
Indian Hotel Workers



THEIR CONDITIONS

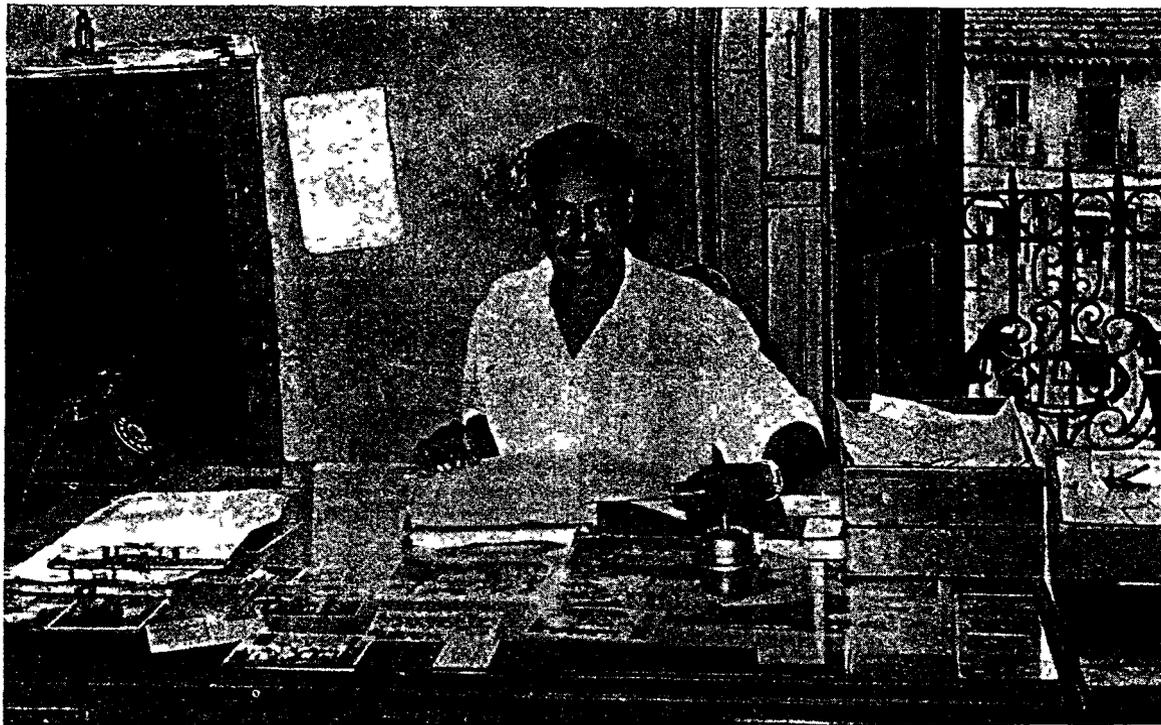


PROBLEMS

STRIUGLES



BY P. K. UNNIYAYA



Com. Gulabrao B. Ganacharya, President, Hotel Mazdoor Sabha, Bombay & Member,
Working Committee of All India Trade Union Congress

Foreword

Dear Comrades,

We have great pleasure in presenting to you, this small brochure got up by Com. P. V. Upadhyaya, the General Secretary, Hotel Mazdoor Sabha, Bombay, the strong militant Trade Union of the Hotel-Restaurant and Cafe workmen of Bombay, on the conditions, problems and struggles of the hotel workmen in India.

The Trade Union movement amongst these workmen is confined to big cities only; that too the organisations have been functioning as well-knit units since last four to five years only. This is due to the fact that the profession of Hotel-Restaurant & Cafe workmen is not yet accepted as dignified and specialised in India. This is also due to the backwardness of the hotel employers. A semi-feudal type of relation existed uniformly in most of the units, between the hotel employers and their workmen. The workmen were subjected to merciless exploitation at the hands of the hotel employers.

The conditions have improved during the recent past. Thanks, to the strong organisational consciousness which gripped the hotel workmen in almost all the major cities of India. On a fair estimate, the majority of the Indian Hotel Workmen fall in the age group of 15 to 25 years. Hence, no wonder their Trade Unions exhibit one of the most enviable, active and militant cadres.

This brochure only helps to give the idea, but shall about the conditions, problems and struggles of the hotel workmen in India. The Indian Trade Unions of the hotel workmen are considering under the able guidance from its parent organisation, the All-India Trade Union Congress, of taking a detailed survey of the conditions and problems of the hotel workmen.

Due to the consistent struggles conducted by the Trade Unions, the hotel workmen have secured application of such legislations as Shops & Establishments Act, and Minimum

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tion of the agricultural and plantation workers, the hotel workmen are perhaps, the only neglected workmen in India, although their numerical strength is very high.

With the Second International Conference of Food, Tobacco, Hotel & Restaurant Workmen, holding its sessions at Sofia, Bulgaria, from 21st. September, 1955, we feel, the publication of this brochure as most timely, as it would help to focus the attention of the delegates to this great Conference on the problems confronted by the Indian hotel workmen.

Bombay,
12th September, 1955.

GULABRAO B. GANACHARYA,
President,
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During the period of the Second World War, although India had not the misfortune of witnessing the actual action on its soil, it had experienced all the agonies and sufferings, resulting from a global war. As India was used as a regular war-base by the British Imperialists, with Japanese armies knocking at the Indian frontier, there was an unprecedented rise in the industrial activity in the major industrial cities of India. This led to the swelling of the industrial population which flocked to the cities, keeping their families in the interior. This sudden rise in the population had contributed to make the housing problem immensely acute. Therefore there was ready clientele for hotels, restaurants and cafes, in all the major cities of India.

Thus, units of the hotel industry were established on an increasing scale and firm footing. The people on the average had plenty of money with them, and the hotel and restaurant business had a boom-period. These conditions had continued although the cessation of hostilities had taken place. The war-time industries gradually shifted to peace-time production. With the fabulous profits earned on war-contracts, the opening of new factories increased by leaps and bounds. The bulk of the industrial workers who had, by now accustomed to the city life, stuck to the cities and manned these new factories established in the cities. The hotel business continued to be lucrative and expanding.

With the growth in the number of hotels, the number of hotel and restaurant workmen also increased as a natural result of the rise in the number of the former. In the initial stage, as there were better paid jobs in other industries, the able-bodied workers were not attracted to this industry. There were actually more jobs available in this industry than the number of available workmen. The majority of the hotel owners consisted of persons who had made little money, but not much to invest on any bigger industrial proposition, from some petty war-pursuit. They were an illiterate, unenlightened, and backward lot in themselves.

In order to get labour for their expanding business, the employers started recruiting labour directly from the native places, at great distance from the cities. The bulk of the hotel owners in Bombay came from the State of Madhya Pradesh.

Madras State. These employers resorted to a most out-dated medieval and feudal ways of recruiting labour. The farm-workers who were kept on a semi-starved wage, in cash and kind, on their big holdings, were advanced with loans by their feudal lords, and in order to repay such loans, the services of their teen-aged children were secured for stipulated periods. These teen-aged children, illiterate and new to the city life, constituted the bulk of the hotel workmen in city, during the war, as well as post-war period. Conditions of these workmen were most gruelling and far from satisfactory. They were either paid a negligible, scanty, pittance from Rs. 5 to Rs. 15 per month, or no wage at all. Coarse and stale food, insanitary and unhygienic accommodation, and dirty rags which clothed them, happened to be their regular and characteristic lot.

But during the post-war period the working-class all over India, engaged itself in series of glorious struggles against their despotic and ruthless employers, fattened on war profits, for securing their legitimate demands like wage-increase, dearness allowance, and share in the profit etc. Millions of workmen in Textiles, Engineering, Transport, Chemicals etc., raised their united voice through their respective militant Trade Unions all over the country. The unprecedented rise of consciousness about their rights and privileges was not to leave the hotel workmen also, unaffected. Thousands of hotel workmen organised themselves and formed their Trade Unions also. In cities like Bombay, Madras, Calcutta and Delhi, hotel workers raised their voice against the brutal exploitation practised by the hotel employers. Militant functionaries of these Trade Unions picketing before a hotel in Bombay, Madras or Delhi, requesting the members of the public to boycott the particular hotel in protest against the maltreatment meted out to a workman therein, became a regular, everyday scene. The hotel workman groaning under the feudal and slavish conditions, perpetrated by his ruthless employer, had awakened and he had started asserting his right to live a dignified and decent life as any other human being under the sun.

Simultaneously with these isolated struggles against callous and obstinate hotel employers, the hotel workmen and their trade unions raised collective industrial disputes to

their service. To secure the necessary success in their just demands, the hotel workmen resorted to the traditional but most effective weapon of strike, more than once. Thus we witnessed in 1948, hotel workmen numbering about 8,000 in Madras city resorting to a total strike, paralysing the whole hotel and restaurant trade in the city for a period of two weeks. The Congress Government had to intervene in their dispute and refer it to the Industrial Tribunal for adjudication. Thus the hotel workmen for the first time in India compelled the government to recognise them as industrial workers on a par with the other industrial workers. The hotel workmen in Madras and Coimbatore, secured through an award from the Industrial Tribunal, a considerable rise in their living conditions, by way of regular pay-scales, leave facilities, medical benefits, etc. To regulate the hours of work and to spread the governments in different States introduced and consolidated the Shops and Establishment enactments.

In 1949, the workmen of the biggest residential and westernised hotel in Delhi—the Imperial Hotel—went on a strike for a period of one month. In 1950, December, 3,000 workmen employed in the big residential hotels of Bombay like Taj Mahal, West End, Ritz, Grand, Majestic, Ambassador etc. went on a strike lasting for a period of three months. This strike staged by the workmen which created a hitch in the city of Bombay was crushed down by the joint action of the Government and the hotel employers.

In May 1951, the workmen of the National Hindu Restaurant went on a strike which lasted for four months. In order to show their sympathies with the cause of the striking workers and to demonstrate their solidarity with them 15,000 hotel workmen employed in about 2,000 hotels of Bombay went on a one day token strike on 14th August, 1951. The workers in the National Hindu Restaurant met with glorious success inasmuch as they secured reinstatement of all the workmen along with a substantial wage-increase.

By this time, the hotel employers became alive to the growing strength of the hotel workmen and their trade unions. The organisations of the hotel employers came into existence like mushrooms all over the country. The main object of these organisations was to fight the growing strength of the trade unions. A campaign of calumny was started against the trade unions. The employers sought to undermine the position of the

pouring out most vituperative propaganda against the trade unions through Press and their special public journals. The Government was compelled and urged by these employers to arrest the peaceful picketeers before the hotels and throw them into jails. The Government had to, however give up this policy of openly patronizing the hotel employers, due to the strong agitations carried on by the trade unions and also because of a judgement given by a court of law.

Since 1952, the hotel workmen in the State of Bombay succeeded in getting their dispute referred to the Industrial Tribunals. But series of awards given by the Industrial Tribunals in the collective dispute for wage-scale, leave facilities, bonus etc., showed that the Industrial Tribunals remained blind to the genuine demands of the hotel workmen. These awards gave absolutely modest and limited relief to the hotel workmen. There again, the Government was not prepared to refer all the disputes to adjudication.

Hence the trade unions concentrated their agitation against the Government for appointment of a Committee under the Minimum Wages Act, and application of Payment of Wages Act to the hotel industry. The hotel workmen in Bombay numbering about 10,000 marched in a procession and held vast rally to voice these demands of theirs, on 29th September 1953. After sending deputation after deputation to the Government, and carrying a ceaseless and tireless agitation in Press and public, the hotel workmen have succeeded in securing both these demands. From April 1, 1955. the Payment of Wages Act has been made applicable to the hotel workmen, and the Advisory Committee for fixation of Minimum Wages has been appointed by the Government of Bombay in the beginning of this year.

But the struggle for introduction of old-age benefits, extension of Employees' State Insurance Scheme for medical benefits of workmen, unemployment relief, sanitary and hygienic living accommodation and nutritive food of proper standard, has not ceased. The trade unions of the hotel workmen are engaged in a big struggle for the achievement of a **Minimum Wage** based on the standards which are made, at least applicable to the other industries in the country.

IMPORTANCE OF CATERING TRADE IN NATIONAL ECONOMY

At the outset, it must be noted, that the Planning Commission set up by the Government of India while preparing the National Plan and also the Four-Year Programme under the first five year Plan for the Industrial Development, has omitted any mention of the Hotel Industry. This signifies that either the members of the Planning Commission did not attach any importance to this industry or they did not consider the Hotel and Restaurant Industry as one of such industries which should require an organised planning ; but it cannot be denied that after the attainment of independence and after assuming control over our own destinies and when our country is making a head-way towards progress and prosperity, the Hotel Industry or Catering Trade has to play an important role in the National Economy of our country.

With the transfer of power to our own hands, and with the gradual but sure assumption of an important position in the comity of Nations, our country has become a centre of attraction for the foreign tourists. Besides, we find that with a rich national heritage and with architectural monuments of our country, India can rightly claim to be a centre of attraction to a large number of foreign tourists.

The cities like Bombay, Calcutta, Madras had therefore been experiencing a steadily growing clientele for our residential hotels which we note, have increased in number during the post-war period. It is significant to note here that the Government of India has also appreciated this factor and has taken particular care of this trade by opening 'Tourists' Information Offices all over the country. And as a source of earning much required foreign exchange, this trade has its own importance in National Economy.

In cities like Bombay, Calcutta, Madras, Delhi etc with their busy commercial and industrial activities, on account of lack of accommodation, existence of low emoluments and the general aptitude of the industrial worker to keep his family at his native place, we find a large section of such industrial population solely relying for their food requirements upon the



View of the Demonstration staged in 1951 as a protest against The Hotel Employer's Exploitation of the workmen

With the gradual implementation of the Five-Year Plan and with the steady expansion of our industries, we are experiencing a steadily growing industrial population in the cities. These facts show that the Hotel and Catering Industry is not only based on strong foundations but also has a very prosperous future ahead of it.

A recent survey of the pavement dwellers in Bombay city carried out by an important newspaper of the City has revealed that as many as 90 per cent of such poorer strata of our public entirely depend upon eating houses which supply cheap but non-nutritive food to the clientele of this type. Thus it would be noted that almost a very considerable strata of the society is dependant either for its food requirements completely or for its noon-day lunch or meals upon the residential hotels, big and small, foreign or Indian eating houses, meant for rich middle-class and poorer class people, and some restaurants supplying snacks and breakfast to the public from the lower middle-class and poorer working class groups.

Spurt in the Hotel Industry due to Decontrol of Rationing

Due to the policy of the Government to remove restrictions rigorously imposed on the hotels in the matter of consumption of food-grains, there is a great spurt given to the trade. As a result we find that the hotel employers are now in a position to step up their turnover by offering more dishes to their customers and thereby increase their sales resulting in inflated profits.

Employment Trend

As regards the employment trend, it has already been stated that more and more units in different classes of hotels are being established all over the city of Bombay. It is also evident from the figures given by the Office of the Inspector of Shops & Establishments Act, that more and more hotels of small and big size are being registered in all the cities. Though it is found that more recruitment in the already existing and established units is not taking place, due to the establishment of the new units, the employment in this industry is found to be on the increase. But it should not be misunderstood that the steady level of the employment in the established units reveal a fall in business

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perfectly in conformity with the general class of the employers to increase the workload of the workers to the detriment of their health, only to squeeze more profits. This can be proved with facts and figures collected for particular units, from the Office of the Inspector under Shops & Establishments Act, and also from the Income-tax Returns from the Commissioner for Income-tax.

More than 300 hotels were affected by the imposition of the Section 19(1) of the Bombay Shops & Establishments Act, 1948, calling upon the hotel employers to close down their hotels at 11 P.M. sharp. It was apprehended in vain that implementation of such law would result in large number of workers being rendered unemployed. But it was surprising to note that such apprehensions entertained by the union as well as by the employers were proved to be groundless, and not a single worker was thrown on the street as a result of this order. This shows that the hotel employers could absorb a further number of workers only if the work-load on the workmen was uniformly distributed according to their capacity to work.

It is the considered opinion of the trade unions that employment in the hotel industry can be increased by another 30 per cent. only if the jobs of the workmen are standardised properly and the provisions of the Shops & Establishments Act are strictly enforced. The backwardness of this class of employees, lack of consciousness amongst them, the internal financial relations in between the hotel employers and their employees based on feudal lines, have enabled the small employers to throw the wholesome provisions of the Shops & Establishments Act regarding hours of work, recess time etc. to the wind. As a result, it is found that still in large number of hotels the bulk of work is for 14 hours, non-existence of regular recess, and most brutal and repressive exploitation by way of refusal of annual and weekly leave. There are hotel employers who do not even allow a sick workman to take rest on sick leave, paid or unpaid.

If the provisions of the Shops & Establishment Act had been properly enforced and enabled the hotel workers to enjoy these statutory amenities, there would have been a higher scope for further employment in the different units of the hotel

Hours of Work, Recess and Shift System

Under the provisions of Shops & Establishments Act of State like Bombay, the spread over of every workman is limited to 14 hours. There is further provision that after continuous work for 5 hours, at least one hour's recess must be granted (Section 22). Under the provisions of Section 21 Sub-section (1) the working hours of every workman are limited to 9 hours. A permission is given to the hotel employers to open their hotel establishment at 5 A. M. in the morning and close down at 11 P. M. in the night. It is also provided under the said Act that any workman can be asked to start work at 4-30 A. M. and the workman can be compelled to work not later than 11-30 P. M.

In the light of the aforesaid provisions of the law, we find that the employers, in a very shrewd and cunning manner, have invented new methods to defeat the wholesome provisions of the said law. Since the accommodation provided to the workman is always in the hotel premises itself, the employers see to it that no workman is allowed to leave the hotel premises and remain away from the hotel for a long time. Since there is no limit imposed on the number of breaks or the rest periods to be given as provided under the Act,—perhaps a slip of the law-makers—the employers see to it that as many as four to five breaks of recess periods are given to the workmen and in every case rest period is uniformly distributed for 14 hours. Short and frequent recess periods do not give the workmen any opportunity for social intercourse, for their education, recreation, or for pursuit of their organisational activity. When the worker is left to the beck and call of the employer and pledged to the hotel work, it could hardly be expected that the workmen in reality would be enjoying his recess period, as the workmen are forced to do other types of work which their normal duty does not require them to do. Instances are not wanting wherein it is found that a waiter in a Hindu Hotel is found cleaning floors or washing the utensils in the backyard of the hotel premises during the period, which is supposed to be his recess period. The blame for this sorry state of affairs is to be laid not only at the doors of the employers but also at the doors of the Government which has failed to create a vigilant and conscious inspecting machinery to curb these evils. This confirms the oft repeated saying that implementation of

alleviate the sufferings of the workmen is to introduce an immediate amendment to the provisions of the Act by limiting the number of recess periods to only one, and by providing for increased inspecting personnel and deterrent punishment for the employers who commit regular breach of the provisions of the Act.

The provisions of the Factories Act show that the working hours of a workman, working in a factory is limited to 8 hours. There is a growing trend in the Western countries to reduce the weekly working hours of the workers to 40. In several awards in the disputes between the Australian workers in hotels and their employer, it is found that the working of the hotel worker, is limited to 40 hours (vide the Western Australian Industrial Gazette page 565). In the city of Bombay itself, in several concerns, the working hours of the factory workmen have been reduced far below 48. This is done so in order to achieve more efficiency among the workmen by reducing the fatigue resulting from long hours of work. The hotel workers particularly those who are working in the kitchen which are ill-ventilated and who have to work on the burning furnaces or ovens, require reduced working hours for their health. The large-scale incidence of T.B., Typhoid amongst the hotel employees can be explained by the aforesaid glaring facts. Since the period from 6 P.M. to 11-30 P.M. and 4-30 A.M. to 6-30 A.M. can be construed to be night period it is relevant to note some of the observations made by the Textile Labour Enquiry Committee. "... but there is little doubt that the living conditions of the workers contribute to making night work more onerous than day work. Living as the workers do, with very few exceptions in one room tenement they are not able to have sound, continuous and refreshing sleep during the day as easily as at night owing to the street noises and the sounds inseparable from the carrying on of household routine. This is not possible during the day time. Mr. Ambalal Sarabhai agreed that the strain of continuous night work was very great and that it was not possible for most workers to get adequate sleeping facilities during day time. He suggested that employers should be compelled to provide sleeping accommodation in the mills, for those who wanted it, on payment of annas eight per month." Page 15 of the Textile Labour Enquiry Committee).

Labour Inquiry Committee says "Man is a diurnal, not a nocturnal animal, and any attempts to change his innate habits in this respect, are bound to interfere with his physiological processes. Man's body needs the stimulus of sun light and is adapted to the atmospheric conditions of the day It is widely believed that bodily vigour is low in the early morning and that the greatest number of deaths occur then; there is some statistical evidence for this There is a general consensus of opinion that night work is more deleterious to health than is day work and this opinion is supported by incontestable evidence. Night work entails a diminution of sleep. The day's light, the day's sounds, the irresistibility of an active world, and with, a married workman's domestic duties, in a home children must be cared for, meals must be prepared, and clothing must be washed — all these prevent sleep." (Textile Labour Enquiry Committee — pp. 168). ". Nor is the night shift worker able to participate in organised games or to take advantage of recreational facilities. His opportunities for social intercourse and activities are also considerably restricted. Another drawback of night shift from the point of view of the working class as a whole, is its effect on their organizational work. In this connection, it may also be added, that night shift working, to a great extent, interferes with the educational advancement of the worker, who may not be able to avail himself of the usual facilities for adult education." (Textile Labour Inquiry Committee — pp.)

The Government Labour Gazette of June 1948, page 1264, has given a review of what the employees think about night work. Following factors have been emphasised in this report :

- (a) The sleeping habits are changed to the disadvantage of the workmen.
- (b) Adverse change in physiological standards.
- (c) Complaint about more fatigue after night work.
- (d) That it disturbs the physiological rhythm and imposes additional strain on the bodily mechanism.
- (e) It imposes physiological strains caused by the

In this very article certain suggestions have been made for improvement of conditions of the workmen in night shifts. They are as follows :

- (1) A fortnightly change.
- (2) Strict fortnightly medical supervision and treatment of the workmen working in the night shifts and selection of the men for doing night work.

What has been stated in the foregoing, regarding the workers in other industries holds good for the hotel worker, working in night shifts.

The deleterious effects on the health of the working man in hotel is more outspoken in the case of a large number of workmen employed in the hotel industry who are young in age i. e., from 15 to 22. This is the age of any human being meant for his physical and mental growth. Since a large number of workers employed in this industry are drawn from this age group, it is found that the incidence of sickness and perverted physical and mental growth is more amongst the hotel worker. It is ultimately in the interest of the health and the physical standards of our general public who is to depend to a large extent for their food requirements on the hotels in which the food is served through such employees. The health authorities have times without number, cried hoarse about the effects of the unclean conditions in the hotels, and that the spread of every kind of horrifying diseases start from the ill-kept hotels in which the unclean and mentally and physically sick workmen are employed.

There is a great urge amongst the hotel workers in the age group between 16 to 22 to receive further education for removing their illiteracy, by studying at the night schools or the Adult Literacy Classes conducted by the Bombay Social Educational Committee. But the employers who do not favour their employees earning more education and enlightenment, actively put obstruction before them, and do not grant them an opportunity. It is high time that the employers reckon with the fact that the enlightened and educated complement of workmen employed under them would constitute an asset to them, since such employees would be conscious of their responsibility towards the public or general hygiene.

The following steps therefore must be taken in the immediate future :

- (1) Introduction of an amendment to the Shops & Establishments Act, 1948.
- (2) Limiting recess period to only one and that too, for half an hour only.
- (3) The spread over of the work per day for every workman to be limited to 9 hours.
- (4) Not allowing the workmen in between the age group of 16 years to 22 years to work during the night period mentioned above.

Rates of Wages :

As regards to wage rate, pay day and system, following facts should be noted :

Unlike the provisions of the Factories Act, 1948, there is no fixed date for payment of wages to the hotel workmen under the provisions of the Shops & Establishments Act. As a result, it is found that the hotel employers are found abusing this legislative lacuna. There are instances wherein the workmen are not paid their wages for months together. This is not due to the lack of any paying capacity on the part of such employers but only due to the design of the employers to keep the worker tied down to the establishment by keeping his wages in arrears.

Some of the Muslim hotels and eating houses including Bhattiar Khanas, do pay their workmen on a daily wage rate at the end of the work's day. The workers in these hotels have been clamouring since a long time that they should get a monthly wage since it is more possible for the workmen to make remittances to their families at their native places when a lump sum is paid to them at the end of the month.

The system of paying advances to the workmen exist in almost all hotels. The workmen are paid a sum varying from Rs. 10 to Rs. 15 as an advance in the middle of the month. This shows clearly how inadequate the wage regularly given to them is. Besides the advance, there is a large amount of

under their obligation by tying themselves down to such particular employer for a considerable time although a more prosperous and lucrative job may be knocking at the door of such workmen. Since the money-wage paid to the workmen in this industry is 'abnormally low, for the purposes like sickness, marriage or any unforeseen demands made by their families at their native place and because of their own unavoidable necessities, the workmen have to take advances some time more than what their wage is. Need for establishment of a benevolent institution like Co-operative Credit Society is felt more amongst the hotel workers than anywhere else

Payment of Tips :

Whenever a dispute between the workmen and their employer has been adjudicated by the Hon'ble Industrial Tribunal, the question of payment of tips has been given undue importance. The first fact to be reckoned with in this respect, is that a negligible fraction of the workmen employed in the Hotel Industry earns a small amount by way of payment of tips from the customers. Firstly, the mode of appreciating the services of the hotel workmen by payment of tips, is foreign to India. Where the general standard of the masses is low such affluent manner or mode of life cannot be conceived. It should be further noted that some of the big hotels like the residential hotels on the Western style or large eating houses of the Western style used to attract large number of customers who were foreigners, and who used to give some tips to the workmen employed by these establishments during the war time; but with the cessation of hostilities, the large number of foreign customers has dwindled down considerably and the workmen therein have lost their supplementary earnings.

Quite a strange system prevails in certain residential hotels in the cities as regards payments of tips. The tips to be charged per waiter is mentioned in the bill produced by the waiter, and the amount of tips is mentioned by the manager who writes the bill. The customer is not allowed to pay any tip to a worker who attends on him, and it is considered to be a serious misconduct of the workman if he takes any tip, privately from the customer even though such tip is paid to

the hotel management. We would like to mention in this respect the names of hotels like Taj, Ritz, Astoria, Air Lines, West End, Grand Hotel etc., in the city of Bombay.

It must further be noted in this respect that the only class of workmen who receives anything by way of tips is that of waiters. This class of workmen is not much large in number and this practice is also non-existent in the 95 per cent of the total number of hotel establishments. The earning by way of payment of tips is solely dependant upon the personal whim and wish of the customers. It is paid by the customer to a waiter as a token of his appreciation of the elegant and skilful manner in which he discharges his duties and gives particular comfort to a customer. This is something that is absolutely personal to the workmen.

Recovery of Wages :

The shrewd and cunning employers often conscious of the limitations of the Government Labour Officer have brazenly refused to pay the reasonable and justifiable claims of the workmen. The workmen who are mostly rendered jobless, have no moneys to remain in the city unemployed and fight litigation.

Food and Drinks :

Dr. Aykroyd, Director of the Nutrition Research Laboratory at Coonoor, while preparing a note on dietary standard for Indian workers for the purpose of the inquiry conducted by the Textile Labour Inquiry Committee, had laid down a minimum standard of daily intake of about 2,600 calories for an adult man. Dr. Aykroyd had said in this note "Caution is necessary in applying Western dietary standard to the East..... In preparing a 'Health Bulletin' on 'The Nutritive Value of Indian Foods and the planning of Satisfactory Diets,' to be used for public health nutrition work in India, he has suggested standards of calories, protein, fat, mineral and milk intake far below "Generally accepted" Western standards because there is no point in putting forward standard out of all relation to reality.



One of the protest launched on 21-9-1953, observing Minimum Wage- Day, by the Sabha.

levels of diet among the poorer classes in India, as discovered by field investigation. At the same time, they represent a not impossible ideal in relation to present economic conditions or in other words, a goal to be aimed at which is not, too far out of reach." Textile Labour Inquiry Committee Report observes that "We may thus say that the norm set up by Dr. Aykroyd is a scientific standard modified to suit Indian economic conditions."

After all, Dr. Aykroyd obviously, an officer working under the close vigil of the British Imperialist Government then existing, with his clear admission that dietary standard he had prescribed to be far below the Western standard, we go towards the standard caloric intake prescribed by certain independent authorities who could command respect from all circles in this country. Dr. Patwardhan has suggested a caloric intake of 2,700 calories for cheap vegetarian balanced diet for an adult workman while Dr. R.K. Mukherji has prescribed 3,000 calories as a standard caloric intake for an adult workman. In this respect attention is drawn to certain observations made on pages 84-85 and 86 of the Report of the U.P. Labour Inquiry Committee on the balanced diets for an adult workman. With these facts in mind this-much-talked about amenity of free supply of food to the hotel workmen if put to the above tests, we find a horrifying picture of merciless exploitation of the hotel workers. To an outsider it all appears that the workmen working in the hotels must be consuming the same type of food that is offered for sale for the customers. But it is a fact that even the first class Hotels like Taj, Ritz, Grand etc., have in their employ a separate cook who under the strict vigilance of the hotel management has to prepare food, inferior in quality and of lesser nutritive value meant for consumption of the hotel workers. There is not a single hotel establishment in the city including the big hotels referred to above, which reaches anywhere near the minimum standard laid down by Dr. Aykroyd of 2,600 calories not to speak about the prescribed standards by Dr. Patwardhan, or Dr. Mukherji. In the large number of hotels there is a system of compelling the workmen to eat the food supplies that become stale and which remain due to non-consumption by the customers. There is an ignominious system of compelling the workmen to satisfy their food requirements by eating

diet in respect of the amount of protein, vitamins, mineral salts etc. Most of the Irani Hotels supply to their workmen, one plate of rice and vegetable curry which constitutes the whole meal that is supplied to the workmen for which the hotel employers have been claiming the money value that has been fixed by Committees for fixing minimum wages for a balanced diet on the basis of the norms prescribed by the authorities on the scientific basis.

Therefore, we find that most of the hotel workers are found to be semi-starved and famished. As far as drinks are concerned there is not a single hotel establishment big or small which supplies free drinks of any sort, to any workman.

Living Accommodation

The Report of the Rent Inquiry Committee which was taken into consideration by the Textile Labour Inquiry Committee on pages 72 and 73 has observed that "It is desirable to discourage construction of one-roomed tenements ; but wherever they are found necessary they should not be less than 180 sq. ft., in size and should not accommodate more than 4 persons." Accepting this norm on housing for the Textile workmen in the city of Bombay, the Textile Labour Inquiry Committee on page 73 observed that "For a family of four, 180 sq. ft., may thus be held as the minimum in Bombay ; the standard of the floor area may be put a little higher in less overcrowded cities."

The hotel employers make much ado about the living accommodation that is supplied by them to their workmen. In fact even the living accommodation that is supplied by the big hotels like Taj, Ritz, Green etc., does not come anywhere near the norm for housing prescribed by the Textile Labour Inquiry Committee at 180 sq. ft., for a family of 4 persons. Even in a big hotel, the living accommodation supplied to a limited number of workmen consists of separate rooms with a floor space of 120 sq. ft. in which 6-10 persons at a time are huddled together. So far as the rest of the workmen who constitute 70 per cent of the total strength of the hotel, the living accommodation is nothing, but empty verandahs or galleries of the hotel building. As far as rest of the hotels are concerned the living accommodation consists of one dingy, dark unhygenic room wherein all the workmen sometimes numbering about 25-30 are made to live without any concern

for their health. It is no wonder that the workmen prefer municipal pavements to the premises generously supplied by the hotel employers.

Importance of decent living accommodation has always been emphasised in the various awards given in the disputes between the hotel workmen and their employers in Australia, America and U.K. There is always a term incorporated in the agreement over a trade dispute for the supply of housing accommodation based on certain accepted standards which would appear fantastic to the hotel employers in India.

If the money value is to be deducted for the amenities like free meals and living accommodation, then we urge to the Municipal Bodies and the Government through its Police Department, to make it one of the terms of the licences granted to the hotel owners to give meals of caloric intake of 2,700 calories and living accommodation consisting of ventilated airy-rooms with floor space of 180 sq. ft., in area meant for three workmen to be supplied to the hotel workers.

Uniforms :

The underlying principle which has been enunciated by the various Tribunals while dealing with the demands of the workmen for supply of free uniforms, has been that wherever the working conditions obtained in any industrial unit are such that the workers' clothes are likely to get soiled due to the rough work or the clothes are likely to get worn out easily due to humid atmosphere, the supply of uniforms should be a necessary term of working conditions for the workmen. As far as the City of Bombay is concerned, the climate being very humid and since a number of the hotel workmen as in all cities have to work on the furnaces and ovens, their clothes are not only soiled but also worn out due to heavy perspiration. This amenity has added importance as far as the hotel industry is concerned since as mentioned in the foregoing, the primary concern of the Government and the Public Bodies should be the maintenance of cleanliness and hygien in the hotel establishments on which a large section of our public is depending for their food requirements. It needs no emphasis here that unclean dresses worn by the hotel workmen attending on the customers or by those who prepare foodstuffs within the kitchen, constitute a source for spread of diseases.

Due to the lack of medical facilities and regular medical check-up of the hotel workmen, the sickly hotel workmen with their unclean dresses give rise to various diseases. It is more in the interest of the hotel employers that clean uniforms are to be supplied to the workmen so that the customers are satisfied with their appearance and service, and with increased appetite the customers are tempted to consume more foodstuffs. Public Bodies like Municipal Corporations should make it incumbent upon the hotel employers while granting licences for opening hotels or eating houses to supply free, decent and clean uniforms to their workmen which they should be compelled to put on while on duty.

As far as the prevailing practices go, we find that excluding the big residential hotels, restaurants and eating houses on the Western style and some big vegetarian restaurants and eating houses, the rest of the hotel establishments covering about 90 per cent of the hotel employers do not supply any uniforms.

In the hotels belonging to the classes mentioned above, we find that the uniforms are supplied to cooks and other workmen who do not come within the category of waiters, page-boys, room-boys, porters, who have to come in direct contact with the customers. The other workmen are supplied in the name of uniforms only cloth pieces tied with strings called aprons. In the rest of the hotel establishments, the workmen put on clothes purchased by themselves out of their meagre earnings. There is a general tendency among the workmen to save their good clothes for the period while they are off their duty and use unclean or torn clothes while they are on duty, since the clothes are very much likely to get soiled while working in the kitchen or while attending on the customers. In some of the hotels in the above class, the uniforms are washed twice every week and their washing charges are borne by the employers.

Minimum of two sets of uniforms varying from job to job are supplied to the workmen in the hotels mentioned above: It may please be noted that this facility must be deemed to be

MAY DAY OBSERVATION BY SABHA 1954



A view of the Procession taken by the Sabha on 1st May 1954, in a crowded area of the City

taken into consideration while considering the issue of granting a minimum wage to the workmen.

Medical Facilities

Royal Commission on Labour in India as far back as 1931 observed "the problems associated with health are always difficult ; they are much more so in a country where both climate and the poverty and ignorance of the people contribute to recurring outbreaks of tropical and other epidemic diseases."

The government has made a good headway towards the much cherished aim of making the health of the workmen a responsibility of the State by introducing the Employee State Insurance Scheme. With its modest aim of extending regular medical benefits in kind or in terms of money during the period of sickness of workmen, the scheme has covered millions of workmen of our country. In the city of Bombay itself about four and a half lacs of industrial workers are going to be benefitted by this scheme ; but to the great frustration of the workmen of the hotel industry, the scheme has not been extended to them. As a matter of fact, due to the long and glorious struggles fought by the organised working class in the industries like Textiles, Engineering etc. the workmen had already secured by way of mill or factory dispensaries, regular provision of paid sick leave. This facility had been given to the great benefit of the workmen and their family members ; but as far as the hotel workmen are concerned, the benefit is conspicuous by its total absence. There is not a single hotel establishment in the city, big or small which has granted free medical service of any kind to its workmen. As a result, it is found that the workmen whose health need such vigilant protection have to resort to the much crowded Municipal Dispensaries or public hospitals for the medical aid. But due to the strict conditions of attendance and non-existence of normal facilities like paid leave and more due to the fact that the workmen are compelled to reside on the premises of the hotels, the sick workmen have the least opportunity or inclination even to go to the Municipal Dispensaries or public hospitals for their treatment. There is a natural tendency amongst the workmen to pull on as far as possible with the cold, cough, chill or small temperature for days together and

living accommodation and free supply of food and thereby aggravate the illness to dangerous proportions. Only when they are not able to stand the strains of standing on their legs for hours together, the sick workmen are forced out of sheer desperation to the windows of the public dispensaries or hospitals and stand there in the long queues awaiting for their turn for their medical treatment. Due to the shortage of beds in the hospitals, it has been found that the hotel workmen are forced to make dingy and unhygienic rooms, which are crowded already by the other hotel employees, as their sick rooms. It will be interesting to note that the Arthur Road Hospital, Bombay, which is meant for accommodating patients suffering from contagious diseases, report that 60 per cent. of the cases of the patients suffering from Typhoid, Small-pox, etc. consisted of hotel workmen. Many of the hotel workmen who have to work for all the nine hours near the furnaces and ovens and face excessive heat there, get their blood affected causing deleterious effect on their hearts giving rise to the heart diseases.

Annual Leave and Holidays

Under provisions of the Shops & Establishment Act, the workmen working in the hotel industry are granted 14 days' paid leave per year with the qualification that such leave is made available only to those who have put in 270 working days in a year. Out of the 365 days of a year, if 52 days of weekly offs, 270 working days necessary for qualifying the workmen to receive the leave and 14 days of the annual leave granted to the workmen are deducted, we get a figure of 29 days. Therefore if a workman falls sick for 30 days in any year, he would be losing his annual leave of 14 days in the next year which is highly necessary for his rest and recuperation ; perhaps giving further rise to his sickness and making him totally unqualified to receive any leave in the coming years. Besides, there being no provision for any paid casual leave or paid sick leave, the workmen are inclined to incur absenteeism for which innumerable complaints have been received by us ; again the hotel employers have resorted to summary dismissals on a spacious charge of recurring absenteeism of the workmen. Another feature of the provisions of the Shops & Establishments Act which is sharply in contrast with the provisions of

any annual leave provided under the Act, if he has completed only a portion of the year. To take a concrete instance, if a workman joins a particular hotel in the month of September and fails to complete the calendar year by the end of August of the next year, he fails to get any leave or wages in lieu of the leave for the said year, and under the provisions of section 79 of the Factories Act of 1948 a workman is given proportionate leave on the basis of one day of earned leave for every twenty working days put in by him and workman who is discharged after putting in four months service is credited with proportionate leave or wages in lieu of leave calculated on the above basis.

Since the overwhelming majority of the hotel workmen come to the cities from distant countryside, and since there is no direct transport, much of the leave is consumed on travelling. The distance being very long, the travelling expenses that are incidental are also very high. From the data appended hereto regarding the wage rates obtaining in the different classes of hotels with their different jobs, it will be obvious that the workmen in the hotel industry are given abnormally low wage in terms of money value. Hence the workmen are not in a position to save anything, which they can spend on the travelling expenses, and also take some sizeable amounts with them to their native places when they visit their families. Hence the necessity for payment of regular travelling concessions in the shape of charges for travelling plus additional amount for food, etc. is more felt in the case of the hotel workers than in case of the workmen from any other industry. There exists no such amenity and consequently it is found the workers in the cities are compelled to stick to the city even when leave is due to them and thereby lose any opportunity for seeking rest and recuperation which is highly necessary for their own health, and for the general efficiency in their work. Due to the scanty provisions of the Shops & Establishments Acts, which enable a majority of employers to find excuses for depriving their workmen of the right of enjoying the earned leave, this facility is in actual practice enjoyed by very few workmen. The registers maintained by the hotel employers under the provisions of Shops & Establishments Act do not reflect a correct and realistic picture.

Since almost all the hotels in Bombay and other cities

given are very low. Hence all the workmen in this industry have been clamouring for a long time that while a workman is given paid leave, an additional amount by way of food allowance should be granted to the workmen. In this respect, it is the experience of trade unions that only the small hotel establishments under the pressure of the organised movement of the workmen yielded partially to this demand but the employers of the bigger hotels whose clientele is drawn from higher middleclass and rich class, have not paid any heed to this demand and the workmen on leave are granted the same wage even though they proceed to their native places and are required to spend from their pocket on their food requirements. The attention of the Government has been drawn to this fact and the Government is asked to make suitable statutory enactment by amending the Shops & Establishments Act by making regular provision for food allowance for the workmen who proceed on leave.

As far as the paid holidays are concerned, it is found that no paid holidays are ever granted by any type of hotels to the workmen. On the contrary under the provisions of Section 11 Sub-section (2) of the Shops Act, on the days of public holidays, the period of work of the workmen in the hotels is extended by the Government and in majority of cases we find that over-time work is exacted from these workmen and they are not compensated by payment of over-time wages. It must be noted that on such days every kind of hotel gets almost double the normal business and the profits of the employers are almost double.

Bonus Boni or Id

Except where the unions have raised regular industrial disputes, the demand for bonus on the principle of profit sharing and on the basis of the formula prescribed by the Labour Appellate Tribunal, where such demand is either settled before the Government Conciliation Officer or awarded if settled by the Industrial Tribunals, there is hardly any instance whereby one could find that bonus is paid by way of regular system. A negligible section of the hotel establishments pay a paltry amount according to the whim and caprice of the employer at the time of festivals like Diwali or Id by way of 'Bakshis' or gratuitous gift; but this cannot be called by any stretch of imagination as a share in the fabulous profits earned

working under him. A complain was received at the union office from the workmen working in Sheriff Restaurant at Chakla Street, Mohamed Ali Road, Bombay, wherein the workmen were not given even their regular meals, not to speak of festival meals on the day of Id, this year.

Another fact that must be noted in this respect is that if bonus is to be paid to the workmen on the principle of profit sharing, then it requires the financial position of the hotels to be as well crystallized by way of audited balance sheets before the workmen or their organisation ; but auditing the accounts is hardly the practice obtaining in the hotel industry. In several disputes which the trade unions had with the hotel employers, the unions had to face certain hotch potch accounts prepared mostly under the pressure of the Government Labour Officer to meet the emergency of the conciliation proceedings wherefrom no head or tail could be made out. Hence, the Unions have to satisfy with the figures of the Income-tax authorities in the case of the hotels wherein final assessment was done.

Provident Fund Scheme

Except for workmen employed in Taj Mahal Hotel, C.C.I., Eros and almost all the clubs, the workmen in the hotel industry have no benefit of the Provident Fund Scheme.

Retirement Benefit

Retirement benefit by way gratuity has been secured for employees in Purohit Hindu Hotel, Jalpangriha, Taj Mahal given by the Industrial Tribunals, and Fort Central Restaurant, Aram Milk Bar, Bastani & Co., National Hostel, Arya Bhuvan, Stadium Restaurant Mongini Ltd., Sarvi Restaurant through settlements & the Hotels of Madras & Coimbatore through the awards given by Industrial Tribunals, Madras

The fact that one has to reckon with in this respect is, that the Adjudicators who gave the gratuity schemes, have missed the point regarding the money value for the amenities like free meals and living accommodation which should have been awarded for each year of service of the workmen, and that a low wage was prescribed while granting demands of the workmen for pay scales. The Union had to accept under the pressure of the awards, the same mode of gratuity scheme while signing the settlements before the Conciliation Officer.

Industrial Disputes Act now known as Industrial Disputes Amendment Act 1953 and particularly under the provisions of the section 25-(f) (i) the workmen retrenched are given 15 days' basic wages and D.A. as retrenchment compensation after each year of the service, there would exist an inexplicable anomaly between the wholesome provisions of the Statute and the General Gratuity Schemes that have been secured so far if weightage is not given for the value of the amenities for supply of free-meals and living accommodation which have given reduced wages to the hotel workmen.

Necessity for the provisions of Provident Fund and Retirement Benefit, by way of gratuity scheme is more felt amongst the hotel workers since due to their meagre earnings they will not be able to save anything and in old age they have no source on which they can fall. The Government has been requested to extend the provisions of the Provident Fund Act which covered the Textiles and Engineering Industry so far. It need not be emphasised here that the Provident Fund Scheme is an absolutely saving scheme in a way and it would help the efforts of the Government in stabilising the economy in the general interest of our nation.

Profit and Loss of Units and Industry in general

With the exception of the Taj Mahal which is owned by the Indian Hotel Co. Ltd.,—a public limited Company—, all the hotels belonging to each and every class are either proprietary concerns or are owned in partnership, and few owned by Private Limited Companies.

Such being the case, we have the least access to their audited balance sheets, reflecting a correct financial picture of the various hotels in Bombay. Taj Mahal being a class by itself, information regarding its financial position can be hardly of any use in assessing the paying capacity of the other units in the industry. Hence it is rather very difficult for the organisation of the workmen to find the financial position correctly. Nevertheless on the basis of certain broad features out of our long experience and association with the hotels the union would like to submit following.

1. It is learnt that the income-tax authorities while assessing the hotel employers for payment of income-tax, have consistently held that the proportion of the profits to the total

turnover varies from 30 per cent to 40 per cent every year. None has yet come across a hotel employer who is certified by the income-tax authorities to have suffered a loss in his hotel business. Since in the majority of the hotels which are proprietary concerns or are owned on partnership basis, the accounts are not audited by qualified Chartered Accountants, and maintained in their own style and system, the income-tax assessment orders or appellate assessment orders form the basis on which the correct financial position is ascertained. There is also a system prevalent that the person who originally invests in the business of a particular hotel after attaining prosperity and popularity for a couple of years enters into an agreement for conducting a hotel, and gives it for running on contract basis to some other person and appropriate for himself a fairly good proportion of the profits without spending the least labour over its management. By way of instances one can cite the names of Vasant Bhuvan, Lamington Road, Fort Central Restaurant, Udipi Boarding etc. In case of Vasant Bhuvan, while Rs. 3,000 is the monthly profit, the contractor who presently runs the Hotel has to pay Rs. 450/- towards rent, water charges and electricity and he has to pay every month cash of Rs. 850/- straight to the person who owns the hotel on the basis of the agreement for conducting, entered into by him. It should also be noted that this contractor had to pay a sum of Rs. 5,000/- by way of deposit without charging any interest to the said owner. Likewise it would be found in such cases such big amounts are being paid to the persons who are owners and who sit idle at their homes in Bombay or at their native places and thereby the profits are shown to be depleted.

2. Another feature of the Hotel Industry is that since the employers are in a majority of cases backward, uneducated and without any wider perspective necessary for expanding the business activity, there is a tendency amongst them to invest the profits in the vast estates at their native places. This is particularly so, it is found, in the case of hotel employers coming from South Kanara and North Kanara Districts.

3. In the case of Irani hotels one should note that the investment made is by large partnership firms, who are financially well stabilised; as a result it is found that there is a chain of Irani hotels owned by such different partnership firms, throughout the city of Bombay. In the case of Irani hotels it is more by way of convenience of the Irani employer that such part...

ship firms are found. The Irani employers arrange in between their partners for running and managing the hotel by making it obligatory on each of the partners to manage a particular hotel unit for a year, thereby remain at Iran for a considerable time with their families. A particular note should be taken of the Irani Hotels, inasmuch as millions of rupees are drained away to a foreign country like Iran by these persons who have in a short time dominated the Hotel Industry, virtually without investing a single pie in any other industrial activity calculated to promote the prosperity of the Nation, in general

4. Besides sale of regular foodstuffs, one can find that most of the Irani and Hindu Restaurants and Eating Houses earn a good profit from the sale at provision stores and of pharmaceuticals. The work of shop assistants is done by the hotel workmen who are meant for mainly doing servicing work. The hotel owners have nothing more to spend over the overhead costs of labour and rent for the business of provision store or pharmaceuticals. There is a growing tendency amongst the public to make purchases of their provisions at such restaurants and therefore this has become a regularly lucrative side business for these hotel owners.

5. It would also not be out of place to give an instance of the Astoria Hotel, which the present management is running on contract basis as a lessee, and paying to the lessor a sum of Rs. 6,000|- per month over and above Rs. 6,000|- as rent to the landlord of the building. It is no wonder that the Balance Sheet of such hotels would reflect only marginal profits.

6. If there was any apprehension of a bleak future for this industry one would not have experienced such a spurt in the industry. More and more units are being established either by the same person who had been in the industry for a number of years, or it is found, more and more investors are being attracted towards this industry finding the quick return of profits more alluring than in any other industry. A mention must be made of the managements of the popular restaurants and eating houses like Kwaliti and Volga. The management of both these hotels is the same. Having a thriving business in New Delhi they extended their activities to the City of Bombay only one year back. Hardly one year had elapsed, since the hotel Kwaliti was established, it was found, the same management undertaking the risk of investing a fabulous sum of Rs. 3 lacs in the new hotel known as Volga. As many as

10 new hotel establishments of different sizes have been opened during the course of last one year in the already over-crowded areas like Fort, in Bombay. Does this show that the Hotel Industry has suffered any set back? Or that it has no scope and future for expansion? One can cite innumerable instances of persons who have chains of hotels in the city, in some cases as many as 9 to 18!

7. In contrast with the industrial establishment, it would be noted that the hotel management has no ground to entertain any fear about the vagaries of the market. They can maintain their marginal profits by adjusting the prices or the quality of the material used in their products. They have also the unique advantage of not spending anything on depreciation as it is required to be spent in the case of other industrial establishments over large and costly machinery. The hotel employers therefore had been enjoying steady and continuous profits for the last so many years.

8. When the post-war boom period was over and when generally all the industries in the country suffered a slump during the period immediately preceding the Korean War period, it was expected that this industry would also suffer a setback and its symptoms would be revealed in the closing down of the various well established establishments resulting in large unemployment of the hotel workmen. But such apprehension proved baseless, and on the contrary it was found that more and more units have been opened and the total number of the hotel establishments has almost been doubled. With the decentralisation of the rationed food articles, the hotel industry has been experiencing a particular boom period since large variety of dishes are being prepared in the various hotel establishments resulting into larger turnover of the business. There are many others who own more than one unit either in their own name or in the names of their relations. Therefore it is our considered opinion that the profit of a particular unit owned by such employers, does not give a correct picture of their paying capacity.

10. From the data compiled thus, and appended hereto in the form of different schedules it will be found that the wage rates paid to workmen are pushed far below the poverty line. Besides, the other factors which are mainly responsible for giving steady profits to the hotel employers, the abnormal low wage rate has also given good margin of profits to the hotel

employers. The enormous profits earned by these employers have never been reflected in a fair wage granted to their workmen.

Rate of Minimum Wages including Allowances and Classification of Workers

1. It has been argued by the various hotel employers whenever a dispute in respect of wage-scales has been raised by the workmen either before a Conciliation Officer in the conciliation proceedings or before the Industrial Court, that the minimum wage to be fixed in the case of hotel workmen should not be related with the rates of minimum wages of any in the other industry, as the hotel industry has no paying capacity. Hotel industry, any one will consider as one of the sweated industries wherein we shall find a large number of irresponsible "fly by night" firms whose main source of survival is low labour costs. The union desires to record below the opinion expressed in the Report of the U.P. Labour Inquiry Committee against such sweated industry. It is argued there that removal of sweating by way of fixation of minimum wage has new angle inasmuch as fixation of minimum wage would remove hampering of production and would result into better distribution of national wealth. It was expected that the health, strength and morals of the workers depend upon the wages. It was further emphasised that industries or enterprises not paying adequate wages for living, are social parasites, and then it was recommended that payment of such minimum wage, should be made the first charge upon the industry. The fears expressed that the weaker units in the industry would be ruined by fixation of minimum wages, would result into restriction on competition amongst unorganised and weak bargainers. The report mentioned that the State should protect fair enterprises against competitors who constantly try to reduce the costs by giving starvation wages rather than try to eliminate slack and inefficient methods of production. It was further stated that it is desirable that the production should be concentrated in the hands of such enterprises which are able to pay a decent wage.

Right from the period of Ricardo,—who first defined the conception of "Wage" and who stated that the wages equalled the amount of commodity necessary to feed and clothe a worker

21ST SEPTEMBER, 1953



Public Meeting arranged by the E.C.M.A. observing Minimum Wages Day—Com. S. L. Poojary, P.S. (Bar.) addressing a Public Meeting.

the labourer to subsist and perpetuate their race to the recent time where provision is made by way of legislative enactment for payment of living wages to the workmen, we find a steady improvement in the general consciousness of the thinkers of the world in respect of the import of the concept of the minimum wage. Ricardo and other classists themselves, changed their own theory in the latter period, and brought an element of comforts or conventional necessities in the subsistence level. KARL MARX brought in, socially necessary element, with his special emphasis besides the physical element constituted by the necessary absolutely indispensable for living and multiplying the further emphasised that the value of labour in every country determines "traditional standard of life which was in its turn determined by the mode of production of that particular epoch which is such was not static." Rowntree, in his famous work on "Poverty and Study of Town Life" observes "the minimum wage it came to be increasingly realised to be sufficient not only to be increasingly realised, to be sufficient not only to provide "merely a subsistence allowance in the sense of keeping the soul and the body together" but also to provide them with those comforts and decencies which are promotive of better habits, which give a chance for the development of a greater sense of self respect and which betoken a higher regard for the place occupied by these workers in the scheme of citizenship." It was further stated that minimum wage is not a measurable quantity by objectively consisting in the satisfaction of certain physiological or subjectively in a certain degree of happiness or satisfaction of desires

2. From the data collected thus, and appended herewith, it can be made obvious that the wages paid to the workmen currently, are far below the poverty level. The poverty level itself has been described by Rowntree as a "level of wages insufficient to obtain minimum necessities for the maintenance of physical efficiency. Its earmarks are always undernourishment, overcrowding, deterioration of household and clothing, liability to acute distress with any minor disturbance or local inequilibrium, sickness or other emergency, increasing expenditure almost invariably throwing families living at this level upon charitable relief. If the minimum wage is to achieve its aim of allowing a workman to live a life as a decent human being capable of realising and asserting the invaluable rights conferred upon him as an equal citizen of our independent

Republic, guaranteed to him under the provisions of the Fundamental Law of our country, the sacred Constitution; any reasonable man feels that the workman must be guaranteed a minimum wage on the subsistence-plus level which has been defined as income which is sufficient for not only physiological existence but also for some elementary social necessity, medical attention, care for insurance, medium of recreation, clothing with self-respect and sufficient to provide bodily protection elementary education for the children and some self-improvement requiring expenditure can be had without the necessity of taking it out of food. It will be relevant here to note the Australian concept of minimum wage quoted on page 59 of the U.P. Labour Enquiry Committee Report "Minimum Wage means living wage and the minimum prescribed must be sufficient to enable the average worker to live in reasonable comfort, having regard to any domestic obligation in which the worker ordinarily be subject.

The desirable effects of the fixation of minimum wages should also be mentioned. They are :

- (1) The prevention of payment of unduly low wage ;
- (2) Elimination of grossly unfair competition between employers in regard to wages ;
- (3) A healthier development of the workers' organisations and
- (4) Stimulus to Industrial Peace.

The Textile Labour Enquiry Committee proceeding on the basis of the scientific norm for diet, housing etc. came to the conclusion that Rs. 55 should be the minimum living wage for a worker with a typical family consisting of a husband, wife and two children. That was in 1939 when the cost of living was at 100. With the cost of living index standing around 362 at present, one should get a figure of 55×3.6 which is equal to Rs. 198. This would be a minimum living wage for an unskilled worker on the basis of the calculations made by the Textile Labour Inquiry Committee. The Fair Wages Committee had recommended in its report that a fair wage should be fixed above the minimum wage level considering the factor such as the capacity of the industry to pay, the place of the industry in the national economy and a steadier approach should be made to the living wage standard. On the basis of

Industrial Court fixed Rs. 30 as basic minimum wage for the industrial workers of Bombay. The Pay Commission appointed by the Government of India for the fixation of wage scales and dearness allowance for the Government servants came to the conclusion that Rs. 30 should be the minimum wage for a Government servant. These minima prescribed as Rs. 30 were accepted to be far below the living wage standard and every Committee while accepting the same, had recommended to the Government to revise the same from time to time. Besides, this minima related to the cost of living obtaining in pre-war period of the year 1939. The cost of living index in the year 1939 has been accepted at 100. Taking the present cost of living index into consideration and considering the fact that the cost of living is not going to be stabilised at the lower level in the near future we get a figure round about Rs. 105. as the minimum for an adult workman. The Working Class Family Budget Enquiry conducted by Mr. S. R. Deshpande has revealed that the average earning of a working class family can be near about Rs. 97-2-3. The said Report is based on the sample data collected during the period from 22nd January 1944 to 28th February 1945. The cost of living index, it should be remembered was lower by more than 100 points during the same period. Giving margin for the income shown in the family budget from sources other than regular employment shown in the average family budget of the working class, one would fairly get a round figure of Rs. 100. Thus we claim a basic minimum wage inclusive of all allowances of Rs. 100 for every workman employed in the Hotel and Catering industry. The consumption units per family are taken to be 3 consisting of the husband, wife and two children.

But since overwhelming majority of the hotel workers are being supplied with free meals, the problem of making allowance for the cost of the meals stares at our eyes. Since the main wage earner alone is given the food, only the money value of the food supplied to him for one of the three consumption units can be deducted from the minimum wage payable to him. The weightage given for food while compiling the cost of index is 47. Thus if Rs. 47 is the food expenditure of the family with three consumption units, the food value for one adult male member would come to Rs. 15.66. It is further claimed by the hotel employers that living accommodation is supplied to the hotel worker. Both these amenities have been described with full details in the foregoing. It is doubt ful

whether the amenities given can be valued at the figure at which scientific calculations and reasonable estimations would take an observer. But if one has to make allowance for the living accommodation also, then he has to bear in mind that only 7.2 per cent of the total earning can be appropriated to house rent. This figure of 7.2 per cent is given in the table showing percentage of distribution of expenditure in the Report on the Working Class Family Budget made by Mr. Deshpande. The weightage given while compiling the cost of living index for house rent is 13. It cannot be overlooked that a worker who remains in the City of Bombay, either with the family stationed somewhere in the city or whether he stays in the City of Bombay with his family living at his native place, he has to undergo the expenditures for the family in one way or the other. Hence again one should make deduction on the basis of one consumption unit towards this item. As a result the figure arrived at will be Rs. 4.3 taking a round figures of Rs. 5 for living accommodation and for the money value of the living accommodation and Rs. 15.6 for the food value it would take around a figure of Rs. 80 as the minimum basic wage which must be paid to every workman working in the Hotel Industry irrespective of the paying capacity of a particular unit.

The union would like to suggest this figure of Rs. 80 as basic minimum wage to be payable to an unskilled workman in the hotel establishment of the very smallest size and run with very small capital and where the workman is supplied with two meals, twice tea and living accommodation. Here some emphasis is essential on the fact that the living condition should consist of a room with a 180 sq. ft., in area and wherein not more than 3 similar adult workmen are accommodated. Besides, the meals should consist of such nutritive standard as would include caloric intake of 2,700 calories. If the Committee is not inclined to give consideration for such money value, such amenities and thereby increase the minimum wage level, then a full minimum wage of Rs. 100 should be made payable to every adult workman with a family responsibility of 3 consumption units.

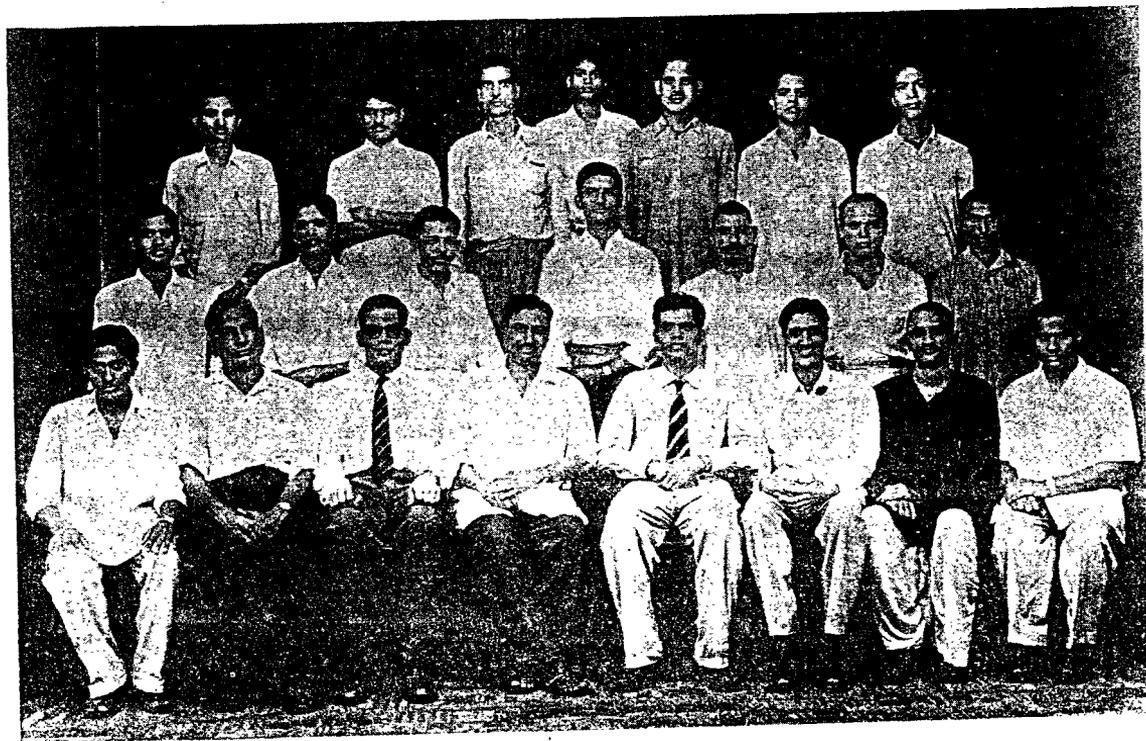
There is every likelihood of much furore being made on behalf of the employers in case of the workmen whom are below the age of 17. The union is of opinion that no discrimina-

the age of 17 years, as rarely one can find that the provisions of the Shops & Establishment Act in respect of the working hours for the child workmen observed by the hotel employers. Besides, it is futile to argue that a child worker has no responsibilities to the family. It will be interesting to note that Mr. Deshpande, in his Working Class Family Budget Enquiry Report has observed that out of 680 men earners, 327 were supporting their families as their earning brothers, and as were supporting their families as their earning brothers, and as earning sons. Youth of such tender age is not attracted to give up his own activity of self-improvement through education, and to rot on a job in a hotel on the mere pittance of Rs. 30 or Rs. 40 just because this trade, in itself has any alluring features. As a matter of fact in the society itself, job in the hotel is considered to be of inferior type than any job in industrial establishment fetching perhaps lesser wage than the former. This is only because such youth has to undertake the onerous responsibility of making both ends of his family meet that he is compelled to work in a hotel in spite of the social prejudices against work in the hotels. It may be that sometimes the misfortune of losing father or because of the old age of a father or an elder brother, that the family is on the brink of economic ruin which forces the youth of the tender age to come and accept a job in the hotel. Besides it must be appreciated that there is a great urge amongst such young workers to go to the night schools or Adult Literacy Classes and make good, the good educational deficiencies from which they suffer due to the economic handicaps of the family. Due allowance should be made for the expenses they have to incur for such self-enlightenment.

A popular objective of minimum wage legislation in general, is abolition of poverty in workers, in a particular industry. The low standard of life of workers in these industries is of course due to the result of ignorance amongst them. Due to the small size of these various units, the bargaining strength of these units is comparatively weaker than in the case of the workers in the other industries having units of bigger size which employs large number of workers. Fixation of minimum wage may result in a more equalitarian distribution of the profits of the industry in course of time. The minimum wage suggested above, aims at enabling the workers in the hotel industry to attain a reasonably minimum standard of life in conformity with the level of the national income and a standard

of life of other classes in society or workers in other industries. It need not be emphasised here that excluding the residential hotels on the Western or Indian style and big restaurants and Eating Houses the proprietor has the least amount of skill in running the hotel. In most cases the hotel proprietor does nothing more than sitting at the counter, collecting the cash and keeping a watch on the employees who work in the kitchen on non-servicing jobs or the workmen who work on servicing jobs. Unlike the managing director of a mill or a factory due to whose wide and rich experience of the business and industry, and perhaps due to whose technical training and knowledge, the general prosperity and profits of a particular industrial mill or factory partially depends in some cases, in case of the hotels with the aforesaid exceptions, the whole business is entirely dependant upon an experienced cook in the kitchen or the swift moving waiters working on the tables. Hence in the case of hotels an adequate minimum wage for equitable distribution of the profits is highly desirable. Another factor that has to be reckoned with, is that the proportion of investment with the profits earned obtaining, in the hotel industry is sharply in contrast with such proportion obtaining in other industries. Hence, while investment in Government securities or on buildings or on industrial stock fetch a dividend limited only at 6 per cent and the investment in the hotel industry fetches dividend which is as high as 40 per cent. Since, as described above, such high profits are mainly due to the labour of the workmen, a fair share of such profits can be given to them without any hesitation, by giving the aforesaid minimum wage.

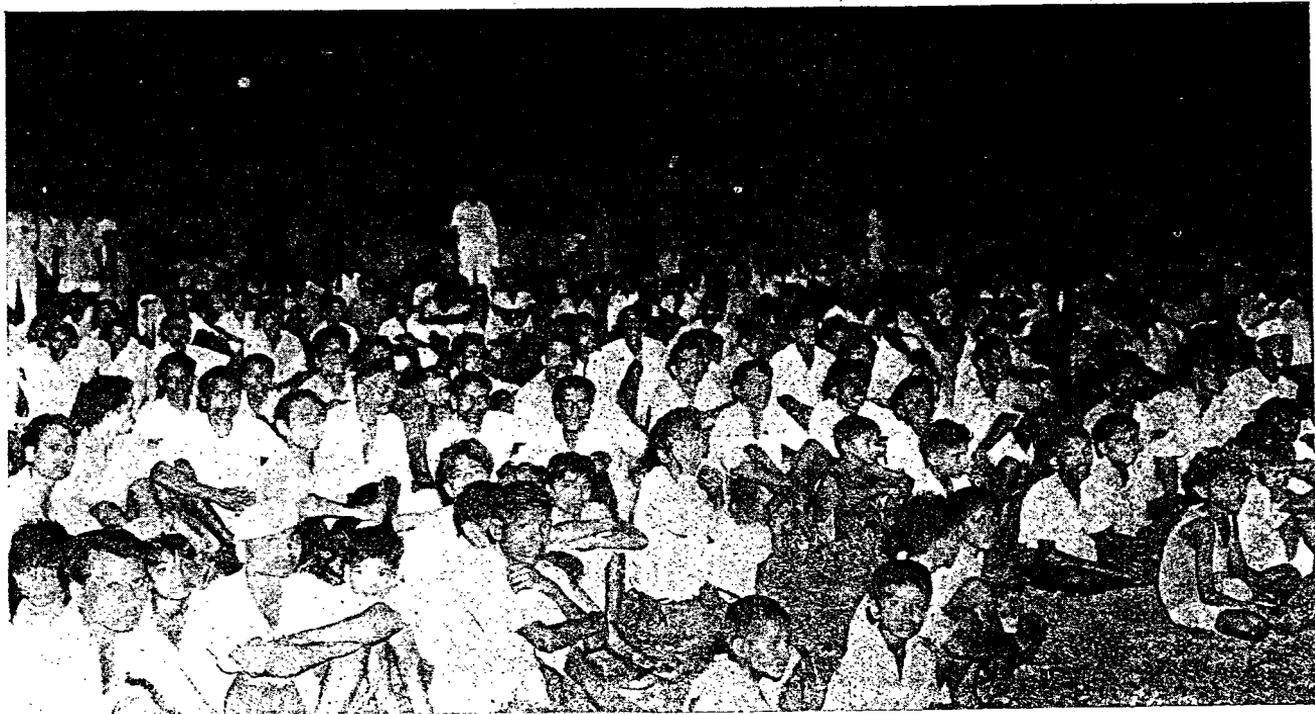
We would like to deal with the rather amusing argument advanced by the Minimum Wages Committee appointed by the Government for Tobacco, including the beedi making industry, which on page 10 of its Report says that if minimum wages in tobacco and beedi making industries are fixed at a relatively high level, it is likely to result in a greater supply of labourers in these industries and may therefore lead to a labour shortage in other industries. The Committee has failed to understand that the fixing of a minimum wage at a proper level would relieve the workmen of their sweating and they would be inclined to stick to their jobs permanently and thereby give no scope for influx of labour into such industries as there could be no jobs. Besides, the large amount of noble



Members of the Working Committee,
HOTEL MAZDOOR SABHA, BOMBAY, 1955.

On page 153 of this Report a mention is made of allowances in cash or in kind of one type or the other which were found to be given to the workers. Such allowances include payment for beedi, pan-supari, hair-cut, clothes, tea, breakfast etc. It is true that the cash allowance for beedi, soap etc. varies from concern to concern according to the age and job of the workmen but this is confined only to the hotels owned by employers coming from South Kanara. The practice is non-existent for the workmen working in the other hotel establishments. Even in the case of the hotels wherein the practice is prevalent this omnibus allowance varies from one anna to four annas a day which obviously does not cover the entire cost of the necessities for which it is supposed to be given. On page 154 of the same report it is stated that tipping is an important feature observed mainly in the bigger hotels and restaurants and sometimes earnings by way of tipping far exceed the actual wages, amounting to as much as Rs. 5 per day. Further it is stated wages in such cases are usually low. We must strongly emphasise the fact that tipping in the first instance exists only in the residential hotels of Western style and in the large restaurants and eating houses of the Western style. But in no case the tipping fetches an earning as high as Rs. 5 per day to a waiter. As described in the foregoing in the big residential hotels there is a cunning method employed by the hotel employer to deprive the hotel workmen doing servicing work of their extra earning by way of tips, by charging the tips in the regular bills submitted to the customers and appropriating the whole amount for themselves. The Government authorities also are further duped by the employers by showing depleted profits in their balance sheets. We must emphatically state not a single servicing workmen inside the hotel earns even a pie by way of tips. It should also be noted that the number of workmen who get modest earning by way of tips constitutes a negligible faction of the hotel complement of workmen employed in such hotels.

Since we have demanded Rs. 80 as the absolute basic minimum wage payable to any unskilled worker employed in any hotel while fixing the wage differentials we have taken into consideration the differentials maintained by the employers voluntarily as will be made obvious from the factual data on the existing wage-rates appended hereto.



A view of the Public Meeting arranged by the Sabha on 21-9-1953 to observe Minimum Wages Day.

SCHEDULE TO THE REPORT OF CLASSIFICATION

The instances of the hotel establishments cited in the Schedule are from the city of Greater Bombay.

1. WESTERN STYLE RESIDENTIAL HOTELS.
 2. INDIAN STYLE RESIDENTIAL HOTELS.
 3. WESTERN STYLE RESTAURANTS.
 4. CLUBS.
 5. INDIAN STYLE SUPERIOR RESTAURANTS.
 6. TEA AND SNACKS HOUSES OF MANGALOREAN STYLE.
 7. SOUTH INDIAN CAFES.
 8. VEGETARIAN BOARDING HOUSES.
 9. NON-VEGETARIAN BOARDING HOUSES.
 10. CANTEENS :
 - (A) Railway Canteens.
 - (B) Private Canteens
 11. NON-VEGETARIAN EATING CUM RESTAURANTS OF BIG SIZES.
 12. PURELY IRANI & MUSLIM TEA SHOPS.
 13. BHATIYAR KHANAS.
 14. MASALA TEA SHOPS.
 15. COLD DRINK HOUSES.
 16. SWEET-MEAT MARTS AND DAIRY FARMS.
 17. PURELY LODGING HOUSES.
 18. SMALLER SIZE MUSLIM HOTELS.
 19. PURI HOUSES AND HINDU BHATIYAR KHANAS.
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SCHEDULE NO. 1.
WESTERN STYLE RESIDENTIAL HOTELS.

Jobs	West End	Grand Hotel	Astoria	Sea Green
	Rs.	Rs.	Rs.	Rs.
Head Cook	250	200	150	75-5-125
2nd Cook	150	145 + 10 allowance	100	60-4-100
Cooks	60 + 10 allow.	80 + „	80	30-3-60
Headwaiter	90 + 14 „	80 + „	60	—
Hamals & Sweepers	—	25 + „	25 + 12 allow.	21-1½-36
Pentryman	45 + 14 allow.	60 + 10 allow.	25 + 12 allow.	30-3-60
Soda Fountain Man	„	„	25 + 12 allow.	—
Watchman	25 + 14 „	60 + 10 „	25 + 12 „	—
Chinese Cook	350	—	—	—
Waiter	25 + 14	30 + 10	25 + 12	30-3-60
Room Boy			25 + 12	30-3-60
Storekeeper			50	
Indian Cook			90	30-4-70
Electrician	150	—	—	—

2. INDIAN STYLE RESIDENTIAL HOTELS.

S. No.	Job.	Arya Niwas	Mysore Board- ing.	Welcome Hindu Hotel	Empire Hindu	Elphinstone Hotel.	Madhav- Ashram	Local.
		Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1.	Cook	50	45	50	60	50	60	50
2.	Asstt. Cook, Tea-maker, Idliwala.	25	30	40 25	30 30	35 30	30	45
3.	Head-waiter	40						60
4.	Waiter	20	20	25	25	20	25	30
5.	Room-Boy	20	20	25	25	20	25	15-20
6.	Hamal	16	10	20	25	12	15	15-20
7.	Cleaner, Washerman	16	10	20	25	12	15	15

3. WESTERN STYLE RESTAURANTS.

Category of workers	Kwality	Mongini Ltd.	Eros Restaurant.	Pagoda Restaurant.
	(50 workers)	(56 workers)	(56 workers)	(20 workers)
	Rs.	Rs.	Rs.	Rs.
Head Cook	300	75-5-125 plus 10	150	150
English Cook	140	—	—	60
Second Cook	50-85	—	100	55
Masalahwalla	40	50-4-90 plus 10	35	—
Waiter	30 (Dry)	30-3-60 plus 10	22 plus 30 (Dry)	30
Plate Walla & Hamal	50 (Dry)	25-3-55 plus 10	30-40	30
Pantryman	70 (Dry)	50-4-90 plus 10	65	—
Soda Fountain Head Steward or Head Waiter	—	—	95	—
Head Waiter	200	75-5-125 plus 10	280	—
Bar Man or Salesman	—	50-4-90 plus 10	—	—
Cashier	—	50-4-100 plus 10	125	—
Watchman or Peon	50 (Dry)	77 plus 10	—	—
Thandurwalla	150	—	—	—
Confectioner	—	—	164	—
Asst. Confectioner	—	—	135	—
Confectioner Mate	—	—	42 (Dry)	—
Store Keeper	—	—	143 (Dry)	—

4. CLUBS.

CRICKET CLUB OF INDIA

	Basic Wage	D.A.		Basic Wage	D.A.
Costing Clerk	100	60	Asstt.	30	40
Kitchen Supervisor	100	60	Soda Fountain Man	60	40
Asstt. "	75	52/8	Asstt. "	40	40
Kitchen Clerk	60	42/12	S. F. Boys	20	40
Asstt.	50	48	Pantryman	60	40
Store Supdt.	125	60	Asstt. "	40	40
Asstt. "	50	46	Pantry Boy	20	40
Page Boy	20	40	Head Steward	75	40
Head Barman	60	48	Asstt. "	50	40
Barman	40	40	Waiters	30	40
Bar Boys	20	40	Dish Boys	15	20
Head Cook (English)	100	40	Mukkadam	30	40
Asstt. "	80	40	Asstt. "	30	40
1st Cook	60	40	Hamals	20	40
2nd Cook	50	40	Sweepers	20	40
3rd Cook	40	40			
Mates	20	40			
Staff Cook	50	40			

5. INDIAN STYLE SUPERIOR RESTAURANTS.

Name and address of Hotels	Head Cook or Malwalla.	Asst. Cooks, Helpers & Grinders	Waiters & Tea Makers.	Hamals.	Dish Boys.	Store Keeper and Cashier
1. Purohit, (75) * Churchgate	Rs. 60-5-110	30-4-70	30-4-70	25-2-45 21-1/8-36	25-2-45	40-3- 55-4-75
2. Chetana, (30) Museum.	Rs. 120	60	25	20-23	20	—
3. Vineli, (30) Chowpatti.	Rs. 80	25-50	25	20	—	35-45
4. B. Tambe, (40) Fort.	Rs. 100	40	18	15	—	—
5. Virkar, (55) Girgaum.	Rs. 130	60-75	35-47	25-30	—	—
6. Annapoorna (40) Churchgate.	Rs. 130	40-90	40	15	—	—
7. Surti Kal- (36) badevi.	Rs. 80	30 to 50	25-35	18-25	—	—
8. Indra Buva (60) Zaveri Bazar.	Rs. 50	25-40	20-30	12-20	—	—
9. Rambharose (60) Hindu Hotel, Playhouse.	Rs. 55	20-40	25-35	12-25	—	50
10. Aaram Milk (16) Bar, Bori- Bunder.	Rs. 45-5-90	25-3-52	25-3-52	17-33	—	—
11. Kelkar, (35) Bori Bunder.	Rs. 60	25-40	25-35	15-20	—	—
12. Vasant Bha- (32) van, Lamington Road.	Rs. 60	20-40	25-30	15-20	—	—

* Figure given in bracket after the name of the Hotel denotes the number of workers.

NOTE : In Purohit and Vineli there are Head Waiters and their wage rates are—
Purohit—Rs. 165; Vineli—Rs. 45.

In Annapoorna there are Lady Servers who are granted a wage rate of
Rs. 90 plus one time meal and twice tiffin.

In Annapoorna Watchman is paid a wage rate of Rs. 40 plus food.

6. TEA AND SNACKS HOUSES OF MANGALOREAN STYLE.

Name & Address of Hotel	No. of Workmen	Mhal-wala.	Asstt. Mhalwala (Grinders, Kholliwalas, Manniwala etc.)	Waiters	Cleaners
1. Special Anand Bhuvan, Fort	30	65	20 25	30	12 15
2. National Hindu Hotel, Ballard Estate.	24	90	40	20 30	10 12
3. Shanti Bhuvan Hindu Hotel Cr. Market.	18	40	30	20-26	12-15
4. Madras Bhuvan, Kalbadevi	30	50	20-25	30 35	14-18
5. Shanti Bhuvan, Bhuleshwar	22	50	30	25-27	13-18
6. Cona, Girgaum	22	70	50, 30-45	25-30	15-17
7. Madhav Bhavan, Zaveri Bazar	22	75	35-20	25	10 15
8. New India Rest, Lower Parel.	20	50	35	20-25	8-12
9. Laxmi Vilas, Girgaum	25	50	25-40	30-37	15-17
10. New Central Hindu Hotel Girgaum	25	45	20 30	27-30	10 12
11. Laxmi Vijaya Hindu Hotel, Bori-Bunder	22	60	28 35	30 50	15
12. Vasanth Vilas, Worli	22	45	20-25	25	8 12
13. Rashtriya Hindu Hotel, Sewri.	26	50	35	30	12-15
14. Modern Lunch Home, Null Bazaar	30	45	30	30	15-16
15. Rashtriya Hindu Hotel, Worli	30	45	20 30	25	10
16. Shanti Rest., Delisle Rd.	25	30	45	25	10
17. Rashtriya Vijaya Hindu Hotel, Golpitha	22	35	50	35 30	12 15
18. New Vasanth Bhuvan, Parel	25	20-25	55	25	12
19. Shri Krishna Hindu Hotel Parel	25	30-35	60	30 35	10
20. Naik Hindu Hotel, Lalbaug	28	20-25	55	20-25	9
21. Mathura Bhuvan, Colaba	28	20-25	47	10 25	12
22. Jai Hindu Rest. Colaba	20	20-30	40	20-30	10
23. Ram Barosa Hindu Hotel, Delisle Rd.	25	30	45	25	15
24. Swatantra Bharat Hindu Hotel, B. B. Matunga	22	25	45	25	10 15
25. Rashtriya Hindu Hotel, G. I. P. Dadar	20	35	45	22 25	10 15
26. Atma Santosh Bhuvan, Tardeo	12	15	35	20	8 10
27. Jai Bharat Hindu Hotel, Golpitha (Gujrathi System)	34	40-50	60	35 30	15-20
28. Mahalakshmi Hindu Hotel, Bhuleshwar	32	2 Asstt. Mhalwalas	90	30	10-10

Rs. 60 without food. (Sweetmak. Without food).
Others : 30

7. SOUTH INDIAN CAFES.

Name of Hotels & Addresses	No. of Workmen	Mhalwala	Idliwala, Dossawala, & Asstt. Cook etc.	Tea Makers,	Waiters	Cleaners.
1. Fort Central Restaurant, Fort.	30	90	25-3-55	25-3-55	17-2-35	
2. Udipi Restaurant, King's Circle	34	125	30-50	25-30	18-25	
3. Madras Brahmins Anand Bhavan, Fort.	30	90	30-50	30-45	25-30	
4. Ajanta, Ballard Estate.	65	80	50	40	20	
5. West Coast, Fort.	18	100	55	40-65	20-30	
6. Arya Bhavan, Gunbow St Fort.	22	40-5-80	23-3-52	20-3-52	15-2-31	
7. Madras Cafe Matunga.	21	60	25-30	25-40	15	

8. VEGETARIAN BOARDING HOUSES.

Name of Hotels & Addresses.	Cooks	Asstt. Cooks (Grinders, Chapatiwalas, Puriwalas etc.)	Waiters	Cleaners.
	Rs.	Rs.	Rs.	Rs.
1. Udipi Boarding House Fort *(18)	100	30-35	20-30	18-25
2. Gopal Ashram Fort. *(24)	100	40-50	30-45	20-30
3. Gopal Ashram Parel. *(12)	40	20-30	20-30	15-20
4. Udipi Shri Krishna Hindu Hotel, Matunga. *(26)	60	30-40	25-30	15-20
5. Circle Lunch Home, King's Circle, Matunga. *(12)	50	20-25	20-25	10-12
6. Gopal Ashram Hindu Hotel, Dadar. *(9)	35	20	20	10

* Indicating number of workmen employed in the hotel.

9. NON - VEGETARIAN BOARDING HOUSES.

Name of Hotel & Address.	No of Workmen	Cook	Asstt Cook (Grinders, Masalawalas, Chapatiwalas etc)	Waiters	Ch. lics
1. Fort Lunch Home, Fort.	18	60	30 40	25 50	15 20
2. Canara Dining Hall, Fort.	16	40	25 30	20 25	12 15
3. Shri Krishna Hindu Bhojana Griha, Thribuvan Road.	15	40	32	30	21
4. Madras Lunch Home, Dhobitalao.	13	50	30 40	25 50	18 22
5. Gomanthak Hindu Hotel, Delisle Road.	8	30	15 20	15 20	10
6. New Karnatak Hindu Hotel, Fort.	11	50	26	26	15 20
7. Mangalore Hindu Hotel.	8	30	27	27	17 15
8. Shivaji Hindu Hotel, Shivaji Park.	12	45	20	26	10
9. Vasanth Vilas Hindu Hotel, Bombay Central.	12	40	25 50	50	15
10. New Madras Lunch Home Girgaum.	16	45	30	28 30	15 16

10. CANTEENS—RAILWAY & PRIVATE

Category or Name of Canteen	No. of workers	Cook or Malwala	Asst. Cook, Bajjawala	Vendors, Waiters	Boys	Clerks	Managers
A. RAILWAY.							
		Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Ishardas Vallabdas, C. Rly	150	55	25-32	21	15	65-75	125-150
Karim, C. Rly.	125	100 + 16	50-75 + 16	30 + 16	15	—	—
Diwadkar, C. Rly.	32	70	25-30	20-30	20-30	—	—
C. Rly Canteen run by Rly. Board	45	35-1-45 (Dry)	30-1-35 (Dry)	40	—	—	—
C. Rly Goods Canteen, Wadi Bunder	22	40-4-73	22-2/8	42	16-1/8-28	—	—
Mohanlal & Sons, W. Rly.	28	—	24-2-30-3-48	—	15-1-20-2-30	—	—
B. PRIVATE.							
Indian Standard Metal Co. Canteen.	12	80	25/8	52/8	40	—	—
Police Force Canteen Worli	12	70	50-60	40	—	—	—
			(Free Food & Free accommodation)				
Thakker Cafe, Chowpatti	36	90	45-70	30-40	25-30	—	—
New India Assnce. Co. Canteen	11	110	84	60-75	—	—	—
Firestone Canteen	40	45 40 30	30, 35, 40	30	25	—	—

Sweet Maker—Rs. 40. Grinder -- Rs. 40.

11. NON-VEGETARIAN EATING CUM RESTAURANTS OF BIG SIZES.

Jobs.	Sarvi Rest.	Grand Oriental Rest.	Noorani Rest.	Coffee Club	George Rest.	Pyrkes	New Lucky Rest. Bandra	Shera Punjab Hotel	Empire Rest.
Cook	150	115	90	110	90	200	90	120	105
Rotiwala	85	75	50	---	50	---	50	50	
Samooswala	60	75	50	---		---	50	---	
Standwala	50	40	45	37	40	30/35	50	40	50
Butcher	90	---	---	---		---	---		
Waiter	40	21	30	20	30	8	30	20/25	0
Platewala	28	21	22/8	22/24	25	15, 20	21		
Table Boy	23	25	22/8	---	25	---	---	12/15	20/25
Bharwala	40	*	*	---	---	---	---		
Soda-Fountainwalas.									95

* Commission Basis.

ABOVE STATEMENT CONTINUED

Jobs	Radio Hotel Cr. Market	Asiatic Hotel Churchgate	U P Restaurant Nulli B. Jai	World Cafe City.
Cook	...	120	80	90
Asstt. Cook	...	45	60	40
Standwala	...	45	40	40
Waiters	...	37/8	20	40
Table Boy or Platewala	...	30	21	22/8
Rotiwala	...	60	---	---
Masalawala	...	37/8	30	---

12. PURELY IRANI AND MUSLIM TEA SHOPS.

Name of Tea Shops & Addresses.	No. of workmen	Table-boy or Waiter	Tea Maker & Standwalla	Plate-walla	Sales-man.
		Rs.	Rs.	Ps.	Rs.
1. Cafe Chez George Restaurant, Colaba.	7	26	30 50	—	—
2. Alaxender Restaurant, Colaba.	6	30	25-	—	—
3. Light of Asia Restaurant, Fort.	12	15-45	20-40	—	—
4. Bastani & Co., Dhobi Talao.	19	23-2-43	30-3-60	—	—
5. Goodluck Restaurant, Crawford Market.	8	30	35	—	—
6. Viceroy of India Restaurant, Girgaum.	6	25-30	30-35	—	—
7. Wilson Hotel, J. J. Hospital	12	22-8-0 30-0-0	30-45	—	—
8. Anzmin Hotel, J. J. Hospital.	8	37-8-0	37-8-0	20	—
9. Byculla Restaurant, Byculla.	14	25-32	37-42	—	75
10. New Duke Restaurant, Lal Baug.	11	35	45	—	—
11. Firdosi Restaurant, Parel.	16	25-35	30-45	—	100
12. Nadiri Restaurant, Parel	6	30	25-30	—	—
13. Yazdani Restaurant, Dadar	12	40	55	—	—
14. Modern Times, Dadar.	10	30	45	—	—
15. Koolar Restaurant, Matunga.	12	40	50-60	—	—
16. Cafe Worli, Worli.	7	37-8-0	37-8-0	—	—
17. New Lord Restaurant, Mahim.	9	30-40	35-40	21-0-	—

13. BHATTIYAR KHANAS.

No	Jobs	* 1	2	3	4	5	6
1.	Handiwala and Rotiwala	60	45	60	75	52/3	52/8
2.	Waiters or Table Boy	30-37/8	20/26	26/30	45	37/8-42	20
3.	Masalawala and Plate-wala.	,,	25	30	30	25/28	25/8

* (1) Bara Handi, Pydhonie. (2) Ronaq Al-Faruq Hotel. (3) Bhattiar-Khana, Vazir Bldg. Bhendi Bazaar. (4) Sikandari Hotel, Pydhonie. (5) Karim Hotel Dongri. (6) Sheriff Hotel Gogarimulla.

14. 'MASALA' TEA SHOPS.

S. No.	Jobs!	Hindu Chawala, Kalbadevi	Masala Shop, badevi	Tea Kal- Vilas, Mazagon.	Komala Mewar Hindu Hotel, Gurgaon	Mewad Hotel,	Hindu Food	Shiv Shankar Masala Tea Shop.
1.	Tea-Maker	20	45*	35*	20	30		40*
2.	Waiters.	15	35*	25*	18	20		30*
3.	Tea-Boys.	7	20/25"	20	25*	8	10/15	25*
4.	Bajewala.	—	—	—	25	10		—

* Workmen do not getting Food.

15. COLD DRINK HOUSES.

S. No.	Jobs.	O. R. Afdar Cold Drink House	Shivaji Cold Drink House	Prakash Cold Drink House.	India Cold Drink House.	Badrinah Cold Drink House
1.	Waiters	45	60	50	35	40
2.	Cleaners	32	45	40	35	40

N. B. The workers are not getting any Food.

16. SWEET-MEAT MARTS AND DAIRY FARMS.

No.	Jobs	1	2	3	4	5	6	7
1.	Sweet-Maker	100	75	80	75	75	70	110
2.	Helpers	30	45	30	30	45	40	50
3.	Boys	20	20	8	15	30	15	30
4.	Lassiwalla	—	45	30	50	—	40	—
5.	Salesman	120	—	—	—	—	—	50

* (1) Punjab Chandu Halwal. (2) Karachi Sweetmeat Mart (3) Mulchand Mithaiwala (4) Hydari Sweetmeat Mart. (5) Dayaram Mithaiwala (6) Mahajana Doogdha Mandir. (7) Mathura Dairy Farm.

17. PURELY LODGING HOUSES.

S No.	Jobs	Deccan Lodge Fort.	Punjab Khalsa, Feroe Road	Bombay Central Lodge.
1.	Room Boys	20/25	50*	30/40
2.	Sweepers or Boys	50/20	40*	20/25
3.	Watchman	—	—	60*

* Workmen do not get food

18. SMALLER SIZE MUSLIM HOTELS.

S No.	Jobs	Zavid Rest	Mohd Ismail Hotel.	Islami Hotel, Pydhoni	Jabbari Hotel.	Olympia Rest.
1.	Tea-maker	37-8	37/8-	37/8	37/8	37/8
2.	Table-Boys	30	37/8	37/8	30	37/8
3.	Bharwala.					

N. B. Bharwalas—Getting Free Food and commission on tea sale at the rate of 6 pies per rupee.

19. PURI HOUSES AND HINDU BHATTIYAR KHANAS.

S No	Jobs.	Ram Bharosa Hindu Hotel.	Kallas Bhuvan Hotel.	Bharat Hindu Hotel	Pancham Puri House.	Ramlal Puri House.
1.	Cook	30	35	30	—	—
2.	Asstt. Cook Chapatiwala or Puriwala.	25	25	20	40	40
4.	Waiter, Kholliwala.	15	15/20	15/20	25	30
4.	Cleaner.	7	8/10	8/10	—	10/12