | ..                  | ..           | ..                  |
| Waiter ..      | 17        | 4                   | ..             | ..                  | 30           | 1                   |
| Cleaner ..     | 11        | 18                  | ..             | ..                  | 20           | 1                   |
| Server ..      | ..        | ..                  | ..             | ..                  | 41           | 2                   |
| Supplier ..    | 19        | 19                  | ..             | ..                  | 26           | 2                   |
| Servant ..     | 14        | 1                   | ..             | ..                  | 17           | 2                   |
| Sweeper ..     | ..        | ..                  | ..             | ..                  | 25           | 1                   |

|                |    |    |    |    |    |    |
|----------------|----|----|----|----|----|----|
| (ADOLESCENTS). |    |    |    |    |    |    |
| Waiter ..      | 12 | 1  | .. | .. | .. | .. |
| Cleaner ..     | 13 | 2  | .. | .. | 16 | 1  |
| Server ..      | .. | .. | .. | .. | 25 | 1  |

*Statement showing average wages for Hotel Employees by occupations at Bhiwandi.*

| Category       | Monthly Average Wages |                     |                |                     |              |                     |
|----------------|-----------------------|---------------------|----------------|---------------------|--------------|---------------------|
|                | With food             |                     | With breakfast |                     | Without food |                     |
|                | Wage                  | Number of employees | Wage           | Number of employees | Wage         | Number of employees |
| (ADULTS ONLY). | Rs.                   |                     | Rs.            |                     | Rs.          |                     |
| Cook ..        | 33                    | 10                  | ..             | ..                  | ..           | ..                  |
| Manager ..     | 31                    | 3                   | ..             | ..                  | ..           | ..                  |
| Waiter ..      | 26                    | 23                  | ..             | ..                  | 39           | 1                   |
| Cleaner ..     | 15                    | 6                   | ..             | ..                  | 32           | 1                   |
| Baharwala ..   | 15                    | 1                   | ..             | ..                  | ..           | ..                  |
| (ADOLESCENTS). |                       |                     |                |                     |              |                     |
| Cook ..        | 38                    | 1                   | ..             | ..                  | ..           | ..                  |
| Waiter ..      | ..                    | ..                  | ..             | ..                  | 38           | 1                   |
| Cleaner ..     | 11                    | 2                   | ..             | ..                  | ..           | ..                  |

*Statement showing average wages for Hotel Employees by occupations at Dharwar.*

| Category                | Monthly Average Wages |                     |                |                     |              |                     |
|-------------------------|-----------------------|---------------------|----------------|---------------------|--------------|---------------------|
|                         | With food             |                     | With breakfast |                     | Without food |                     |
|                         | Wage                  | Number of employees | Wage           | Number of employees | Wage         | Number of employees |
| (ADULTS ONLY).          | Rs.                   |                     | Rs.            |                     | Rs.          |                     |
| Manager ...             | 33                    | 7                   | ...            | ...                 | ...          | ...                 |
| Assistant Manager ...   | 35                    | 1                   | ...            | ...                 | ...          | ...                 |
| Malwala ...             | 30                    | 4                   | ...            | ...                 | ...          | ...                 |
| Assistant Malwala ...   | 20                    | 2                   | ...            | ...                 | ...          | ...                 |
| Cleaner ...             | 17                    | 37                  | ...            | ...                 | ...          | ...                 |
| Server ...              | 21                    | 7                   | ...            | ...                 | ...          | ...                 |
| Supplier ...            | 19                    | 21                  | ...            | ...                 | ...          | ...                 |
| Bhatiwala ...           | 44                    | 8                   | ...            | ...                 | ...          | ...                 |
| Assistant Bhatiwala ... | 27                    | 6                   | ...            | ...                 | ...          | ...                 |
| Storekeeper ...         | 32                    | 1                   | ...            | ...                 | ...          | ...                 |
| (ADOLESCENTS).          |                       |                     |                |                     |              |                     |
| Cleaner ...             | 12                    | 6                   | ...            | ...                 | ...          | ...                 |

*Statement showing average wages for Hotel Employees by occupations at Gadag.*

| Category           | Monthly Average Wages |                     |                |                     |              |                     |
|--------------------|-----------------------|---------------------|----------------|---------------------|--------------|---------------------|
|                    | With food             |                     | With breakfast |                     | Without food |                     |
|                    | Wage                  | Number of employees | Wage           | Number of employees | Wage         | Number of employees |
| (ADULTS ONLY).     | Rs.                   |                     | Rs.            |                     | Rs.          |                     |
| Cook ...           | 30                    | 9                   | 45             | 1                   | ...          | ...                 |
| Storeman ...       | 20                    | 1                   | ...            | ...                 | ...          | ...                 |
| Assistant Cook ... | 27                    | 2                   | ...            | ...                 | ...          | ...                 |
| Waiter ...         | 30                    | 8                   | 30             | 1                   | ...          | ...                 |
| Cleaner ...        | 18                    | 12                  | 23             | 1                   | ...          | ...                 |
| Server ...         | 22                    | 5                   | ...            | ...                 | ...          | ...                 |
| (ADOLESCENTS).     |                       |                     |                |                     |              |                     |
| Cleaner ...        | 20                    | 1                   | ...            | ...                 | ...          | ...                 |
| (YOUNG PERSONS).   |                       |                     |                |                     |              |                     |
| Cleaner ...        | 15                    | 1                   | ...            | ...                 | ...          | ...                 |



*Statement showing average wages for Hotel Employees by occupations at Hubli.*

| Category                | With food |                     | With breakfast |                     | Without food |                     |
|-------------------------|-----------|---------------------|----------------|---------------------|--------------|---------------------|
|                         | Wage      | Number of employees | Wage           | Number of employees | Wage         | Number of employees |
|                         | Rs.       |                     | Rs.            |                     | Rs.          |                     |
| <b>(ADULTS ONLY).</b>   |           |                     |                |                     |              |                     |
| Cook ...                | 51        | 4                   | ...            | ...                 | ...          | ...                 |
| Manager ...             | 51        | 3                   | ...            | ...                 | ...          | ...                 |
| Assistant Cook ...      | 24        | 9                   | ...            | ...                 | ...          | ...                 |
| Malwala ...             | 50        | 1                   | ...            | ...                 | ...          | ...                 |
| Tea maker ...           | 27        | 2                   | ...            | ...                 | ...          | ...                 |
| Cleaner ...             | 27        | 20                  | ...            | ...                 | ...          | ...                 |
| Server ...              | 25        | 10                  | ...            | ...                 | ...          | ...                 |
| Supplier ...            | 21        | 19                  | ...            | ...                 | ...          | ...                 |
| Clerk ...               | 35        | 1                   | ...            | ...                 | ...          | ...                 |
| Assistant Manager ...   | 40        | 2                   | ...            | ...                 | ...          | ...                 |
| General worker ...      | 25        | 1                   | ...            | ...                 | ...          | ...                 |
| Gas filler ...          | ...       | ...                 | ...            | ...                 | 30           | 1                   |
| Dosawala ...            | 50        | 1                   | ...            | ...                 | ...          | ...                 |
| <b>(ADOLESCENTS).</b>   |           |                     |                |                     |              |                     |
| Cleaner ...             | 13        | 7                   | ...            | ...                 | ...          | ...                 |
| <b>(YOUNG PERSONS).</b> |           |                     |                |                     |              |                     |
| Cleaner ...             | 15        | 2                   | ...            | ...                 | ...          | ...                 |

*Statement showing average wages for Hotel Employees by occupations at Kolhapur.*

| Category              | Monthly Average Wages |                     |                |                     |              |                     |
|-----------------------|-----------------------|---------------------|----------------|---------------------|--------------|---------------------|
|                       | With food             |                     | With breakfast |                     | Without food |                     |
|                       | Wage                  | Number of employees | Wage           | Number of employees | Wage         | Number of employees |
|                       | Rs.                   |                     | Rs.            | Rs.                 |              |                     |
| <b>(ADULTS ONLY).</b> |                       |                     |                |                     |              |                     |
| Cook ...              | 32                    | 4                   | ...            | ...                 | 45           | 2                   |
| Manager ...           | 50                    | 1                   | ...            | ...                 | ...          | ...                 |
| Malwala ...           | 20                    | 1                   | ...            | ...                 | ...          | ...                 |
| Tea maker ...         | 20                    | 2                   | ...            | ...                 | ...          | ...                 |
| Waiter ...            | 14                    | 10                  | ...            | ...                 | ...          | ...                 |
| Cleaner ...           | 12                    | 1                   | ...            | ...                 | ...          | ...                 |
| Server ...            | 18                    | 7                   | ...            | ...                 | ...          | ...                 |
| General worker ...    | 15                    | 1                   | ...            | ...                 | ...          | ...                 |
| Vendor ...            | ...                   | ...                 | 30             | 1                   | ...          | ...                 |
| <b>(ADOLESCENTS).</b> |                       |                     |                |                     |              |                     |
| Waiter ...            | 9                     | 4                   | ...            | ...                 | ...          | ...                 |
| Cleaner ...           | 10                    | 1                   | 16             | 2                   | ...          | ...                 |
| Server ...            | 16                    | 2                   | 25             | 1                   | ...          | ...                 |

*Statement showing average wages for Hotel Employees by occupations at Miraj.*

| Category                   | Monthly Average Wages |                     |                |                     |              |                     |
|----------------------------|-----------------------|---------------------|----------------|---------------------|--------------|---------------------|
|                            | With food             |                     | With breakfast |                     | Without food |                     |
|                            | Wage                  | Number of employees | Wage           | Number of employees | Wage         | Number of employees |
|                            | Rs.                   |                     | Rs.            |                     | Rs.          |                     |
| <b>(ADULTS ONLY).</b>      |                       |                     |                |                     |              |                     |
| Cook                       | ...                   | 30                  | 9              | ...                 | ...          | ...                 |
| Manager                    | ...                   | 48                  | 3              | ...                 | ...          | ...                 |
| Cashier                    | ...                   | 40                  | 2              | ...                 | ...          | ...                 |
| Malwalla                   | ...                   | 20                  | 3              | ...                 | ...          | ...                 |
| Tea maker                  | ...                   | 15                  | 1              | ...                 | ...          | ...                 |
| Waiter                     | ...                   | ...                 | ...            | ...                 | ...          | ...                 |
| Cleaner                    | ...                   | 14                  | 16             | ...                 | ...          | ...                 |
| Server                     | ...                   | 11                  | 7              | ...                 | ...          | ...                 |
| Order boy                  | ...                   | 12                  | 4              | ...                 | ...          | ...                 |
| Waterman                   | ...                   | ...                 | ...            | ...                 | ...          | ...                 |
| Supplier                   | ...                   | 18                  | 15             | ...                 | ...          | ...                 |
| Bhativala                  | ...                   | 43                  | 3              | ...                 | ...          | ...                 |
| Assistant Cook             | ...                   | 24                  | 2              | ...                 | ...          | ...                 |
| Helpers                    | ...                   | 17                  | 1              | ...                 | ...          | ...                 |
| <b>(ADOLESCENTS ONLY).</b> |                       |                     |                |                     |              |                     |
| Tea maker                  | ...                   | 18                  | 1              | ...                 | ...          | ...                 |
| Cleaner                    | ...                   | 13                  | 9              | ...                 | ...          | ...                 |
| Server                     | ...                   | 18                  | 2              | ...                 | ...          | ...                 |
| Order boy                  | ...                   | 30                  | 1              | ...                 | ...          | ...                 |
| Supplier                   | ...                   | 8                   | 2              | ...                 | ...          | ...                 |
| <b>(YOUNG PERSONS).</b>    |                       |                     |                |                     |              |                     |
| Supplier                   | ...                   | 12                  | 1              | ...                 | ...          | ...                 |

*Statement showing average wages for hotel employees by occupations at Sholapur.*

| Category                 | Monthly average wages |                     |                |                     |              |                     |     |
|--------------------------|-----------------------|---------------------|----------------|---------------------|--------------|---------------------|-----|
|                          | With food             |                     | With breakfast |                     | Without food |                     |     |
|                          | Wage                  | Number of employees | Wage           | Number of employees | Wage         | Number of employees |     |
|                          | Rs.                   |                     | Rs.            |                     | Rs.          |                     |     |
| <b>ADULTS.</b>           |                       |                     |                |                     |              |                     |     |
| Cook ... ..              | 24                    | 7                   | 35             | 1                   | ...          | ...                 | ... |
| Manager ... ..           | 32                    | 2                   | 70             | 1                   | 23           | 1                   | 1   |
| Teamaker ... ..          | 31                    | 6                   | 32             | 6                   | 18           | 1                   | 1   |
| Cleaner ... ..           | 12                    | 22                  | 21             | 11                  | ...          | ...                 | ... |
| Server ... ..            | 35                    | 3                   | ...            | ...                 | ...          | ...                 | ... |
| Batliwala ... ..         | 45                    | 10                  | 52             | 14                  | ...          | ...                 | ... |
| Supplier ... ..          | 27                    | 11                  | 32             | 14                  | 27           | 2                   | 2   |
| Bottle filler ... ..     | ...                   | ...                 | ...            | ...                 | 40           | 1                   | 1   |
| Soda and Lemon preparer. | 41                    | 2                   | ...            | ...                 | ...          | ...                 | ... |
| Assistant Bhattiwala ... | 24                    | 4                   | 14             | 1                   | ...          | ...                 | ... |
| Orderwala ... ..         | ...                   | ...                 | 18             | 1                   | ...          | ...                 | ... |
| Water supplier ... ..    | 22                    | 4                   | 33             | 6                   | 30           | 1                   | 1   |
| General worker ... ..    | ...                   | ...                 | 25             | 2                   | ...          | ...                 | ... |
| Salesman ... ..          | 62                    | 2                   | ...            | ...                 | ...          | ...                 | ... |
| Cycle attendant ... ..   | 30                    | 1                   | ...            | ...                 | ...          | ...                 | ... |
| Gas filler ... ..        | 35                    | 1                   | 25             | 1                   | ...          | ...                 | ... |
| Mandniwalla ... ..       | 25                    | 1                   | ...            | ...                 | ...          | ...                 | ... |
| Dosawala ... ..          | 45                    | 1                   | 8              | 1                   | ...          | ...                 | ... |
| <b>ADOLESCENTS ONLY.</b> |                       |                     |                |                     |              |                     |     |
| Cleaner ... ..           | 10                    | 9                   | 14             | 8                   | ...          | ...                 | ... |
| Supplier ... ..          | ...                   | ...                 | 10             | 1                   | 20           | 1                   | 1   |
| Baharwalla ... ..        | 30                    | 1                   | ...            | ...                 | ...          | ...                 | ... |

*Statement showing average wages for hotel employees by occupations at Sangli.*

| Category       | Monthly Average Wages |                     |                |                     |               |                     |     |
|----------------|-----------------------|---------------------|----------------|---------------------|---------------|---------------------|-----|
|                | With food.            |                     | With breakfast |                     | Without food. |                     |     |
|                | Wage                  | Number of employees | Wage           | Number of employees | Wage          | Number of employees |     |
|                | Rs.                   |                     | Rs.            |                     | Rs.           |                     |     |
| <b>ADULTS.</b> |                       |                     |                |                     |               |                     |     |
| Cook ...       | ...                   | 28                  | 1              | ...                 | ...           | ...                 | ... |
| Cleaner ...    | ...                   | 21                  | 1              | ...                 | ...           | ...                 | ... |
| Server ...     | ...                   | 23                  | 1              | ...                 | ...           | ...                 | ... |

*Statement showing average wages for hotel employees by occupation at Ratnagiri.*

| Category              | Monthly Average Wages |                     |                |                     |               |                     |     |
|-----------------------|-----------------------|---------------------|----------------|---------------------|---------------|---------------------|-----|
|                       | With food             |                     | With breakfast |                     | Without food. |                     |     |
|                       | Wage                  | Number of employees | Wage           | Number of employees | Wage          | Number of employees |     |
|                       | Rs.                   |                     | Rs.            |                     | Rs.           |                     |     |
| <b>ADULTS ONLY.</b>   |                       |                     |                |                     |               |                     |     |
| Cook ...              | ...                   | 29                  | 2              | ...                 | ...           | ...                 | ... |
| Tea maker ...         | ...                   | 5                   | 1              | ...                 | ...           | ...                 | ... |
| Waiter ...            | ...                   | 24                  | 5              | ...                 | ...           | ...                 | ... |
| Cleaner ...           | ...                   | 10                  | 5              | ...                 | ...           | ...                 | ... |
| Supervisor ...        | ...                   | 40                  | 1              | ...                 | ...           | ...                 | ... |
| <b>YOUNG PERSONS.</b> |                       |                     |                |                     |               |                     |     |
| Cleaner ...           | ...                   | 5                   | 2              | ...                 | ...           | ...                 | ... |

## Statement showing average wages for hotel employees by occupations at Poona.

| Category            | Monthly average wages |                     |                |                     |              |                     |
|---------------------|-----------------------|---------------------|----------------|---------------------|--------------|---------------------|
|                     | With food             |                     | With breakfast |                     | Without food |                     |
|                     | Wage                  | Number of employees | Wage           | Number of employees | Wage         | Number of employees |
| (ADULTS ONLY).      | Rs.                   |                     | Rs.            |                     | Rs.          |                     |
| Cook ...            | 38                    | 51                  | 38             | 7                   | 81           | 3                   |
| Manager ...         | 55                    | 20                  | 40             | 3                   | 72           | 9                   |
| Cashier ...         | ...                   | ...                 | 36             | 2                   | ...          | ...                 |
| Malwalla ...        | 45                    | 6                   | ...            | ...                 | 62           | 2                   |
| Teamaker ...        | 28                    | 23                  | 37             | 2                   | 25           | 3                   |
| Waiter ...          | 27                    | 30                  | 37             | 7                   | 50           | 3                   |
| Cleaner ...         | 18                    | 24                  | 23             | 2                   | 22           | 13                  |
| Server ...          | 24                    | 15                  | 40             | 1                   | 39           | 5                   |
| Order boy ...       | 22                    | 27                  | 16             | 1                   | 33           | 11                  |
| Waterman ...        | 21                    | 2                   | ...            | ...                 | ...          | ...                 |
| Vendor ...          | 16                    | 9                   | 42             | 8                   | 41           | 6                   |
| Clerk ...           | ...                   | ...                 | 28             | 1                   | ...          | ...                 |
| Butler ...          | 45                    | 1                   | ...            | ...                 | ...          | ...                 |
| Room boy ...        | 16                    | 3                   | 33             | 3                   | ...          | ...                 |
| Baharwala ...       | 32                    | 9                   | 45             | 1                   | ...          | ...                 |
| Storeman ...        | 22                    | 1                   | ...            | ...                 | ...          | ...                 |
| Chatniwala ...      | 13                    | 2                   | ...            | ...                 | ...          | ...                 |
| Paniwala ...        | 12                    | 1                   | ...            | ...                 | ...          | ...                 |
| Mandniwala ...      | 23                    | 7                   | ...            | ...                 | ...          | ...                 |
| Labourer ...        | 26                    | 2                   | ...            | ...                 | ...          | ...                 |
| Chapathiwala ...    | 32                    | 2                   | ...            | ...                 | 27           | 2                   |
| Table boy ...       | 30                    | 11                  | ...            | ...                 | 27           | 7                   |
| Miscellaneous ...   | 20                    | 1                   | ...            | ...                 | 43           | 1                   |
| Storekeeper ...     | 15                    | 1                   | ...            | ...                 | 63           | 1                   |
| Stall in charge ... | ...                   | ...                 | ...            | ...                 | 53           | 4                   |
| Bearer ...          | 45                    | 2                   | ...            | ...                 | 40           | 1                   |

*Statement showing average wages for hotel employees by occupations at Poona.*

| Category.             | Monthly Average Wages |                     |                |                     |              |                     |
|-----------------------|-----------------------|---------------------|----------------|---------------------|--------------|---------------------|
|                       | With food             |                     | With breakfast |                     | Without food |                     |
|                       | Wage                  | Number of employees | Wage           | Number of employees | Wage         | Number of employees |
| (ADULTS ONLY).        | Rs.                   |                     | Rs.            |                     | Rs.          |                     |
| Hamals ...            | 20                    | 2                   | ...            | ...                 | ...          | ...                 |
| Accountant ...        | 85                    | 1                   | ...            | ...                 | ...          | ...                 |
| Bhajiwala ...         | 25                    | 1                   | ...            | ...                 | ...          | ...                 |
| Head-bearer ...       | 73                    | 1                   | ...            | ...                 | ...          | ...                 |
| Pantriman ...         | 43                    | 3                   | ...            | ...                 | ...          | ...                 |
| Head butler ...       | 40                    | 1                   | ...            | ...                 | ...          | ...                 |
| Fountainman ...       | 20                    | 1                   | ...            | ...                 | ...          | ...                 |
| Assistant manager ... | 31                    | 3                   | ...            | ...                 | ...          | ...                 |
| Salesman ...          | ...                   | ...                 | 40             | 1                   | ...          | ...                 |
| Reliever ...          | ...                   | ...                 | ...            | ...                 | 24           | 2                   |
| Hotel boy ...         | 16                    | ...                 | 45             | 1                   | ...          | ...                 |
| General worker ...    | 15                    | 1                   | ...            | ...                 | ...          | ...                 |
| Assistant Cook ...    | 22                    | 10                  | ...            | ...                 | ...          | ...                 |
| Helper ...            | 17                    | 2                   | ...            | ...                 | 15           | 2                   |
| (ADOLESCENTS).        |                       |                     |                |                     |              |                     |
| Waiter ...            | ...                   | ...                 | 14             | 3                   | ...          | ...                 |
| Cleaner ...           | 11                    | 8                   | ...            | ...                 | ...          | ...                 |
| Server ...            | 12                    | 1                   | ...            | ...                 | ...          | ...                 |
| Order boy ...         | 10                    | 1                   | ...            | ...                 | ...          | ...                 |
| Waterman ...          | 10                    | 1                   | ...            | ...                 | ...          | ...                 |
| Vendor ...            | 15                    | 1                   | ...            | ...                 | ...          | ...                 |
| Hotel boy ...         | 15                    | 4                   | ...            | ...                 | ...          | ...                 |
| (YOUNG PERSONS.)      |                       |                     |                |                     |              |                     |
| Cleaner ...           | 9                     | 2                   | ...            | ...                 | ...          | ...                 |

## Statement showing average wages for hotel employees by occupations at Thanid.

| Category       | Monthly Average Wages |                     |                |                     |              |                     |
|----------------|-----------------------|---------------------|----------------|---------------------|--------------|---------------------|
|                | With food             |                     | With breakfast |                     | Without food |                     |
|                | Wage                  | Number of employees | Wage           | Number of employees | Wage         | Number of employees |
| (ADULTS ONLY). | Rs.                   |                     | Rs.            |                     | Rs.          |                     |
| Cook           | 35                    | 5                   |                |                     |              |                     |
| Manager        | 90                    | 4                   |                |                     | 100          | 1                   |
| Cashier        | 14                    | 3                   |                |                     |              |                     |
| Malwalla       | 33                    | 11                  | 60             | 1                   |              |                     |
| Tea maker      | 18                    | 2                   |                |                     |              |                     |
| Waiter         | 18                    | 7                   |                |                     |              |                     |
| Cleaner        | 15                    | 6                   |                |                     |              |                     |
| Server         | 19                    | 3                   |                |                     |              |                     |
| Orderwala      | 22                    | 20                  |                |                     |              |                     |
| Waterman       |                       |                     |                |                     |              |                     |
| Seller-Vendor  | 18                    | 3                   |                |                     |              |                     |
| Baharwala      | 38                    | 4                   |                |                     |              |                     |
| Assistant Cook | 32                    | 1                   |                |                     |              |                     |
| Peon           | 20                    | 1                   |                |                     |              |                     |
| Boy            | 8                     | 2                   |                |                     |              |                     |
| Mandaniwala    | 13                    | 5                   |                |                     |              |                     |
| Bhajiwala      | 30                    | 1                   |                |                     |              |                     |





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**Report by two Representatives of the  
Employees on Minimum Wages  
Committee (Hotels).**

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M. JAFFAR AND N. V. SAVANT,  
42, Kennedy Bridge,  
Bombay-4.

Dated the 18th July 1955.

To

THE SECRETARY TO THE GOVERNMENT OF BOMBAY,  
Development Department,  
Sachivalaya, Bombay.

Sir,

Reference to the Government Resolution, Development Department No. 2457/48, dated the 26th August 1954, to hold inquiries and advise it in the fixing of minimum rates of wages in respect of employment in any residential hotel, restaurant or eating house, as defined in the Bombay Shops and Establishment Act, 1948, added to Part I of the Schedule to the said Act by the Government Notification, Development Department No. 2427/48, dated the 26th August 1954.

We are glad to forward herewith, our Report, in the capacity as members of the said Advisory Committee, as we could not bring ourselves to sign the Majority Report for reasons, mentioned in the first chapter of the enclosed Report.

Thanking you,

Yours faithfully,  
M. JAFFAR,  
Member,  
N. V. SAVANT,  
Member,

Advisory Committee under the Minimum  
Wages Act, 1948 (Hotels).

**MINIMUM WAGES COMMITTEE (HOTELS)**  
**REPORT BY TWO REPRESENTATIVES OF THE EMPLOYEES**  
**ON THE SAID COMMITTEE**

**CHAPTER I—Introduction.**

**CHAPTER II—Conditions of Hotel Workers.**

**CHAPTER III—Principles of Minimum Wage—Fixation.**

**CHAPTER IV—Analysis of Majority Report.**

**CHAPTER V—Employment and Wages in Hotel Industry.**

**CHAPTER VI—Detailed Recommendations and Conclusion.**

## REPORT BY TWO REPRESENTATIVES OF EMPLOYEES ON THE MINIMUM WAGES COMMITTEE (HOTELS)

### CHAPTER I

#### INTRODUCTION.

1. This is the report by and on behalf of representatives of the Employees on the Minimum Wages Committee appointed by the Government of Bombay by their Resolution, Development Department No. 2457/48, dated the 26th August 1954, to hold inquiries and advise it in the fixing of minimum rates of wages in respect of employment in any residential hotel, restaurant or eating house, as defined in the Bombay Shops and Establishment Act, 1948, added to part I of the schedule to the said Act by the Government Notification, Development Department No. 2427/48, dated the 26th August 1954.

2. In the routine course, we would have signed the report and attached our minute of dissent to the report. But due to the manner in which the question of minimum wage was tackled and the procedure and attitude adopted by the Chairman, we felt we would be doing a flagrant disservice to the cause of working class in general and hotel workers in particular if we affixed our signatures to the majority report.

We are, therefore, submitting to Government this separate report.

3. At the outset, we deem it our duty to give in brief the developments that took place at the concluding stage of Committee's work.

On 20th June 1955, at the discussions held by the Chairman, he intimated to us that having considered the evidence so far collected from both the sides and taking into considerations all factors involved, he had come to the conclusion that he could neither accept the offer made by the employers' representatives nor agree with the demand made by the employees' representatives, as the former was too low and the latter too high. He, therefore, felt that he should give his own recommendations in conformity with what he felt right and just. Accordingly he suggested as follows :—

(1) That for the purpose of fixation of Minimum Wage, the State of Bombay should be divided into five zones as under :—

*Zone I.*—Greater Bombay.

*Zone II.*—Ahmedabad.

*Zone III.*—Poona, Sholapur, Surat, Baroda, Kolhapur, Hubli, Dhulia, Jalgaon, Nasik, Ahmednagar, Belgaum and Ulhasnagar.

*Zone IV.*—Sidhpur, Viramgam, Nadiad, Cambay, Petlad, Anand, Dohad, Godhra, Broach, Navsari, Bulsar, Amreli, Nandurbar, Bhusawal, Amalner, Chalisgaon, Malegaon, Deolali, Kirkee,

Cantonment, Satara, Sangli, Miraj, Ichalkaranji, Barsi, Pandharpur, Bijapur, Bagalkot, Gadag, Kalyan, Thana, Malad, Bhiwandi, Malwan, Palanpur, Mehsana and Ratnagiri.

*Zone V.*—Places not included in Zones I, II, III and IV.

(2) That the consolidated all-inclusive wage for 5 zones should be as follows :—

| Zone. | Unskilled. |    |     | Semi-skilled. |  |     | Skilled. |  |     |
|-------|------------|----|-----|---------------|--|-----|----------|--|-----|
|       |            |    | Rs. |               |  | Rs. |          |  | Rs. |
| I     | ..         | .. | 50  |               |  | 55  |          |  | 65  |
| II    | ..         | .. | 46  |               |  | 51  |          |  | 61  |
| III   | ..         | .. | 42  |               |  | 47  |          |  | 57  |
| IV    | ..         | .. | 36  |               |  | 41  |          |  | 51  |
| V     | ..         | .. | 30  |               |  | 35  |          |  | 45  |

(3) That the cash value of 2 meals, breakfast, etc., should be Rs. 25 in Zone I and in the remaining zones it should be 50 per cent. of the all-inclusive wage of the unskilled employee in each zone.

The cash wages thereto worked out as under :—

| Zone. | Unskilled. |    |     | Semi-skilled. |  |     | Skilled. |  |     |
|-------|------------|----|-----|---------------|--|-----|----------|--|-----|
|       |            |    | Rs. |               |  | Rs. |          |  | Rs. |
| I     | ..         | .. | 25  |               |  | 30  |          |  | 40  |
| II    | ..         | .. | 23  |               |  | 28  |          |  | 38  |
| III   | ..         | .. | 21  |               |  | 26  |          |  | 36  |
| IV    | ..         | .. | 18  |               |  | 23  |          |  | 33  |
| V     | ..         | .. | 15  |               |  | 20  |          |  | 30  |

4. He further told us that his decision was final and therefore there was no room for either up-grading or down-grading the above.

The representatives of employers had not made up their mind whether to sign the report or not. We stated that we would sign and attach a minute of dissent along with the report, although the proposals were not satisfactory to us.

Accordingly, the Report embodying the above rates of wages, food value and zones was typed out by the office under instructions of Shri R. A. Shaikh, Secretary, Minimum Wages Committee.

5. A meeting of the Committee was scheduled at 3-00 p.m. on 25th June 1955. There was no meeting till 5-30 p.m. The Chairman held separate discussions with employers' representatives for over 1½ hours at the end of which we were called in. As soon as we entered the cabin, to our shocking surprise, the Chairman told us that he had changed his mind and had decided in favour of the proposals now embodying the majority report which was ultimately signed by him and two representatives of employers. He further told us that it was a "take it or leave it" affair and there was no room whatever for any discussions.

6. We were at our wit's end and thoroughly failed to understand as to what transpired between 20th June 1955 and 25th June 1955, as so to completely and violently change the Chairman's mind, and amend his earlier considered decisions, without any fresh inquiry.

7. Further we believe that although there may be differences among members with regard to quantum of Minimum Wages and on other substantial issues, the Report should have been placed before a regular meeting of the Committee paragraph by paragraph.

In view of the above, and because of the uncalled for drastically substantial changes in the earlier report, we could not persuade ourselves to sign the same.

8. Before concluding this Chapter, we would like to emphasize that a very grave and heavy responsibility lay on the head of the Chairman as an independent person, to hold scales evenly and to apply his mind very judiciously while casting his decisive vote on the delicate issues affecting thousands of persons, least any injustice was done. It is now for the Government and the public to judge the issues.

## CHAPTER II.

### CONDITIONS OF HOTEL WORKERS.

9. While considering the fixation of Minimum Wages for hotel employees, account is to be taken of the totality of their conditions and life. We present below a bird's eye view of the same.

10. The objective of Minimum Wage Legislation is to provide protection to workers from conditions of sweating and payment of unduly low wages. The fact that the Government of Bombay was constrained to take keen interest in the conditions of hotel workers and ultimately resolved to apply the Minimum Wages Act to the hotel industry, conclusively proves that the hotel workers' lot was far from satisfactory and needed radical improvement.

11. The importance of hotel industry due to greater urbanisation and industrialisation and change in social habits of the people is daily growing. Since it caters to the needs of vast masses of people and since it employs huge man-power, although scattered in this industry, the human problem is more important than in the factory, where production is mainly by machine. A disgruntled labour can hardly give the service which the public needs.

12. A careful study of the report conducted by the Office of the Deputy Commissioner of Labour (page 144, *Labour Gazette*, October 1951), would give some idea of the conditions of hotel workers. A survey of all the wards in the City of Bombay was made, and various types of units were covered, totalling 572 hotels and 7,867 employees.

The report showed (page 148, *Bombay Labour Gazette*, October 1951), that there was a very wide disparity of wages not only between category

and category but also between concern and concern. The cleaner in smallest hotel having 1 to 5 employees received an average wage of Rs. 15-15-7 to Rs. 17-2-3. The average pay rose up to Rs. 28-8-3 in bigger establishments. Added to these cash wages, the employees received meals and breakfast, the value of which according to employers own estimate amounted to Rs. 15 as stated in the same report. Thus the earnings of large number of employees inclusive of wages in kind approximated Rs. 30 to Rs. 35 along with the usual customary allowance. On the strength of this survey alone, the conclusion was irrefutable that the conditions of sweating were rampant in this industry.

13. Further, in pursuance of its decision, the Advisory Committee toured the various places in the province between February 1955 and May 1955, with a view to obtain first hand information. An exhaustible survey was carried out, the findings of which are tabled in the schedules given in the Majority Report. The survey confirms the existence of conditions of sweating. It was also found, that a large number of employees were receiving a wage of Rs. 15 or less per month.

In overwhelming number of cases the hotels are "sweat shops" where the employees are made to slog despite the Shops and Establishments Act from early morning till late at night.

14. Although the Shops Act, is in force providing with 14 days' leave with pay annually, it is not granted in 50 per cent. of cases in Bombay and Ahmedabad. This facility is conspicuous by its absence in other parts of the State where the Act is applied. Even where the worker becomes entitled to it, being faced with precarious economic conditions, he prefers to take cash instead of availing of leave. Although this self-denial of leave is detrimental to his health, the small relief he gets by way of supplementing his meagre income, lessens his burden to a slight extent.

15. Day after day, the workers, haunted by poverty, ill-fed and ill-clothed continue to live in deplorable conditions. Usually they work in dingy and unhygienic conditions, as we observed during the course of our visits to various establishments. Except in some cases, they have just to satisfy their hunger with whatever they are given either "Missal" or "Ussal" or mere bread and curry or "Dal" or at best just keep satisfied with the "left overs". By virtue of the fact that whether they like it or not, they have got to accept part of the wages in kind, they are tied down to the hotels and be at the beck and call of the employers.

16. As for housing, what is called "accommodation" is hardly worth the name. "Of all the private wants, housing is the one greatest social stand-point than that of food." Even the first class Western style hotels like the Taj Mahal Hotel which could well afford better type of accommodation provide for majority of their employees, dormitories where thirty to forty employees are massed and there is nothing like privacy. For the hotel employees what is visitors-room in the day becomes a resting place in the night. At some of the biggest Indian Style hotels

like Chandra Vilas and Laxmi Vilas at Ahmedabad, employing over 300 and 150 workers respectively, most appalling conditions of housing and work were noticeable, when the members of the Committee visited these establishments. The health of employees was completely ignored. At these establishments as well as at others, the utensil cleaners known as "Chokdiwalas" had swollen feet and fingers of palms by their being constantly in water. This could have been easily avoided by providing rubber gloves.

17. Shri S. M. Kadri, in "Socio-Economic Survey of hotel employees" at page 100 observes as follows :—"Generally a small room in the rear of the hotel or a special loft constructed for the purpose serves as a place to store their belongings and use it as a resting or sleeping place. Due to insanitary state of the room and lack of sufficient ventilation, bugs, cockroaches and rats find it a convenient breeding place." This is in winter and monsoon. In summer, their only resort is footpath. Apart from the effects of insanitary conditions on the physical health, the intellectual and moral health of the employees suffers a good deal by this pattern of housing".

18. Having nothing to fall back upon in case of sickness, death or unforeseen calamity or emergency, the employees find it impossible even to meet their day-to-day needs, let alone education or comfort or recreation. With the result that they are in debts and find it difficult to pay even union dues. Besides wages, there is nothing else to augment their earnings by way of bonus, etc.

19. There being no safeguard against victimisation, by far and large, the employees are reluctant to organise with a view to improving their standard of life. They are "hired" to eke out a miserable wage and "fired" at will. There is no security of service. And very often when the employee is faced with the choice of insisting on improvement in service conditions and being sacked, or bartering it away with comparative security of job, he chooses the latter, as he considers it a lesser evil. Their largest number have no recourse to Adjudication machinery for increased wages and other benefits, because of the fragmentation of industry in smaller units due to its unregulated economics.

### CHAPTER III.

#### PRINCIPLES OF FIXING MINIMUM WAGE.

20. In view of the fact that the essential purpose of Minimum Wage Legislation is to prevent exploitation, it is necessary to determine what would be the wage which would avoid the "reproach" of sweating. The following primary factors must be fully considered :—

- (1) Requirements of minimum standard of life of an average working class family.
- (2) The degree of unionisation and bargaining power of the workers.
- (3) Nature of demand of Industry.



21. The Majority Report rightly concedes the necessity of a wage on which maintenance is possible for a family of average size. In these days when Socialistic Pattern of Society is the accepted goal no one except the prejudiced, speaks of an individual wage. The wage is the Family Wage.

22. If a large number of hotel employees are not married, it is mainly due to the fact that their present income under the iron laws of wages and supply and demand, do not permit them to marry. According to Justice Higgens of Australia, "marriage is the usual fate of adult men". Nor can the unnatural state of non-marriage be accepted as a Social Norm. We should make it possible for him to marry by securing an adequate wage for him, otherwise the vicious circle will be perpetrated to the great detriment of society.

23. It will also be the height of injustice to call a hotel worker an "orphan" or a "runaway" from home. The survey made by the members of the Committee, conclusively shows that excepting stray cases, the average hotel employee has responsibilities to his family or parents and other dependants. Thus he does not work just to maintain himself but he works to support other members of his family as well. The study of the inquiry forms filled by members of this Committee shows that the hotel worker, with the exception of negligible cases, does regularly send remittances to his family and dependants.

24. Again, the Socio-Economic Survey conducted by Shri S. M. Kadri further confirms the percentage of married hotel workers at nearly the same level as the survey done by the members of the Committee. Besides, it will not be enough to find out the percentage of married employees. A study has to be made of the age groups of workers who are married and who are not married. It will be noticed from the table of age groups given in the Majority Report, that employees between the age groups of 24 and 27, 43.06 are married and 56.94 are unmarried. Further, between 27 and 30 age groups 48.09 are married and 51.91 are unmarried.

25. The Majority Report, at paragraph 18-d (i), states in unmistakable terms: "Thus pushed out of the village, the worker comes to the town or city and finds a job either in a textile mill, other industry, trade or a hotel. His acceptance of a job in a hotel does not change the character or composition of the Indian family in villages (page 18). There is, therefore, no justification to say that the average size of the family of hotel worker is in any way different from that of workers in other industries, in respect of whom investigations have been carried out by Shri S. R. Deshpande, Director, Cost of Living Index Scheme, Government of India.

26. With regard to the degree of Unionization and bargaining power of hotel employees, the observations made by the Royal Commission on Labour are as much true for hotel employee as for any other employee: "The fact that so many workers look forward to a proximate

or ultimate escape from industry tends to diminish their enthusiasm for efforts to ameliorate their conditions and to enhance their readiness to tolerate disabilities" (page 321). The general poverty, low level of wages, unemployment, hostility of employers, apathy and indifference of workers due to lack of education are the numerous obstacles in the way of Unionization. The large scale wrongful dismissals and victimisation that are at present taking place generate a fear-complex among employees for joining a union means losing a job. Whatever amount is secured by way of compensation, etc., is hardly enough to keep him up through the long period of unemployment which follows in the wake of dismissal. Besides a "sacked" employee who has "fought out" his case at the Labour Office through the union is black-listed and branded as a "trouble-maker" and the doors of other hotels are for ever closed to him. He has either to migrate back to his home town or seek service in any other occupation.

27. Unlike other industries, the hotels are scattered from one end of town or city to the other, creating a formidable obstacle in the work of effective organisation. The conditions of hotel employees in the districts are much worse, as the trade union workers find it difficult to go and organise the workers there. Consequently the employers can dictate whatever terms they like without any opposition. The cheapness of labour, unemployment and lack of bargaining power have kept the level of wages as low as possible.

28. On consideration of these facts, to take the existing low level of wages as the basis or guide to fix the minimum wage, as the Majority Report has done, would be defeating the very aim of Minimum Wage Legislation. The Minimum Wage is to be enforced not with a view to perpetrating the existing conditions but to ameliorate and improve the lot of the workers.

29. Another factor before us for consideration is the nature of demand of industry. Due to greater industrialisation, change in habits of people, increasing number of women taking up employment, the hotels have become a necessity and the demand can safely be said to be inelastic.

30. It has been argued by a number of other Advisory Committees for fixation of Minimum Wage, that where wage constitutes a large part of the total cost, the weightage should be on fixing a lower rather than the higher wage, because ultimately the people will be called upon to subsidise the improvement in the standard of life of the workers.

31. While giving evidence before the Committee, the hotel employers have stated and it is also confirmed in their statements of accounts placed before the Committee that on an average the wage bill comes to 8 to 10 per cent. of the total expenditure. There is, therefore, no fear that a reasonably higher wage will dislocate industry.

32. Either the employers are making handsome profits and denying the workers their just dues, or in the alternative they are under-rating their articles for sale. In either case injustice is being done to the worker,

and this position cannot be allowed to continue. For, the people cannot make it an argument that for their sake, the workers should be permanently placed in a sub-human level. This cannot be ethically or morally justified. As Shri Jagjivanram, the then Labour Minister, Government of India, while introducing the Minimum Wage bill in the Parliament said, if these underpaying establishments are necessary, the State and the Government should subsidise it or open Community Kitchens for the welfare of the public. But if at all employees are engaged, they have to be paid a human wage.

33. On the other hand, no reliable data has been placed before the Committee about the financial capacity of the hotels. During the course of the inquiry of this nature, the fear-complex is at its height, for the employers feel that if true state of affairs was revealed, higher minimum wages would be fixed. Even Mr. Manekshaw, the Secretary of Hotel and Restaurant Association, Bombay Region, the members of which keep regular accounts and the same are audited, point blank refused to place the balance sheets of the member-employers, before the Committee. According to Mr. G. M. Bhatt of Bombay Hotels Association Ltd. (Record of Evidence at page 156), "every one is keeping accounts in his own way". But for reasons best known to them, they do not divulge the same.

34. It will be interesting to note some of the relevant observations of the Tribunal, given as under :—

(a) "Still it is common knowledge that return by way of profits on the investment in this business which is supported mostly by the lower and middle classes is very tempting. Efficient supervision plays a very important factor in this profit making.....it can safely be said that return on the capital invested is very good." (Special Hindu Restaurant, Bombay).

(b) "In proof of their inability to pay the wages demanded, the managements have filed their accounts but these accounts do not appear to have been regularly kept and are on the whole unsafe to rely upon for the purpose of arriving at the actual profits earned in the business. It is necessary to deal separately with each of the account books filed by the various managements for this purpose. Suffice it to say that in every one of the cases, the entries in the books do not appear to have been made then and there, as and when transactions took place. No vouchers are produced for the purchase of the various commodities required for the business. In most of the cases the sales are not supported by any bills but are merely shown as total bill collections....." (Certain Madras Hotels).

(c) "They have, it is true, filed accounts for the last year..... It is, however, entirely unnecessary to go into all these balance sheets, since, quite obviously, they cannot be generally relied upon. Some of these balance sheets have been prepared by the managements themselves merely for the purpose of this inquiry, according to their

convenience. Even the balance sheets that bear the signature of some chartered accountant or other would show that they have been prepared merely on the strength of some limited number of account books produced before the accountants.....The balance sheets would have been of much greater value if there is any material whatever available at present to indicate that any of them had been accepted by the Government officers in the Income-tax Department, Sales-tax Department, etc. But no material whatever of any kind has been furnished in this respect.....Under these circumstances (I refuse to place any great reliance on these balance sheets, which are in direct conflict with matters of common knowledge that hotels of the kind involved in this inquiry have been developing and expanding with remarkable rapidity in recent times. That would be impossible to understand, unless the hotels are yielding fairly large profits. These profits in the hotel business would be all the more attractive for the reason that the capital amounts invested are comparatively small. The cost of glasstopped tables and rosewood chairs may be large but excepting for some of the really first class establishments, wherein furniture of this kind is generally made from the profits earned, such costly furniture is not provided for in the ordinary establishments. Apart from furniture, there is little else for which any initial capital expenditure is necessary.....while the materials at present would make it impossible to accept the claim of the workers that the hotels generally, and the hotels involved in this inquiry in particular, are minting money with little or no capital, it should still be easy to conclude that the hotels involved in this inquiry are generally earning adequate and reasonable profits.” (Certain Madras Hotels).

35. Shri P. C. Rajpal, Principal, College of Catering and Institutional Management, expressing his views before the Committee said : “There cannot be loss in this business unless it is mismanaged”. (Record of Evidence, page No. 158). The employer may have no sufficient capital or necessary experience or know-how to conduct his business and obviously the employees cannot be called upon to pay for the mismanagement of the employers or for factors over which they can exercise no control.

Even if say a few hundreds of establishments are running into losses, the vast majority of units cannot advance it as an excuse to place the overwhelming number of employees at lowest possible level of living. No one would be sorry if these uneconomic units close down and better units spring up.

36. On the question of capacity of Industry, the Fair Wages Committee, Government of India at page 14 of its report says : “An examination of the important awards of Industrial Tribunals and Courts in Bombay, Madras and Bengal shows that Tribunals and Courts have examined the profit making capacity of an industry with a view to seeing whether the industry can bear certain additional expenses. Like U. P. LABOUR Inquiry Committee, they have not gone into the question as to what constitutes the capacity of industry to pay.....

Two Provincial Governments have suggested for determining the capacity of industry to pay, capacity of the representative unit or of unit of average efficiency should be taken into consideration.....The Committee came to the conclusion that "It will not be possible for the wage fixing board to measure the capacity of each of the units of an industry in a region and the only practicable method is to take a fair cross-section of that industry".

37. The capacity of industry to pay is very much related to labour conditions. In this connection, the Labour Investigation Committee, Government of India, in its Main Report at page 9 says: "However some large employers whose number is fortunately on the increase have themselves been quite alive to the interests of labour and have regarded maintenance of a contented labour force as conducive not only to the welfare of the worker but also to efficiency and productivity. While they have achieved this harmonisation between the workers interests and their own, a large majority of employers, especially small employers have regarded profit making on catch-as-catch-can principles as the guiding motive of their relations with labour".

38. Describing the effects of Minimum Wage in Industry, Minimum Wage, An International Survey (I. L. O.) at page 135, says: "The Trade Board for Minimum rates has produced stability without rigidity. Many business which could maintain themselves only on payment of sweated wages have been forced out of existence. But on the whole, they have been replaced by more efficient units which have been able to support higher rates. Wages have risen, employment has not diminished and there are few trades which would readily return to the unregulated position of pre-board days".

39. The attention of the Committee has been drawn to the fact that the hotel employee does not stick long to his job, with the result that the industry suffers. The deplorably low wages and unfavourable conditions of employment are the main reasons for his being so.

Enlightened employers (Labour Investigation Committee, Government of India at page 77), observe: "We consider that a stabilised labour force is desirable. Everything possible should be done to make the employee realise that he is an essential part of an industry". Lever Bros., Bombay: "A stabilised labour force is very desirable in the interest of the industry. A minimum living wage leading gradually to a better standard of living, holidays with pay, security of employment, sickness and old age insurance and other welfare activities are some of the measures necessary to keep labour stabilised.".....Where the employers have looked after their labour by paying a decent living wage, providing good housing accommodation and making provision for the future, etc., labour is much more stable than it is elsewhere".

40. While fixing minimum wages, it is essential to see that the difference in minimum wage is not much, compared to other industries. It is for these reasons that the Minimum Wage Fixing Machinery at

page 36 days, "Where the capacity to pay of a single industry alone is taken as basis for minimum wage it follows that if that industry is suffering from serious and prolonged depression, the standard of living of its workers may fall to a level much below that of workers in other industries. It is to prevent this fall that certain Australian Wage Fixing authorities have taken a broader basis for the General Minimum for the whole industry."

41. On fixing wages in relation to prevailing rates of wages, Bombay Textile Enquiry Committee observed as follows :—

"For laying down wages in sweated or home industries, the wage of a non-sweated or factory occupation could be taken as basis. The basis may also prove useful if two industries similarly situated contained a set of comparable occupations. But it cannot be used in the case of a major organised industry, the wage rates in which are themselves influential in determining the general level of wages."

"In countries where the bargaining power of labour is strong and the wages paid in at least some industries or sectors of industries are adequate, the method of comparison with the prevailing rates of wages is sound, but in countries like India where labour until recently been weakly organised, such a process can only mean the comparing of one unsatisfactory rate of wages with another equally unsatisfactory rate."

The U. P. Labour Enquiry Committee (1948), came to the conclusion that the principle of comparison with the prevailing rates of wages was inapplicable to Indian conditions since low wage levels were so much characteristic of the so-called organised industries as others.

42. In view of these facts, there is an inherent danger in fixing Minimum Wage on the basis of prevailing rates of wages ; because due to large scale unemployment in India, wages are determined on the law of supply and demand and therefore the rates of wages in the same or neighbouring localities would serve merely as a "negative test" and the prevailing rates of wages resulting from unequal bargaining cannot be an adequate influential in determining the general level of wages."

43. The main trouble lies in the fact that without regard to the need of the location, or necessary experience or sufficient finances of the management, licenses for new hotels are issued. Consequently it results into the lowering of standard of establishments and employees, overcrowding of hotels and their mushroom growth. It is high time both in the interest of general public, employers who are in the trade, as well as employees that the Government lays down some definite concrete policy with regard to the issue of licenses. However, in the meantime, the employees cannot be made to suffer for circumstances over which they have no control.

## CHAPTER IV.

## ANALYSIS OF THE MAJORITY REPORT.

44. The Majority Report concedes the premises (at paragraph 11) that "the future of hotel industry is assured in view of the Five Year Plan", that the consumption units should be considered as three (paragraph 18), and that a policy of negation can no longer be continued and some advance for ensuring workers at least a bare subsistence level is urgently called for." (paragraph 18F).

45. Having accepted these premises, the majority report turns it back on it and beats a hasty retreat. Having abandoned on route everything that makes the content of Minimum Wage equitable, rational and scientific, the majority report miserably fails to arrive at logical conclusions and reduces itself into a bundle of contradictions, fallacies and irreconcilables.

46. "It would be unjust", says the Majority Report (at paragraph 18-D-IV), "if the minimum wages for hotel workers are not fixed on the basis of three consumption units which have been taken into consideration by all other Committees and Tribunals as a standard."

The next question is what is the amount required for the minimum standard of life of average working class family of three consumption units. The Report of the Fair Wage Committee stages (page 9) :—

"We consider that a minimum wage must provide not merely for the bare sustenance of life, but for the preservation of the efficiency of the worker. For this purpose, the minimum wage must also provide for some measure of education, medical requirements and amenities."

47. Shri G. D. Ambekar, President, Indian National Trade Union Congress, during oral discussions before the Committee (Record of the same at page 33), said that the minimum needs of an average working class family are as follows :—

|                                    | Rs. |
|------------------------------------|-----|
| Food for 3 consumption units .. .. | 90  |
| House Rent .. ..                   | 15  |
| Clothing per month .. ..           | 15  |
| Fuel, etc., sundry expenses .. ..  | 20  |
| Total ..                           | 140 |

48. Apart from the employee, who takes food at the establishment, the remaining two units are left, as far as food is concerned. Taking the prisoners' level of food, which is highly dangerous, as their weights are under constant check and they are not exposed to contacting diseases which outside persons are; it works out at Rs. 12 per head exclusive of

fuel, cost of preparation, etc., totalling Rs. 24 for two units. As to clothing, taking hard rationing standard without blankets, bed sheets, stitching charges and taking only 15 yards per unit, at Rs. 1-4-0 a yard, it works out at Rs. 56-4-0 per year or approximately Rs. 4-8-0 a month. Added to this a conservative estimate of Rs. 10 as house allowance it totals as follows :—

|                      |    |    |    | Rs.   | a. | p. |
|----------------------|----|----|----|-------|----|----|
| Food for 2 units     | .. | .. | .. | 24    | 0  | 0  |
| Clothing for 3 units | .. | .. | .. | 4     | 8  | 0  |
| House Rent           | .. | .. | .. | 10    | 0  | 0  |
|                      |    |    |    | <hr/> |    |    |
| Total                | .. |    |    | 38    | 8  | 0  |
|                      |    |    |    | <hr/> |    |    |

49. Thus while not making any allowances for education, sickness, entertainment, relaxation, etc., the minimum cash wage for two consumption units for food, and for three consumption units for clothing and shelter, cannot be lower than a round figure of Rs. 40 and this too on the basis of the prisoners' standard of living which according to Majority Report itself, dangerous to adopt for hotel employees who are exposed to contact with disease and who are not under medical check as in the case of prisoners.

50. By chopping off 662/3 per cent. from all inclusive wage for food for one unit only from the meagre wage of Rs. 45, THE CASH WAGES OF Rs. 15 SUGGESTED BY THE MAJORITY REPORT, IN THE PREMIER AND COSTLIEST CITY OF INDIA, IS REDUCING THE MINIMUM WAGE TO A MOCKERY.

51. At a meeting of the Advisory Committee held at Nasik on 1st June 1955, the employers' representatives suggested all-inclusive consolidated wages for A, B, C, and D classes of establishments as follows (Minutes of 3rd Meeting, page 9) :—

|              |    | A  | B  | C  | D  |
|--------------|----|----|----|----|----|
| Skilled      | .. | 95 | 90 | 85 | 80 |
| Semi-skilled | .. | 75 | 70 | 68 | 65 |
| Unskilled    | .. | 70 | 66 | 64 | 62 |

Thus, for the lowest category of establishment, namely D class, the employers' representative themselves suggested for the lowest category of unskilled, Rs. 62 as all inclusive minimum. The employers representatives further agreed that where food is not given, the full cash wage of Rs. 62 should be given to the employee by the management (Minutes of 3rd Meeting, page 11).

52. Having conceded a minimum wage of Rs. 62 which approximated to the minimum fixed by other Committees, the next proper and logical step for the Committee was to determine on the strength of evidence recorded and facts gathered, as to what should be the valuation for food



and to deduct the same from the all-inclusive wage. But as if to retrace their steps and to wriggle out of the situation, they arbitrarily fixed the food and breakfast valuation at Rs. 30 and Rs. 20 respectively. By this process a big chunk of Rs. 50 was to be carved out in order to dwindle the cash payment to an absurdly low figure of Rs. 12. Later on, however, they conveniently abandoned this figure of Rs. 62 and by the same arbitrary process, fixed Rs. 45 as all-inclusive wage and once again, arbitrarily without any rhyme or reason fixed another of Rs. 30 for food.

53. The Central Pay Commission, as far back in 1947, recommended Rs. 55 for the lowest category of worker Rs. 30 as basic and Rs. 25 as dearness allowance. It may be mentioned that there is a growing demand from all sections of labour that Rs. 30 as basic minimum is no longer just and adequate and must be raised upwards.

The textile employee receives at present, over Rs. 100 a month, including basic pay, dearness allowance, bonus, etc.

54. Almost all Minimum Wage Committees, as stated in the Majority Report have conceded Rs. 30 as basic minimum and an equal amount as dearness allowance. It would, therefore, be unjust and unfair to deviate from this figure.

55. The Majority Report, for the wages suggested by it, draws its "justification", from the solitary case of Bidi-making industry wherein Rs. 45 is recommended for Taraiwala, etc. It has to be noted that Rs. 45 is recommended for the unskilled worker in all zones, including the last zone. Whereas the majority decision has recommended in the last zone a ridiculously low wage of Rs. 20 for the unskilled and Rs. 27-8-0 for the skilled. The former is Rs. 25 less than the wages fixed for the unskilled in Tobacco Industry and what is suggested for the skilled is Rs. 21-8-0 less than fixed for the unskilled in Bidi-making industry. Besides, Taraiwala, etc., receive Rs. 45 hard cash without a huge deduction for food for one unit as suggested in hotel industry. Further, Taraiwala, tobacco mixer, etc., are doing comparatively lighter work of sorting out defective bidis known as tarai. There is nothing to show that they have been doing full time work for eight hours a day. The job of cleaning utensils of various sizes and in large numbers is positively much more difficult and the disagreeableness, fatigue and strain involved is much greater. The employees have also to be constantly on their feet for long hours. They have to work in night-shifts. The night work has disastrous and deleterious effect on the health and well being of the employee. This is amply born out by Dr. Fredrick S. Lee in his book "The Human Machine and Industrial Efficiency" quoted at page 167 of the Textile Labour Inquiry Committee.

56. In view of these considerations, the comparison of hotel workers with the tobacco worker is unwarranted.

57. A glance at the Annexure "L" of the majority report, cataloguing the scales of wages awarded by Tribunals indicates Rs. 40-4-72

and Rs. 60-5-105 for skilled, Rs. 30-4-70 for semi-skilled, and Rs. 25-2-45 and Rs. 21-1½-36 for unskilled. It is to be remembered that these awards are with graded scales and yearly increments and for that very reason, the Minimum Wage cannot be fixed at the bottom of these scales but the middle figure is to be taken as a guide. This would give Rs. 45 and 80 for skilled, Rs. 40 and 50 for semi-skilled and Rs. 30 and 35 for unskilled (with food).

58. It is also to be considered, that while awarding these scales of wages, the Tribunal had before it one particular unit. It would have been unfair to call upon that unit to pay higher wage when its counter parts in the immediate neighbourhood could pay any wage they liked. This would have meant subjecting that establishment to unfair and unequal competition and would have sounded the death-knell of that establishment. We further believe that the Unions then appearing on behalf of workers had no sufficient information and statistics with them, for instance family composition of hotel workers, etc. to guide the Tribunals.

59. Out-lining the task before the Wage Board and comparing the same with Tribunals, the Fair Wage Committee, in its Report at Page 10, says, "...it was agreed that the considerations which had hitherto weighed with Tribunals and Courts in fixing wages were different from those before the Committee, that a number of settlements and decisions had been based on compromises, and not on any set principles and that the recommendations of Central Pay Commission which applied primarily to Government Servants, had been given undue weight by Tribunals and Courts in the fixation of wages in private employment. The Committee was of the opinion that, the rates of wages fixed by Tribunals and Courts should and obviously would, be taken into consideration by future Wage Boards; but that the weight to be attached to them would be for the Wages Boards themselves to decide."

60. The task of the Minimum Wage Committee in comparison with that of the Tribunals is far greater in magnitude and all-comprehensive. As a price control mechanism, it can definitely fix higher wages than the Tribunals. Its chief aim is to remove the wide disparity in the prevailing rates of wages and eliminate unfair competition between employers. Quite contrary to this, the Minimum Wage suggested by the majority Report keeps both these evils intact.

61. The Minimum Wage Fixing Machinery at page 31, says: "It would be clearly valueless to fix a minimum wage at the level of the lowest paid workers in the poorest industry. Account is to be taken of the wages which a number of industries are paying to unskilled workers." It will be equally valueless to fix the minimum wage in the hotel industry on the basis of the wages paid by the lowest category of establishments, which are not of average efficiency, are ill-managed, poorly financed, and are situated in areas where hotels are over crowded, pulling down the general standard of catering units in that area.

62. At paragraph 28 of the Majority Report, it is stated that the wages should be so fixed as to eliminate "the present low scales as Rs. 6-12-0". Having said that Rs. 12 is a low wage, by its queer "logic" in relation to the needs of the workers, Rs. 15 becomes an "adequate" wage and the "minimum standard". It may also be mentioned that Rs. 12 to Rs. 15 are usually paid to young persons in Bombay and even in other parts of the province.

And by the terms suggested in the Majority Report, the young persons will get a wage of Rs. 10 per month.

63. It would be quite relevant to compare the wages suggested by Majority Report, with wages received by domestic servants, whose duties are less onerous than those of hotel workers. The representatives of the Bombay Shop Assistants Federation with which the Ghar Kamgar Union is affiliated, in the course of oral discussions before the Committee said that the domestic servants could be classed in two categories and their salaries are given as follows :—

| Category.  | Upper-class | Middle class |
|--|-------------|--------------|
|  | House.      | House.       |
|  | Rs.         | Rs.          |
| Cooks .. .. .  | 75 to 90    | 45 to 60     |
| Ghatis (Washing the utensils, clothes and dusting the furniture and floor) .. .. . | 45 to 70    | 30 to 40     |

In addition to the aforesaid wages, they get food, lodging and boarding, clothes on festivals, holidays, etc. (Record of Evidence at page 166).

64. The Report passes all bounds of comprehension when in the last zone it suggests Rs. 20 for an adult as an all-inclusive wage. Deducting 66  $\frac{2}{3}$  per cent. for food, etc. it leaves Rs. 4-5-0 in the hands of the employee. This is even lower than the wage fixed for the agricultural labour in Dahanu and Umbergaon.

65. The Hotel Industry cannot be compared to agriculture. The Labour Investigation Committee, Government of India, at page 280 of its Report says : ". . . . the industrial wage instead of following agriculture level should give a lead to it. It must be remembered that the *employed* worker in agriculture is subject to much less discipline and enjoys certain net advantages of labour "such as lower cost of living, free fuel, fresh air, etc." The agricultural wages being low is, therefore, no argument for keeping industrial wages low as possible."

66. In their zeal and over-enthusiasm to fix the lowest possible level of wages, the Chairman and the employers' representatives have gone even lower than the wages recommended by Shri M. H. Vyas, Secretary, Bombay Provincial Hotels Federation. Shri H. M. Vyas in replying to

Questionnaire, Part II, issued by the Committee to organisations of employers and employees, suggested wages as follows :—

|    | Place.                                 | Basic Wage. |     | Dearness Allowance. | Total. |
|----|--|-------------|-----|---------------------|--------|
|    |  | Rs.         | Rs. |                     |        |
| 1. | Bombay .. .. .                         | 20          | 80  |                     | 50     |
| 2. | Ahmedabad, Poona .. .. .               | 15          | 25  |                     | 40     |
| 3. | Ahmednagar, Sholapur .. .. .           | 14          | 23  |                     | 37     |
| 4. | Kolhapur .. .. .                       | 13          | 22  |                     | 35     |
| 5. | Broach, Surat, Jalgaon, Satara .. .. . | 13          | 23  |                     | 36     |

67. The Bombay Hotel and Restaurant Owners' Union in their written Memorandum to the Committee has stated that the prevailing rates of wages in majority of their member establishments, are as follows :—

| Skilled.             | Semi-skilled.           | Unskilled.        |
|----------------------|-------------------------|-------------------|
| Rs. 60 to Rs. 105 .. | Rs. 30 to Rs. 52-8-0 .. | Rs. 20 to Rs. 28. |

Food is provided in addition to above cash wages.

The Indian Railway Caterers' Association pays and suggests the following rates of wages according to their Memorandum :—

|                             |                     |
|-----------------------------|---------------------|
| Manager .. .. .             | Rs. 40 to Rs. 50.   |
| Malwala .. .. .             | } Rs. 30 to Rs. 45. |
| Assistant (Manager) .. .. . |                     |
| Sweet-meat Maker .. .. .    |                     |
| Cook .. .. .                |                     |
| Tea Maker .. .. .           | Rs. 20 to Rs. 30.   |
| Waiter .. .. .              | Rs. 15 to Rs. 25.   |
| Cleaner .. .. .             | Rs. 10 to Rs. 20.   |

Food is provided in addition to above cash wages.

68. In a written memorandum placed before the Committee, the Hubli Hotel Owners' Association have suggested as under :—

There shall be five zones as follows :—

(A) Bombay,

(B) Ahmedabad and Poona,

(C) Sholapur, Hubli, Dharwar, Belgaum, Gadag, Bijapur and others with a population of above 50,000,

(D) Places above 10,000 but below 50,000 population,

(E) Population between 3,000 to 10,000.

*Wages suggested with food.*

|   | Zone. | Skilled. | Semi-skilled. | Unskilled. |
|---|-------|----------|---------------|------------|
|   |       | Rs.      | Rs.           | Rs.        |
| A | .. .. | 50 to 60 | 35 to 45      | 15 to 25   |
| B | .. .. | 45 to 55 | 25 to 35      | 10 to 25   |
| C | .. .. | 40 to 50 | 20 to 30      | 8 to 15    |
| D | .. .. | 30 to 40 | 15 to 20      | 8 to 12    |
| E | .. .. | 25 to 35 | 12 to 18      | 6 to 10    |

*Wages suggested without food but with "Tea and Tiffin".*

|   |       |           |          |          |
|---|-------|-----------|----------|----------|
| A | .. .. | 75 to 100 | 50 to 60 | 25 to 35 |
| B | .. .. | 60 to 80  | 40 to 55 | 20 to 30 |
| C | .. .. | 40 to 60  | 30 to 45 | 12 to 22 |
| D | .. .. | 35 to 50  | 20 to 30 | 10 to 20 |
| E | .. .. | 30 to 40  | 15 to 20 | 8 to 16  |

69. According to Majority Report, Hubli is to be placed in Zone III and the wage suggested for skilled is Rs. 47 without food and Rs. 23-11-0 with food; whereas employers from Hubli itself suggest Rs. 40-50 *with food*. For the semi-skilled, the employers have suggested Rs. 20 to Rs. 30 with food; whereas the Majority Report suggests only Rs. 17-3-0 with food.

*Zone III—Sholapur (Page 119).*

|                                       | Skilled.    | Semi-skilled. | Unskilled. |            |
|---------------------------------------|-------------|---------------|------------|------------|
|                                       | Rs.         | Rs.           | Rs.        |            |
| Prevailing wages                      | .. 30 to 60 | 20 to 25      | 10 to 12   | With food. |
|                                       | Rs. a. p.   | Rs. a. p.     | Rs. a. p.  |            |
| Wages recommended by Majority Report. | 23 11 0     | 17 3 0        | 11 11 0    | Do.        |

*Zone III—Belgaum (Page 98).*

|   | Skilled.  | Semi-skilled. | Unskilled. |            |
|---|-----------|---------------|------------|------------|
|   | Rs.       | Rs.           | Rs.        |            |
| Prevailing wages as given by employers. | 25 to 50  | 20 to 25      | 15 to 25   | With food. |
| Wages suggested by Employers.           | 30        | 20            | 20         | Do.        |
|   | Rs. a. p. | Rs. a. p.     | Rs. a. p.  |            |
| Wages recommended by Majority Report.   | 23 11 0   | 17 3 0        | 11 11 0    | Do.        |

*Restaurants.*

|                                       | Skilled.  | Servers.  | Cleaners. |            |
|---------------------------------------|-----------|-----------|-----------|------------|
|                                       | Rs.       | Rs.       | Rs.       |            |
| Wages prevailing .. ..                | 20 to 60  | 15 to 25  | 10 to 15  | With food. |
|                                       | Rs. a. p. | Rs. a. p. | Rs. a. p. |            |
| Wages recommended by Majority report. | 23 11 0   | 17 3 0    | 11 11 0   | With food. |

70. The glaring inequity of the Majority decision is also evident with regard to other zones. The following are the details of the wages prevailing as given by the employers as well as minimum wages suggested by the employers themselves along with the wages as recommended by the Majority Report :—

*Zone VI—Kopergaon (Record of Evidence, page 116.)*

|                                       | Skilled.  | Semi-skilled. | Un-skilled. |                       |
|---------------------------------------|-----------|---------------|-------------|-----------------------|
|                                       | Rs.       | Rs.           | Rs.         |                       |
| Wages prevailing .. ..                | 25 to 30  | 15 to 20      | 10 to 15    | Cash wages with food. |
| Wages suggested .. ..                 | 20        | 15            | 10          | Do.                   |
|                                       | Rs. a. p. | Rs. a. p.     | Rs. a. p.   |                       |
| Wages recommended by Majority Report. | 10 14 0   | 5 2 0         | 4 5 0       | With food.            |

*Zone VI—Abu Road— (Ibid, page 2).*

|                                 | Rs.       | Rs.       | Rs.       |            |
|---------------------------------|-----------|-----------|-----------|------------|
| Wages prevailing .. ..          | 30 to 35  | 20 to 30  | 15        | With food. |
|                                 | Rs. a. p. | Rs. a. p. | Rs. a. p. |            |
| Recommended by Majority report. | 10 14 0   | 5 2 0     | 4 5 0     | With food. |

*Zone VI—Himatnagar (Ibid, page 33).*

|                                       | Rs.       | Rs.       | Rs.       |            |
|---------------------------------------|-----------|-----------|-----------|------------|
| Wages prevailing .. ..                | 40 to 45  | 20        | 10 to 15  | With food. |
| Wages suggested .. ..                 | 30 to 35  | 15        | 10        | Do.        |
|                                       | Rs. a. p. | Rs. a. p. | Rs. a. p. |            |
| Wages recommended by Majority Report. | 10 14 0   | 5 2 0     | 4 5 0     | With food. |

*Zone VI—Chiplun (Ibid, page 83).*

|   | Skilled. | Semi-skilled. | Un-skilled. |                       |
|---|----------|---------------|-------------|-----------------------|
|   | Rs.      | Rs.           | Rs.         |                       |
| Wages prevailing as given by employers. | 20 to 30 | .....         | 15 to 20    | Cash wages with food. |

*Zone VI—Chiplun (contd.).*

|                                       | Skilled.  | Semi-skilled. | Un-skilled. |              |
|---------------------------------------|-----------|---------------|-------------|--------------|
|                                       | Rs. a. p. | Rs. a. p.     | Rs. a. p.   |              |
| Wages recommended by Majority Report. | 10 14 0   | .....         | 4 5 0       | (With food.) |

*Zone V—Palampur (Ibid, page 1).*

|                                  | Rs.       | Rs.       | Rs.       |              |
|----------------------------------|-----------|-----------|-----------|--------------|
| Wages suggested by employers ... | 25        | 20        | 10        | (With food.) |
|                                  | Rs. a. p. | Rs. a. p. | Rs. a. p. |              |
| Recommended by Majority Report.  | 17 12 0   | 11 12 0   | 8 12 0    | (With food.) |

*Zone IV—Dharwar (Ibid, page 103).*

|                                       | Rs.           | Rs.           | Rs.            |                       |
|---------------------------------------|---------------|---------------|----------------|-----------------------|
| Wages prevailing ...                  | 30 to 35      | 18 to 25      | 15 to 18       | (With food.)          |
| Wages suggested ...                   | 30            | 15            | 10             | Do.                   |
|                                       | Rs. a. p.     | Rs. a. p.     | Rs. a. p.      |                       |
| Wages recommended by Majority report. | 40 8 0        | 33 8 0        | 30 0 0         | All inclusive         |
|                                       | -16 4 0       | -16 4 0       | -16 4 0        | Minus food valuation. |
|                                       | <u>24 4 0</u> | <u>17 4 0</u> | <u>13 12 0</u> |                       |

*Zone V—Mehsana (Ibid, page 14).*

|                                       | Rs.       | Rs.       | Rs.       |              |
|---------------------------------------|-----------|-----------|-----------|--------------|
| Wages prevailing ...                  | 75        | 50        | 20        | (With food.) |
| Wages suggested ...                   | 50        | 22 to 30  | 15        | Do.          |
|                                       | Rs. a. p. | Rs. a. p. | Rs. a. p. |              |
| Wages recommended by Majority Report. | 17 12 0   | 11 12 0   | 8 12 0    | Do.          |

*Zone V—Anand (Ibid, page 40).*

|                                       | Rs.       | Rs.       | Rs.       |              |
|---------------------------------------|-----------|-----------|-----------|--------------|
| Wages prevailing ...                  | 40        | 12 to 15  | 10 to 15  | (With food.) |
| Wages suggested ...                   | 30        | 15        | 12        | Do.          |
|                                       | Rs. a. p. | Rs. a. p. | Rs. a. p. |              |
| Wages recommended by Majority Report. | 17 12 0   | 11 12 0   | 8 12 0    | (With food.) |

*Zone V—Pellad (Ibid, Page 42).*

|                                       | Rs.       | Rs.       | Rs.       |              |
|---------------------------------------|-----------|-----------|-----------|--------------|
| Wages prevailing ...                  | 25 to 30  | 12 to 18  | 12 to 15  | (With food.) |
| Wages suggested ...                   | 25        | 15        | 12        | Do.          |
|                                       | Rs. a. p. | Rs. a. p. | Rs. a. p. |              |
| Wages recommended by Majority Report. | 17 12 0   | 11 12 0   | 8 12 0    | (With food.) |

71. WHEN THE EMPLOYERS THEMSELVES IN V<sup>TH</sup> ZONE, i.e., MEHSANA AS WELL AS OTHER PLACES SUGGEST Rs. 15 CASH WAGES WITH FOOD, THE GRAVITY OF THE INJUSTICE INVOLVED IN THE MAJORITY DECISION TO RECOMMEND Rs. 15 FOR AN ADULT WORKER IN 1st ZONE IS TOO PATENT TO BE STRESSED.

72. We could have given a number of more references but time and space forbid. However, these facts by themselves are more than sufficient to indicate the correct position and falsify the stand taken in the majority report, that any higher wage would "dislocate industry."

73. *Food.*—Before we arrive at a conclusion as to how much amount should be deducted from the all-inclusive wage for free meals and breakfast, we must examine the nature of this practice.

At the outset, we must emphasise that the prevailing practice of compelling the workers to partake of food which from the point of view of quality and quantity, depends on employer's choice is basically wrong and as the Industrial Tribunal at Madras termed it, "mediaeval" in concept. Besides, tying him down to the establishment, he is laid open to put in extra-hours, despite the Shops Act as he cannot openly flout orders of the management, without endangering his job.

If at all this practice is to be continued, due allowances should be made for the various factors involved.

74. *When once the principle of three consumption units is accepted, only one-third of the total value of food for three persons can be deducted.* It has to be noted that when all the necessary requisites for preparing food, etc. are installed in the establishment for the customers and purchases are made in bulk and cooking is done in mass quantity, the cost for the same is much less. Since for their own reasons, employers wish to continue this practice, the burden of a heavy cut in emoluments should not fall on the employees.

75. Dr. Radhakrishna Rao, Head of Nutrition Department, Government of Bombay, estimates the cost of the diet suggested by him at Rs. 26. Further according to him, if prepared in bulk, it would be cheaper. Therefore, under no circumstances the cost could be greater.

76. We also find that when concerns like Bombay Presidency Radio Club and Seamen's Club (Annexures "A" and "B") which positively provide better food than most of the hotels, deduct only Rs. 15 and Rs. 20 for the food provided to workers, it would be unreasonable to go beyond this figure.

77. The Majority Report accepts the ratio by the income-tax authorities as given in the statements of accounts of employers which is 48.85 per cent. of the total all-inclusive wage bill (Para 38). But strangely enough, raises the board expenses to 66 2/3 per cent., showing an unaccountable gap of about 18 per cent. on the increase. Similarly



the Report quotes the Bombay Government Notification, No. 2445/48 regarding the cost of free meal for agricultural labour wherein one-fourth proportion is prescribed for one free meal, which would amount to one-half for two meals.

78. A reference has also been made to the practice in Government Labour Office, Bombay, of recommending Rs. 30 as food allowance per month. It should be noted that this Rs. 30 is for the purpose of determining claims for notice pay or leave salary, when the worker has to take food outside hotel, which costs more. The same should not be mixed up with the cost of food to the employer.

79. In view of other two consumption units not being provided for, we believe that it would be quite proper and in accordance with justice to accept the figure of Rs. 15 per month for food valuation given by the employers themselves, during the course of inquiry into the conditions of employment and earnings in Hotels in Bombay City (Page 155, *Bombay Labour Gazette*, October 1951). It is obvious, while recording evidence before the Committee, for minimum wages, inflated figures are given by the employers.

80. *Customary Allowances*.—In a note on paragraph 29, it is stated in Majority Report: "Even though we have noted the payment of these allowances, we have not taken them into consideration while fixing the minimum wage". It would be a mere pious hope that the customary allowances will be continued even after the fixation of minimum wages. This hope too fades out in consideration of the statement made before the Committee by the Bombay Province Hotel Federation that "the customary allowances have been merged in the abovesaid suggestion of the minimum wage. Federation is in favour of merging such allowances in the minimum wage."... "Wherever customary allowance (bidi, soap, shaving, etc.) are given, they constitute part of the wages" (Statement by Bombay Provincial Hotels' Federation, Record of Evidence at page 172). It is further to be noted that generally the total of these allowances comes to about Rs. 5. But in large number of cases particularly in non-vegetarian hotels, cash customary allowance per day is from As. 4 to As. 12 and even Re. 1 is given in a number of cases. If these allowances are not taken into consideration, there is great danger that whatever benefits are granted by minimum wage, the same would be taken away by reducing these allowances or stopping them altogether, since under statutory provisions only minimum wage can be fixed. It is, therefore, necessary that the customary allowances should be merged in the wages and accordingly higher Minimum Wage should be fixed.

81. *Working Hours*.—In these days when the trend is towards progressive reduction of duty hours and spread-over, it would not be fair to have nine hours' work and greater spread-over. The Draft Conventions of the International Labour Organisation endorsed as far back as 1933, envisages for hotels, restaurants and coffee houses, 48 hours'

work per week for employees. In Madras, by application of Factories Act to hotels, working hours are already reduced to eight in a day (1953, Labour Law Journal, Volume I, pages 711 and 712).

## CHAPTER V.

### EMPLOYMENT AND WAGES IN HOTEL INDUSTRY.

82. A study of the details of information gathered by the Committee and the data available regarding the employment trend and the number of establishments, indicates that greater and bigger hotels are on the increase. Whereas in 1952, and 1953 there were 878 and 900 establishments respectively, having more than 10 employees, the number rose to as much as 6,044 in 1954. Similarly there was a rise from 8,146 to 9,315 in the number of smaller hotels.

83. There is also a progressive rise in the total number of employees from 86,203 to 90,965. This shows that there is an upward trend in the business as a whole.

84. A scrutiny of the survey conducted by the office of the Deputy Commissioner of Labour reveals that out of a sample of 572 concerns, employees receiving less than Rs. 20 per month were 108 out of a total of 572 workers. In hotels where employment was between 11 and 30 during May 1950, there were 991 waiters, 836 cooks, 725 cleaners and 632 table boys, making a total of 2,193 employees. Waiters in May 1950 earned, on an average between Rs. 26-14-3 and Rs. 36-7-9; while cooks were paid between Rs. 36-4-6 and Rs. 41-12-8; cleaners earned between Rs. 15-15-3 and Rs. 39-13-4 while the basic income of table boys was between Rs. 20-15-2 and Rs. 22-3-6.

In 27 hotels with an employment of 30 or more workers, there were 195 cooks, 221 waiters, 150 cleaners and 84 table boys. The average earnings of cooks during May 1950 were between Rs. 40-7-3 and Rs. 58-7-7. For waiters, it was between Rs. 27-8-2 and Rs. 34-6-10. The cleaners receive between Rs. 17-15-8 and Rs. 29-2-8 (Labour Gazette, October 1951, page 154).

85. The average wages, leave out the extreme ends, the lowest and the highest by taking the mean between the two. It will clearly be seen from the above, how basically unjust the majority decision is, in as much as cash wages of Rs. 15, Rs. 20 and Rs. 30 are recommended for *unskilled*, *semi-skilled* and *skilled* workers respectively. These figures are much below what the workers are actually receiving today.

86. The information and data collected by the Committee itself reveal more or less the same trend of wages. The Annexure under

XXVI in the Majority Report, giving the statement of average wages further throws light on the existing conditions :—

| Category.      | Bombay. | Belgaum. | Hubli. |
|----------------|---------|----------|--------|
| Cook           | 45.4    | 28.8     | 51.2   |
| Manager        | 53.1    | 35.2     | 51     |
| Cashier        | 61.4    | 30.0     | .....  |
| Malwala        | 44.5    | 49       | 50     |
| Tea Maker      | 29.1    | 27.2     | 27.5   |
| Waiter         | 25.4    | 30       | .....  |
| Cleaner        | 14.2    | 12.8     | 17.3   |
| Server         | 28.7    | 19.8     | 25.3   |
| Order Boy      | 28.1    | 20.9     | 21.6   |
| Standwala      | 28.4    | .....    | .....  |
| Hammal         | 26.5    | .....    | .....  |
| Baharwala      | 31.6    | .....    | .....  |
| General Worker | 22.5    | 40       | 25     |

  

| Category             | Poona. | Thana. | Dharwar. |
|----------------------|--------|--------|----------|
| Cook                 | 38.6   | 35     | 33.6     |
| Manager              | 55.2   | 90     | .....    |
| Cashier              | .....  | 14     | .....    |
| Malwala              | 45.5   | 33.2   | 30       |
| Tea Maker            | 28.4   | 18.6   | .....    |
| Waiter               | 27.3   | 15.8   | .....    |
| Cleaner              | 18.6   | 19.8   | 17.1     |
| Server               | 24.1   | .....  | 21.1     |
| Table Boy            | 30.8   | .....  | .....    |
| Baharwala            | 32.8   | 38.8   | .....    |
| Miscellaneous Worker | 20     | .....  | .....    |
| Bhattiwala           | .....  | .....  | 44.1     |

87. Taking up any of the category of the worker from the above statements both from the survey by the Labour Office as well as by the Committee and comparing the same with the wages suggested, we will find that for each of the place which falls in a particular zone, the suggested wage is lower than what the employees are receiving today.

88. It will also be noticed that the tea-maker at each place receives an average of Rs. 28. Similarly order boys, servers, waiters, suppliers, are all getting more or less the same wage as tea-maker. Their wages

are very much higher than the workers placed in unskilled category, for instance cleaners. In the Majority Report they are all, including tea-makers, down-graded to the unskilled category, thus worsening their present position. Same is the case with Baharwalas.

89. The conclusion is inescapable that in all possible ways, attempts are made to lower down the standard of life of the workers, all with the blessings of the Majority Report.

## CHAPTER VI.

### DETAILED RECOMMENDATIONS AND CONCLUSION.

90. We have discussed at length, the principles and factors that should be considered while fixing minimum wage. We have indicated the nature of work of the hotel workers and the disagreeableness and fatigue involved, while comparing the hotel workers with those in Bidi Industry. We have also explained to what extent wages suggested in the majority report are below the level of what are paid today. Not to speak of two other units, the suggested wage cannot be termed as bare subsistence wage for even one single individual, hence it has exposed itself no public ridicule. It even fails to protect the employers themselves by permitting cut-throat competition when half the employers are paying higher wages and the other half are allowed to pay low wages.

91. We believe the hue and cry of dislocating the industry, if a reasonable minimum wage is fixed, is a barrier for any progress, is in fact founded on a policy of negation, and is an apology for *status quo*. Instead of saying plainly that the minimum wage should not be applied, a so-called structure of Minimum Wage with the sanctity of law is raised which is clearly retrograde to the existing level. As a matter of fact, everywhere the employers have suggested lower than what they are paying today. And the majority decision has itself gone below what the employers have suggested. Thus the "minimum wage" is doubly watered down and reduced to a skeleton.

92. There is a great danger of the minimum becoming the maximum, in view of the weakness of the bargaining power of employees, the prevailing law of demand and supply, and the absence of large-scale adjudication machinery. It will lead to the eventual sacking of workers receiving higher wages, and their replacement by those willing to work under the wages in the Act.

93. We believe, taking into consideration the totality of factors, the terms would harm the workers as a whole, rather than serving their interests. We would, therefore, strongly recommend to Government, not to apply the Minimum Wages Act, if it is to be applied in terms of the Majority Report.

94. We are, however, confident that the Government which is pledged to Socialistic Pattern of society and further pledged to eliminate exploitation in every shape or form, would see to it that justice is done to the employees.

95. In consideration of all the factors and principles, we recommend all-inclusive consolidated wages for 26 working days as follows :—

|       |     |     | (A)        |               |          |
|-------|-----|-----|------------|---------------|----------|
| Zone. |     |     | Unskilled. | Semi-skilled. | Skilled. |
| I     | ... | ... | 60         | 70            | 80       |
| II    | ... | ... | 55         | 65            | 75       |
| III   | ... | ... | 50         | 60            | 70       |
| IV    | ... | ... | 45         | 55            | 65       |

(B) The Western Style Hotels and Restaurants are in a very prosperous condition. The rates of charges to customers in these establishments are quite high. The margin of profits and turn-over too is fairly high. There is, therefore, not the slightest danger of affecting these concerns adversely if in these concerns, considerably higher wages are fixed in conformity with the principles laid down by the Fair Wages Committee that the Minimum Wage must provide not merely for the bare sustenance of life but for the preservation of the efficiency of the worker by providing for some measure of education, medical requirements and amenities. It should be noted that the degree of efficiency and skill required in these establishments is of much higher order. The workers in these concerns are class by themselves. In view of all these considerations, we would recommend the following wages for Western Style Hotels and Restaurants :—

|              |    |    | Rs. |
|--------------|----|----|-----|
| Unskilled    | .. | .. | 70  |
| Semi-skilled | .. | .. | 85  |
| Skilled      | .. | .. | 120 |

96. *Zones.*—We recommended the following division of zones :—

*Zone I.*—Greater Bombay.

*Zone II.*—Ahmedabad and Poona.

*Zone III.*—Sholapur, Baroda, Surat, Kolhapur, Hubli, Dhulia, Jalgaon, Nasik, Ahmednagar, Belgaum and Ulhasnagar.

*Zone IV.*—Places not included in Zones I, II, III.

The first three Zones are as per the Chairman's own earlier decision as given in Annexure "IB" of the Majority Report with the exception that Poona is placed in Zone II with Ahmedabad in view of the high

cost of living. Zones IV and V are combined because there is no much difference either in the cost of living of the last two zones or the prospects of the industry.

97. *Classification.*—We have set forth our views and reasons in this regard in preceding chapter. It is a delicate question as whatever advantages are accrued by the Minimum Wages Act, the same would be nullified by stepping down the higher category to lower. There is a distinctly marked increase even in the prevailing wages for certain categories of workers which the Tribunals also have conceded, and placed Waiters, etc. in semi-skilled category. Similarly in written memoranda and oral evidences before the Committee, the employers' representatives themselves have placed those workers in the categories of semi-skilled and skilled. In order to prevent their down-grading and the incalculable harm that would be done to the employees by way of reduced emoluments, average wages given by the office of the Deputy Commissioner of Labour as also the annexure of average wages arrived at by the Advisory Committee will serve as a guide to classification.

98. We would recommend following classifications :—

*Skilled.*—Manager, Accountant, Typists, Clerks, Cook or Head Cook, Malwala, Sweet Meat Maker, Cashier, Farsan Maker, Mehtaji, Store Keeper, House Keeper, Head Waiter, Receptionist, Head Steward, Pastryman, Mistry, Assistant Manager, Assistant Malwala, Samosawala, Kababwala, General Worker, Telephone Operator, Tandurwala, Rotiwala, Boiler Engineer, Guide, Driver, Supervisor, Ice-Cream Maker.

*Semi-skilled.*—Bill Preparer, Bill Collector, Mehtaji, Kitchenmate Assistant Cook, Wireman, Bhajiwala, Puriwala, Retainer, Tea Boy, Boiler Hammal, Waiter, Vendor, Page Boy, Coffee or Tea Maker, Standwala, Salesman, Market-man, Room Boys, Floor Waiter, Fountain Bar man, Gardener, Supplier, Orderwala or Order Boy, Server, Butcher, Mandniwala, Kholiwala, Chapatiwala, Lassiwala, Dosawala or Idliwala, Boiler Fireman, Billiard Maker, Pumpman, Gas Filler, Fountain Man, Syrup Maker, Falooda Maker.

*Unskilled.*—Cleaner, Sweeper, Hammal or Mazoor, Watchman, Liftman, Pumpman, Peon, Office boys, (Dhobi), Pani Kachimberwala, Glass boys, Waterman, Dishwasher and Kitchen boys.

99. *Customary Allowances.*—For reasons mentioned by us in detail in the Chapter on Analysis of Majority Report, the customary allowances should be merged in wages.

100. *Daily Wages.*—As a social welfare measure and to encourage saving habit as also stability of employee in the establishment, we recommend that the daily wage should be higher by way two or three rupees in order to discourage the practice of daily wages which militates against the feelings of security.

101. *Wages for Women.*—On grounds of principle, there should be no difference in wages between male and female worker.

102. *Apprentices.*—Workers if at all taken as apprentices should be paid the same wage as unskilled.

103. *Tips.*—As stated in paragraph 9 of the Majority Report, the practice of tipping is restricted to few establishments and ever where it is prevailing, it varies from day to day, establishment to establishment, worker to worker. The Catering Wages Commission in United Kingdom too has not made any distinction in wages between tipped and untipped workers, as apart from other reasons, it would have affected adversely the employers in whose concerns the practice of tipping is not prevalent. Besides, the employees are entitled to a steady income by way of remuneration for the work put in by them from the employers. Tip is a token of meritorious services rendered to the visitor. Further, the attention of the Committee has been drawn to the practice in certain Western Style Hotels, of collecting 10 per cent. service charges from visitors in the name of employees. The attention of the Committee was further drawn to the lack of proper accounts of such sums collected and the workers being deprived of huge sums collected in their name and on their behalf. We trust the authorities concerned will look into the matter. For various factors involved, we are in agreement with the majority report (Note on paragraph 29) that tips should not be taken into account while fixing minimum wages.

104. *Food and Food Valuation.*—The question of payment of wages in kind has been dealt with in the preceding chapter—Analysis of Majority Report. Provision should be made to allow the worker to take food at home with the members of his family or wherever he chooses. Our suggestions are that practical steps should be taken to gradually discontinue the payment of wages in kind. The employers may be given general notice of even say two years at the end of which the payment of wages in kind should be prohibited. This could be brought about by amending the definition of Minimum Wage by deleting the reference to payment in kind. This is necessary as a social measure, particularly in view of changed concepts of social values and human aspect. In the meantime, if this measure is necessary and if the employers do want it to be continued for their own reasons, due allowance should be made for this fact while fixing the food value in terms of cash.

In view of the two consumption units being not provided for and for various other reasons we have suggested Rs. 15 per month. However, as certain employees would choose to take their meals outside the hotel, we would recommend that the value for food and breakfast should be Rs. 25 for Zones I, II, Rs. 22 in Zone III and Rs. 20 in Zone IV. This would be quite fair and equitable particularly in view of the cost evaluated by the Head of the Nutrition Department, Government of Bombay, which is also Rs. 25. We would recommend equal amount of Rs. 25 for meals and breakfast valuation in Western Style Hotels and Restaurants for the same reasons as stated by us earlier.

We would also strongly recommend that the diet menu prescribed by Dr. Radhakrishna Rao which is not even a balanced diet but just reasonable should be strictly adhered to.

105. *Young Persons*.—Although there is decline in the employment of young persons, it is still a black spot which is to be eradicated. Under cover of young persons, children of 9 and 10 years are employed and on a mere pittance of wages, they are made to work for the same period as adults. The six hour work is a myth and exists only in the statute book. The attendance Register shows 18 years age whereas actually the worker is 12 or 13 years old. We are apprehensive of similar fate to children under the Minimum Wages Act, with regard to four and a half hour working day. We would urge that strict measures in this respect are adopted so that the relevant provisions are properly abided by. In order to gradually discourage the practice of employment of young persons, we would suggest that they should be paid 75 per cent. of the adult wage.

106. *Accommodation and Clothing*.—In view of the nature of these facilities, the same cannot be treated as payment of wages in kind.

107. *Enforcement*.—Final Report of the Industrial Conditions Enquiry Committee at page 3 says: "The anxious search for methods to nullify the social objectives of legislation intended to help the workers. In the first instance efforts often are bent towards studying statutory provisions and the lowest minimum requirements. This is followed by efforts to keep as far below the minimum standards as is legally feasible and attempts to take away with the left hand what the right hand has been compelled to give. Instances with regard to recent holidays with pay legislatiton are examples in point. On management, which undoubtedly had made quite good profits during the past few years, had made a careful study of the legal provisions for holidays with pay and we were informed that none of their workers have ever qualified for this privilege." The experience gained with regard to the application of Minimum Wages Act to other industries and ingenious methods adopted by the employers to evade implementation we would strongly recommend that more efficient machinery with adequate staff should be set up, and the lacunas are removed, thereby achieving the benefits under the Act to the fullest extent.

108. *Scope of Application*.—We further believe that it would not be fair to preclude from the benefit of the Act, certain employees who happen to be engaged in canteens, educational institutions, hospitals, etc. We strongly recommend that the terms of reference should be suitably modified within a short time and these employees too are provided with an adequate wage for minimum requirements in line with the rest of the employees.

109. *Provision of Adjudication Machinery*.—Although it is some what outside the scope of this inquiry, we must express our opinion on this



point at issue which is vitally connected with the question of application of Minimum Wages Act to the hotel industry. It can be visualised, that once the Minimum Wages Act is applied, the tendency even on the part of better organised and more flourishing concerns to strictly conform to the requirements under the Act and not to go beyond it although they could well afford. It would also lead to scaling the wages down, where higher wages are being paid at present. In view of inherent weakness in the bargaining power of workers, it would be difficult for them to resist these attempts. We would, therefore, strongly urge that the fact of application of Minimum Wages Act, should not preclude the Government from referring disputes in this industry to adjudication. Whatever policy the Government may have followed in the past, the normal machinery for amicably settling disputes without breach of Industrial Peace which is available to workers in other industries, should not be denied to these categories of workers in the interests of equity and fairness.

110. *Appointment of a Committee.*—We are in agreement with the views expressed in the Majority Report regarding the necessity of appointing a Committee, on lines with the Commission appointed in United Kingdom, the provision of which was made in the Catering Wages Act, with a view to looking into the difficulties of the employers, employees and the public. We would emphasise that labour should have adequate representation on the said Committee along with the representatives of the Government, Employers and the Public.

The burning question of issuing licenses, which has a great deal to do with the present state of affairs of the Industry would be the proper subject among others for the said Committee to go into and to formulate a well thought out and equitable state policy in that regard, which would pave the way for stability, security and efficiency in the Trade.

111. In conclusion, we must sincerely thank the Secretary of the Committee for his untiring labour, in the multifarious and onerous day-to-day work of the Committee and his continued and sustained enthusiasm and interest in the work. Our thanks are due to the staff working under him, who took great pains to complete the work in time. We are also thankful to the Commissioner of Labour for his valuable assistance in Committee's work.

M. JAFFER,  
Member.

N. V. SAVANT,  
Member.

Representatives of Employees on the Committee (Hotels).

Bombay, 18th July 1955.

## ANNEXURE "A".

The terms of Agreement arrived at between Mr. Husseini Doctor and Mr. Ismail, Honorary Secretary, representing The Bombay Presidency Radio Club Ltd., and Mr. Jafar and Mr. Bhagwat, the President and Joint Secretary of the Bombay Hotel Kamgar Union, representing the Employees of the Club. (Mr. Dalvi, the Manager was also present).

1. The grades of basic pay shall be as follows :-

|                             | Rs.                |
|-----------------------------|--------------------|
| Head Waiters .. .. .        | 90-4-120           |
| Waiters .. .. .             | 35-3-65            |
| Head Hammal .. .. .         | 35-3-65            |
| Lawn Hammal .. .. .         | 30-2-50            |
| Masals and Hammals .. .. .  | 30-2-50            |
| Head Cook .. .. .           | 90-5-140           |
| 1st Cook .. .. .            | 60-3-115           |
| 2nd Cook .. .. .            | 60-3-115           |
| 3rd Cook .. .. .            | 60-3-115           |
| 4th Cook .. .. .            | 50-3-65            |
| Mohmedan Cook .. .. .       | 65-5-90            |
| Mohmedan Cook .. .. .       | 50-3-65            |
| Dish Boys .. .. .           | 30-1-35            |
| Mates .. .. .               | 30-2-40            |
| Sweepers .. .. .            | 30-2-50            |
| Watchmen .. .. .            | 35-3-60            |
| Messengers Boys .. .. .     | 30-1-35            |
| Head Barman .. .. .         | 80-5-120           |
| Assistant Barman .. .. .    | 45-3-75<br>40-2-60 |
| Pantryman .. .. .           | 40-2-60            |
| Assistant Pantryman .. .. . | 35-2-55            |
| Tennis Maker .. .. .        | 45-2-65            |
| Billiard Maker .. .. .      | 45-2-65            |
| Ayah .. .. .                | 35-2-55            |
| Malis .. .. .               | 30-2-50            |
| Head Peon .. .. .           | 50-3-75            |
| Peons .. .. .               | 35-2-65            |

2. Dearness Allowance shall be Rs. 35 without food and Rs. 20 with food.

3. Mr. Alex Patchu, Mr. Peter Rodrics and Mr. R. D'souza to be paid Rs. 6 increment in his salary. The aforesaid increments are agreed to in view of their long service.

4. The question of gratuity and sick leave is left to the management of the Club to consider favourably.

5. The question of re-instating of Mr. S. A. Mohmed and two telephone operators was not conceded by the management.

6. The scales of wages and increment of salary and dearness allowance to come into effect from 1st April 1950. Wages of Strike period to be paid.

7. There shall be no victimisation.

8. The present salaries of the employees will not be adversely affected.

9. Strike to be withdrawn and employees shall join duty on 16th June 1950 according to their respective duty hours.

Dated at Bombay, this 15th day of June 1950.

(Signed) M. JAFFAR,

President,  
Bombay Hotel Kamgar Union.

(Signed) S. A. BHAGWAT,

Joint Secretary,  
Bombay Hotel Kamgar Union.

(Signed) H. S. DOCTOR,

for The Bombay Presidency Radio  
Club, Ltd.

(Signed) H. H. ISMAIL,

Honorary Joint Secretary,  
Presidency Radio Club, Ltd., Bombay.

## ANNEXURE "B"

## MEMORANDUM OF SETTLEMENT.

*Names of parties.*

Representing Employers :—

1. Mr. N. J. Moon, Hon. Secretary,  
The Royal Bombay Seamen's  
Society, Ballard Eestate, Bom-  
bay.2. Mr. L. W. Palmer, Hon. Treasurer,  
The Royal Bombay Seamen's  
Society, Ltd., Bombay.

Representing Employees :—

Mr. M. Jaffar, President, The Bombay  
Hotel Kamgar Union, Bombay.*Short recital of case.*

On 16th March 1949, the Union requested this office to intervene in the dispute between the Royal Bombay Seamen's Society and their workmen regarding revision of pay scales, dearness allowance, leave, etc. Conciliation proceedings were held on 17th and 27th May 1949 and 21st June 1949 and the following agreement was reached between the parties.

*Terms of Agreement.*

(1) The management of the Royal Bombay Seamen's Society shall, with effect from 1st April 1949 increase the minimum wage to Rs. 30 per month wherever it is less today and shall adjust wage scales in general. The parties agree to discuss the same mutually at a later date.

(2) With effect from 1st April 1949, the management agree to grant dearness allowance at the rate of Rs. 40 per month without food and Rs. 20 with food.

(3) The management also agree to grant 7 days' casual leave in a year besides other leave they are granting at present.

(4) With effect from 1st April 1949, management shall introduce a contributory provident fund for all their employees on the basis of contribution being equal to 1/12th of the basic monthly wages on each side.

(5) The present gratuity rules of the Society shall be amended so that all employees may be eligible for gratuity being paid to them at the rate of 15 days' basic salary for each year of service, if they retire or leave service after completing 10 years service.

(6) The arrears of dearness allowance and revised minimum wage shall be paid with the salary for the month of June 1949.

*(Signatures of Parties).*

(Signed) N. J. MOON,

Hon. Secretary,  
The Royal Bombay Seamen's  
Society, Bombay.

(Signed) M. JAFFAR,

President,  
Bombay Hotel Kamgar Union,  
Bombay.

(Signed) L. W. PALMER,

Hon. Treasurer,  
Royal Bombay Seamen's  
Society, Bombay.

(Signed) A. C. AMDEKAR,

Conciliator.

21st June 1949.