

ALL INDIA HOTEL WORKERS' CONFERENCE

Telephone: 265160

Address: Kothari Mansion, Top Floor,
Opp. G.P.O., Fort,
Bombay 1.

Dear Comrades:

On 4th, 5th and 6th April, 1959, a Convention of the representatives of various trade unions of hotel workers employed at various industrial centres was held at Delhi, and a Preparatory Committee was formed to organise an All India Conference of Hotel Workers in Bombay. This Convention was preceded by the most crucial talks held at the Silver Jubilee Session of A.I.T.U.C. at Ernakulam, and at the subsequent 26th Session of A.I.T.U.C. held at Coimbatore. Due to some difficulty or the other the momentous decision taken by the Convention could not be transformed into a reality.

However, as the task was originally entrusted to Bombay comrades, we are happy to inform you that Hotel Mazdoor Sabha, Bombay, and Maharashtra State Hotel Workers' Federation have now made definite progress in this direction and the Reception Committee elected for this purpose was decided to go ahead with the task of holding the all-India Hotel, Canteen, Restaurant, Cafe and Food Workers' Conference, in the ensuing month of December, 1961.

Comrades, the need for such an All India Conference of the workers in this industry and the need for a common all-India forum for the hotel workers has been explained in detail in a brochure taken out by the Preparatory Committee and circulated to all the trade unions in this industry.

We find that such a need is most imminently felt today since in order to counteract the growing strength of the organised hotel workers, the hotel owners and employers, are getting more and more active in an organised manner on an All India plane.

Recently, we succeeded in securing from the Government extension of Provident Fund Act to the hotel industry. But the Hotel employers raised a hue and cry to oppose this half-hearted measure to give even such a limited old age benefit to the hotel workers. The Government has remained blind to the fact that the hotel employers pay a very paltry sum by way of cash wages, no dearness allowance and in the name of free food and residence debit 75 to 80% of the legitimate earnings of the workers towards these undaunted facilities made available only to one of the three units of his family. In their eyes Hotel workers continue to be medieval slaves, beasts of burden, tied to their establishments from morning to night. They are not supposed to marry or beget and rear children. They are denied the basic privilege of residing in their own houses and eat the food prepared by their own families. The hotel workers all over India are forced and coerced to eat stale, non-nutritious food, many a times leftovers and reside on the pavements or on the premises of the dirty hotel premises.

There is no benefit of Employees' State Insurance Scheme, or Minimum Wages Act to the hotel workers. There is no standard stipulated for the food that is supplied to him. The regular benefits like profit sharing, dearness allowance linked with cost of living index remains a cry in the wilderness.

Repeatedly, the trade unions have taken the disputes to the Industrial Tribunals, but our miserable experience has been that such Tribunals have been prone to put a seal of their approval on many of the malpractices existing in this industry rather than make any bold

Comrades, the whole problem needs to be tackled on a higher plane and on all-India basis. The Conference, we propose to convene in December 1961, must be made a grand success. We propose to invite representatives of Trade Unions International of Hotels, Restaurant and Cafeteria industries, in Sofia, Bulgaria, and also some of the prominent Trade Union leaders of this industry from the foreign countries to guide our deliberations.

At this Conference only, a firm foundation for the proposed all India Hotel Canteen Restaurant, Cafe and Food Workers' Federation will be laid down and a common platform, forum and organisation for the workers in this industry will be given.

Hence Comrades, onward with the preparation for this Conference. Please go ahead with following tasks:

1. Take the slogan of the All India Hotel Workers' Conference to each and every hotel, restaurant, cafeteria and canteen in your City, Town, District and State.
2. ~~Hold~~ Hold City, District or State Hotel Workers' Conventions by the end of November 1961.
3. Elect delegates on the basis of one delegate per 500 ordinary members at such conventions for All India Conference.
4. Deliberate and discuss fully the various problems facing the hotel workers in your areas.
5. Pass resolutions touching upon all such problems and send the copies of such resolutions and resolutions you propose to move at the All India Conference by 7th December, 1961 to our office.
6. Send advance copies of your reports dealing with following points:
 - i) Organisational activities during the last two years. Membership, class of establishments. Strikes, lockouts etc. industrial disputes raised, awards secured etc.
 - ii) State of the industry, profits, paying capacity, attractions, rate of expansion, scope for future expansion etc.
 - iii) Terms and conditions of service. Whether standardised conditions, what wage-scales, dearness allowance, bonus gratuity, P.F. leave etc., whether workers forced to eat and reside on the premises of the hotel establishments.
 - iv) Govt. conciliation and adjudication machinery. How far helpful. Shops & Establishments Inspectorate, Overtime, weekly offs etc.
7. What tentative dates are agreeable to you for the Conference to be held in Bombay in December 1961.
8. Send the information regarding the number and names and addresses of the delegates attending the Conference, and whether they need arrangements for food and accommodation to be made in Bombay.

With this we have to request you to kindly communicate with us your first reactions. Please ask for any further information and clarification on the points raised in the foregoing. With warm fraternal greetings

G R A D E S.

Unskilled:

Masaldchies, Sweepers, Beldars, Helpers (Non-technicians)
Coolies, Porters, Tennis Boys, Door Boys, Misc. non-
technical workmen.

40 - 2 - 50 - 3 - 85

Semiskilled Grade II.

Page Boys, Lift Boys, Plate Boys, Polish Boys, Waiters,
Room Bearers, Helpers (Technical) Glass Boys and
Linen Menders.

45 - 3 - 60 - 5 - 110

Semiskilled Grade I.

Malis, Chowkidars, Barmen, Boilermen, Cloak Room
Attendants, Peons, Storekeepers Gr. III, Pantrymen,
Butlers, Hd. Porters, Swermen, Pum Drivers.

60 - 3 - 75 - 5 - 125

Skilled Grade III.

Hd. Mali, Hd. Pantrymen, Cooks Grade III, Daftaries,
Dhobies, Tennis Marker, Ward Attendant, Darbans,
Time Keepers.

80 - 5 - 105 - 8 - 185

Skilled Grade II.

Cooks Grade II, I/c. Servant Qrts., Clerks Grade II,
Telephone Operators, Store Keepers Gr. II, Pantry
Supervisors, Steward Grade II, Bakery Mastry Gr. II,
Technician Gr. II (Electricians, Painters, Carpenters,
Turners, Fitters, Maisons, Upholsters, Smiths, etc.)
Tailors, Barbers, Compounders, Hd. Time Keepers,
Hd. Butlers, Drivers, Sales Girls, Lady Teachers,
Dry Cleaners Gr. II, Cashiers Gr. II.

100 - 8 - 140 - 10 - 240

Skilled Grade I.

Cooks Gr. I, Technicians Gr. I (as specified above)
Stenoos, Clerks Gr. I, Store Keepers Gr. I, Stewards
Gr. I, Bakery Mastry Gr. I, P.As. Gr. II, Cashier Gr. I,
Dry Cleaner Gr. I.

125 - 10 - 175 - 15 - 325.

Highly Skilled & Supervisory Staff.

Heads in the Category of Technicians, Foremen,
Comptist, Chief Stewards, Telephone Monitors and
other heads and Supervisory Workmen, P.As. Gr. I. Etc.

200 - 12½ - 250 - 20 - 450

Mode of adjustment of the above pay scales.

1) A workman will be normally entitled to be
placed in a pay scale the minimum start of which is
equal to or next less than his existing pay.

2) The Management may, however, in exceptional cases
place a workman in any pay scale of his respective category
for his approved lapse of the past, provided that, that
workman is placed at the pay-range of that scale which
is equal to his existing pay or, by virtue of his

incremental rate, next higher to the same.

3) Every workman will be given one special increment, after adjustments as above, for the past services in case he has completed 3 years service on 1.4.'61, provided that those who complete 5 years service on 1.11.'61 will be given one special increment thereafter, and the same shall not disentitle them from subsequent increments including the one falling due on 1.4.'62.

4) Punishment should be prospective and not retrospective.

5) For notional flaws, the punishment should be more made to be felt than actually and heavily imposed.

Telephone: 265160

होटल मजदूर सभा

HOTEL MAZDOOR SABHA

(REGISTERED No. 978)

affiliated to A. I. T. U. C.

KOTHARI MANSION,
TOP FLOOR, OPP. G. P. O.

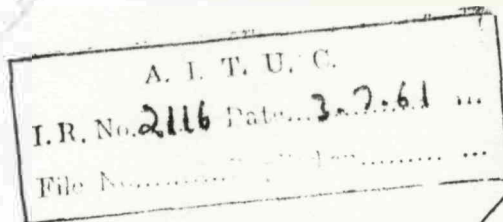
BOMBAY, June 30, 1961.

Ref. No. _____

To,
The Editor,

Bombay.

Dear Sir,

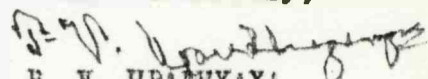


Enclosed please find a copy of the Memorandum submitted by the Hotel Mazdoor Sabha, to the Hon'ble Shri Guizarilal Bhandu, Union Labour Minister, at 10.30 this morning.

Please publish the summary of the same in the columns of your esteemed paper and oblige.

Thanking you,

Yours Faithfully,


F. V. UPADHYAYA.

General Secretary.

H O T E L M A Z D O O R S A B H A

Tel. No. 265160.

Kothari Mansion,
Opp: G.P.O., Fort,
BOMBAY-1.

30th. June, 1961.

To,

Hon'ble Shri Gulzarilal Nanda,
Minister for Labour & Planning,
Government of India,
NEW DELHI.

Sub: MEMORANDUM ON THE GRIEVANCES OF THE
WORKMEN EMPLOYED IN THE HOTEL INDUSTRY.

Dear Sir,

At the outset we have to offer our heartfelt congratulations and express our sincere and deep gratitude for the timely service you have rendered to the thousands of workmen employed in the Hotel Industry in Bombay and other cities of Maharashtra, by extending the provisions of Provident Funds Act and the scheme of Contributory Provident Fund to the Hotels and Restaurant Industry in this state.

The clamour and the cry raised by the Hotel owners and their organisations in Bombay, Sholapur and other places that the industry is passing through critical times and that the same has been crippled due to the soaring prices of raw materials, increasing taxes etc., is an utterly baseless one. The industry has been enjoying one of the most prosperous periods of its existence due to following main factors:

1. Thanks to the successful five year plans and the rapid industrialisation of the country, the mass of employed and working people has been increasing in the cities.
2. The housing programme undertaken by the Government and the private agencies have not kept pace with the demand for housing by the employed persons, and as such the mass of industrial and other workers are dependent on the Hotel for their food requirements.
3. The tenancy and land reforms undertaken by the Government has made the industrial workers in the city to take growing interests in agriculture and their lands. The tenants and their family members who were hitherto living in Bombay have been forced to keep their wives and other family members in their native places to look after their agriculture and till their lands on their assumption of full ownership of the lands. These workers have been living single in the cities and they have been entirely dependent on Hotels.
4. The growing number of Tourists visiting the cities, the large contingent of foreign technicians employed on our various projects, the growing importance of the cities like Bombay as an international air-port, has given rise to the growing and prosperous foreign clientele for some of the stylish and luxurious hotels in the city. The very fact that during the short span of last three years cities like Bombay have witnessed opening of many a new units in industry, goes to show that there has been an ever increasing demand for such hotels.

5. The growing prosperity of the Nation is being regularly reflected in the widening ranks of the higher middle class in the city. The opportunities created under the plans for ~~xxx~~ high-salaried engineers, chemists and technicians and administrators as well as small scale manufacturers and businessmen have also formed a ready clientele for some of these leading units of the industry.

The ratio of net profits to the invested capital has been never less than 25% in this industry. Hardly a unit would be found in the hotel industry, which has shown losses and has not been assessed any income-tax. The profit making capacity of this industry is very high as compared to the other industries in Bombay.

Therefore we submit that the demand of the Hotel Owners that the workmen in the Hotel Industry should not be given the benefit of the Provident Fund Act, should not be paid any heed. This cry is coming from a section of the Hotel Owners who are profit greedy, selfish and absolutely immune to any progressive ideas. The Provident Fund Scheme has been considered by the Trade Unions as the humble contribution made by the workers to our National Saving drive so much necessary for strengthening our national economy. The hotel workers have been paid very low cash wages, but the hotel workmen do not mind deductions on account of Provident Fund in the interest of the workers as well as of the Government.

We have also to enumerate following main grievances of the Hotel Workmen:

- (1) (The Hotel Owners as a class forces their workmen to reside and eat on the hotel premises and pay them very low cash wages. The workmen have been denied private married life and lead a common citizen's life. The cash wage paid to the workmen ranges from Rs. 10/- to Rs.30/- per month, as against the minimum monthly earnings of more than Rs. 125/- obtaining in Textiles, Engineering, Chemicals and other industries. We want a law to abolish this practice.
- (2) That the minimum wages committee appointed in 1956 has not been able to produce any effective report for the benefit of Hotel workmen.
- (3) That the Industrial Disputes Act, 1947, needs an immediate and suitable amendment to enable the aggrieved individual workmen in the Hotel industries to approach the Labour Court to prosecute claims for their reinstatement. Many units in the Hotel Industry employ a small number of workmen from 5 to 10. In such units no trade unions to sponsor the disputes of the individual workmen could be formed. Only if by a suitable amendment to the I. D. Act, 1947, they are given the powers like S. 78 and S. 79 of Bombay Industrial Relations Act, 1946, then alone the individually aggrieved workmen can agitate their personal claims.
- (4) S. 25F and S. 25FFF of I. D. Act, providing for retrenchment compensation have become a dead letter for the workers since the Supreme Court Judgement in J.J.Hospital's case was given. If the employer retrenches any workman or closes down his establishment, then there is no remedy open for the workmen either under the Payment of Wages Act, or S. 330 of I. D. Act, to recover

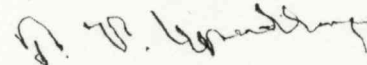
their claims for compensation, as under the law as it stands today, the workmen are deemed to be not retrenched if compensation, is not paid. The only remedy is to file delcaratory suits u/s 42 Sp. Relief Act, before Civil Courts, which is both costly and dilatory for the workers. The Government should examine this position and amend the law suitably.

- (5) The Government must immediately amend the Payment of Wages Act, to widen its scope and jurisdiction. The restrictions imposed on the jurisdiction of the Authority appointed under the Payment of Wages Act, by the various judgements of the Sureme Court and High-Courts, have narrowed and curtailed the jurisdiction of this court to such an extent that the Courts have been of no assistance to the workers.
- (6) Like Madras state , for hotel workers there should be a model all India statute providing for the various amenties and facilities. The strength of Hotel workers in the city of Bombay alone stands around about 50,000. The very number of the Hotel workers all over India ,warrants a legislation on an All India Basis.

We have therefore to urge you to apply your mind to the points raised in the foregoing Memorandum and take immediate and suitable action in the matter.

Thanking you,

Yours Truly,



P. V. UPADHYAYA.
GENERAL SECRETARY.
HOTEL MAZDOOR SABHA,
Kothari Mansion, IV Floor,
Opp: G. P. O. , Fort,
B O M B A Y -1.

304.13
GOVERNMENT OF INDIA
MINISTRY OF TRANSPORT & COMMUNICATIONS
DEPARTMENT OF TOURISM

REGISTERED

No. 6-TTII(1)/61

Thapar House, Janpath,
New Delhi, the 15th September '61
Bhadra 24, 1883(S)

From

Shri G.R. Kadapa,
Deputy Director General.

To

Sub: Recognition of hotels.

Dear Sir,

As you are aware, the name of your hotel is included in the recognised list of hotels published in the official Hotel Guide brought out by this Department. Such recognition makes your establishment eligible for this Department's assistance in the various problems connected with your hotel including Import Licences for essential goods and foreign exchange for tourist publicity and travel promotion abroad. In order to enable this Department to assess the needs of your hotel better and also to know more closely the operation of your establishment, it has been decided that, in keeping with the practice followed in respect of recognised Travel Agencies and Shikar Agencies, hotels also should be continued to be recognised only if they maintain a certain minimum standard and observe proper business ethics such as offering a fair deal to tourists, travel agencies, etc. If, therefore, you are interested in your establishment being maintained on the list of recognised hotels, you are requested to

express your readiness to adhere to the following conditions:-

- (i) You will submit the following information to the Department of Tourism so as to reach on or before the 31st October each year:-
 - (a) the number of rooms in your hotel in each category (e.g. single or double, airconditioned/non-airconditioned etc.) with price of each room separately indicated;
 - (b) the total number of beds occupied by permanent residents and hotel staff during previous calendar year;
 - (c) the total number of persons employed in the hotel; and
 - (d) the total amount of payments made to you by foreign tourists during the previous calendar year.
- (ii) The tariff of each room in your hotel should be indicated in a Rate Card which should be pasted in each room according to the Proforma supplied for this purpose by the Federation of Hotel and Restaurant Associations. A copy of the Card should be handed over to the tourist on arrival. This Card should also indicate the taxes, service charges and other additional levies, if any, for that room, checking-out time, etc. The room number and rate on the card displayed in the room should be printed and not typed. A specimen copy of the Rate Cards should be enclosed with the annual report.
- (iii) The hotel cannot change its published tariffs without prior consultation with the Department of Tourism.

- (iv) If single rooms are less than 50% of the total number of rooms in your hotel, you will charge single room rates from single persons occupying double rooms.
- (v) Service charge, if any, levied on the hotel bill will be made over entirely to the staff of the hotel subject to the normal deductions against loss, breakages etc., caused by the workers, and subject to any awards regarding the sharing of service charges.
- (vi) Along with the annual report, you will forward an Income-tax Verification Certificate and a statement showing the audited Profit & Loss Account in respect of your hotel for the financial year or for the calendar year immediately preceding the date of submission of your report.
- (vii) In case you are required to provide Guides for tourists, you will recommend or employ only the Guides who have been approved by the Department of Tourism in places where such approved Guides are available.
- (viii) You will keep the Director/Manager of the Government of India Tourist Office in your region and the Department of Tourism informed from time to time of the activities of your hotel in respect of facilities introduced or withdrawn or any additions or subtractions

that behalf to inspect your premises from time to time.

2. This Department reserves the right to cancel or withdraw any time the recognition granted to your hotel without assigning any reasons therefor.

3. The recognition to be granted to you will be valid until further orders.

4. You are requested to acknowledge the receipt of this letter and to confirm that your hotel will abide by the conditions specified above. On receipt of your confirmation the name of your establishment will be included in the new edition of the official list of recognised hotels to be published shortly.

Yours faithfully,


(G.R. Kadapa)

Deputy Director General

Reception Committee of All India Hotel Canteen Restaurant Cafe and Food Workers' Conference

P. V. UPADHYAYA,
Chairman.

C/o HOTEL MAZDOOR SABHA
Kothari Mansion, 4th Floor,
Opp. G. P. O.
FORT, BOMBAY I.

Ref. No. AIHWF

HMS/1/81

N.

I.R.T. T. U. 26 OCT 1961 Date

October 24, 1961

Dear Comrade,

As you are already aware of our intention of holding an All India Hotel Workers' Conference in Bombay in the month of December 1961.

We have already dispatched the circular to the Unions' concerned intimating about the Conference.

In this connection we shall be much obliged if you kindly ~~insist~~ advise all the affiliated Trade Unions' of Hotel workers to co-operate with us to make this conference a grand success

We also hope to receive your full cooperation ~~in this~~ and guidance in this matter to make this Conference a grand success.

With Trade Union greetings,

Fraternally Yours

P.V. Upadhyaya
Chairman.

The Secretary,
All India Trade Union Congress,
4, Ashok Road. NEW DELHI.

209

November 20, 1961

Dear Com.Upadhyaya,

Your letter of 24th October.

2. We feel that the month of December may not be suitable for the All-India Convention in view of the election preparations. Please consider if it can be postponed to some time in March/April 1962.

With greetings,

Yours fraternally,

K.G.

(K.G.Sriwastava)

Com.P.V.Upadhyaya,
Hotel Mazdoor Sabha,
Bombay

Telephone: 265160

होटल मजदूर सभा

HOTEL MAZDOOR SABHA

(REGISTERED No. 978)

affiliated to A. I. T. U. C.

KOTHARI MANSION,
TOP FLOOR, OPP. G. P. O.

Ref. No. _____

BOMBAY, December 2, 1961

Comrade K.G. Sriwastava,
Secretary,
All India Trade Union Congress,
4, Ashok Road,
New Delhi-1

Dear Comrade,

We have decided as per your suggestion to postpone
the proposed All India Hotel Workers Conference till
after the ensuing elections.

With greetings,

Yours fraternally

P.V. UPADHYAYA

A. I. T. U. C.	
I.R. No. 4312	Date..... 5/12.....
File No.....	Reg Fed on.....

Telegrams :-
"TRAVELINDIA"

GOVERNMENT OF INDIA
DEPARTMENT OF TOURISM

1289
Thapar House,
Janpath,

No.6-TT.II(1)/61.

New Delhi, December 15, 1961.

From:

The Director (Travel Trade).

To :

The All India Trade Union Congress,
4, Ashok Road,
New Delhi-1.

..... Replied on.....
..... Date.....
I. R. No. 12/24
A. T. U. C.

Dear Sirs,

With reference to your letter dated the 24th October 1961, I am to forward herewith a copy of this Department's circular letter No.6-TT.II(1)/61 dated the 15th September 1961, which was addressed to all hotels listed in the official hotel guide (1961) published by the Department of Tourism.

Yours faithfully,

Rabhi Chaudhary

Director (Travel Trade).

Encl: 1