
CHAPTER I

INTRODUCTION

CHAPTER SCHEME

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1.1.1 It is one of the duties of a researcher - especially of a scholar of social sciences - to investigate into the social and economic conditions of various sections of the community to see whether they receive appropriate share of the national income; to enquire whether the economic and financial status improves with that of the community and to analyse the changes in the social status of that section of the society. Various studies have done such an enquiry into the socio-economic conditions of agricultural as well as of industrial labourers, etc. However, the study of such aspects of the life of the hotel workers is unheard of. That is why this grass root survey is undertaken.

1.1.2 The study devotes itself to analyse ethnic, social, religious, familial, economic and psychological aspects of the life of the hotel workers in Kolhapur.

1.1.3 For the purpose of this study, definition of a 'Hotel' is taken as that given in the Bombay Shops and Establishments Act, 1948.

" Restaurant or Eating House means any premises in which is carried on wholly or principally the business of supply of meals or refreshments to the public or a class of the public for consumption on the premises."¹

(2)

Naturally, the hawkers' carts supplying such eatables and drinks are not taken to mean hotels for the purpose of this study. In terms of this Act, such premises are considered as 'Establishments'.

1.1.4 Hotel Workers are employees of such establishments. In the eyes of the Act, 'employee' means a person wholly or principally employed, whether directly or through any agency, and whether for wages or other consideration, in or in connection with any establishment; and includes an apprentice but does not include a member of the employer's family.²

1.1.5 While classifying hotel workers into different age groups, the term 'child' is taken to mean the same as defined in the Shops and Establishments Act, as amended on 3rd December 1977. "Child means a person who has not completed his fifteen years of age."³ Section 32 of the same Act prohibits employment of a child as a labourer.⁴ and Section 52(d) considers employment of persons below years 15 of age an offence.⁵ Section 21(1) prohibits employment of a worker for more than nine hours a day and Section 63(2) requires payment at the rate of twice his ordinary rate of wage for any work done over and above the work hours specified in Section 21(1).⁷

1.1.6 Minimum rates of wages with allowance for the hotel workers in Kolhapur Zone (III) classifies workers in hotels as skilled, semi-skilled and unskilled.⁸

The extracts relevant to the present study are:-

1) **Skilled:**

Cook, Manager, Accountant, Head-Waiter, Cashier.⁹

2) **Semi-Skilled:**

Assistant Cook, Waiter-cum-Tablewala, Orderwala (one who shouts or writes bills).¹⁰

3) **Unskilled:**

Tea Boy, Water Boy, Order Boy, Pantry-Helper, Dishwala, Bhandiwala, Moriwala, Mandaniwala (one who fills the dishes), Vadapi (server), Miscellaneous Worker.¹¹

According to the above classification, in our study, cook and manager are skilled workers, waiter, mix worker and supplyman are semi-skilled workers and washer-cleaner is an unskilled worker.

1.1.7 The above mentioned notification provided following wages for different classes of workers for the months of July to December 1987. As the survey was conducted during this period, these rates of remuneration are taken to be effective.

TABLE 1.1

MINIMUM RATES OF WAGES WITH ALLOWANCE FOR THE HOTEL WORKERS IN KOLHAPUR ZONE III

Sr. No.	Class of workers	Basic Wages Rs.	Special Allowance Rs.	Total Rs.
1.	Skilled	510.00	192.50	702.50
2.	Semi-skilled	465.00	192.50	657.50
3.	Unskilled	445.00	192.50	637.50

CHAPTER SCHEME

1.2.1 The entire study is divided into seven Chapters. The First Chapter gives the information of various provisions of the laws applicable to the hotel workers and the Chapter Scheme.

1.2.2 Second Chapter presents the design of work, objectives of the study, the universe, method of sampling adopted, development of the questionnaire, the procedure of collecting data, method of interpreting the data.

1.2.3 Various details regarding the preliminary information like age, language, educational qualifications, ethnic background, place of origin, parental occupation, spatial migration of the respondents are given in the Third Chapter.

1.2.4 Fourth Chapter covers financial aspects of the enquiry. Wages paid to the workers as put in relation to various variables like nature of work, age of the workers, educational achievements, ethnic background are analysed and interpreted. Next to it, the work hours, other benefits, expenditure incurred by the respondents on self are discussed and lastly the wages in which the residual amount is used by the respondents is also explained.

1.2.5. The present working conditions of the hotel workers are presented in the Fifth Chapter. In this Chapter

are discussed the recruitment procedure, working hours, extra work, weekly holidays, entrance in this job, migration trend from one hotel to another, residence, treatment from the proprietor and customers and satisfaction of the hotel workers.

1.2.6 The Six Chapter discusses the social and psychological aspects of the hotel workers in Kolhapur. Treatment received by the hotel workers from the community, habits of the hotel workers, the ways suggested by the hotel workers to improve their social and economic conditions are discussed in relation to the four variables taken as the basis of the preceding Chapters.

1.2.7 Conclusions emerging out of the discussion presented in earlier Chapters are placed in the Seventh Chapter. A few pragmatic suggestions are also discussed to improve the socio-psycho and socio-economic condition of the hotel workers. These suggestions being of fundamental character have to be implemented at State as well as at National level to free this most neglected sector of the society from want and worry.

REFERENCES

1. Government of Maharashtra,
Bombay Shops & Establishments Act, 1948, p.12,
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3. Ibid., p. 8
4. Ibid., p.91
5. Ibid., p.92
6. Ibid., p.58
7. Ibid., p.157
8. Government of Maharashtra,
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Scheduled Employments in Maharashtra; Maharashtra Government,
Gazette, Part-I.L No.MWA/2484/6042 Lab.7, p.182,
9. Ibid., p.182,
10. Ibid., p.182,
11. Ibid., p.183,
12. Ibid., p. 59.