

weekly rates of pay in 1928 for native and coloured workers engaged in unskilled work :

District	Per day s. d.	Per week s. d.
Cape Peninsula	2 10	25 7
Port Elizabeth	3 3	23 7
East London	2 10	20 5
Kimberley	2 9	19 11
Pietermaritzburg	2 8	18 2
Durban	2 11	19 6
Pretoria	2 1	18 9
Witwatersrand	2 2	21 0
Bloemfontein	2 3	19 4
General average	2 5	21 2

Coloured labourers in the Cape Peninsula received an average of 5s. a day or 30s. 6d. a week, and in Port Elizabeth 4s. a day or 26s. 2d. per week.

## Earnings and Hours in the Catering Trade in Great Britain in 1929

An enquiry was made by the British Ministry of Labour in October and November 1929 respecting the remuneration and hours of employment of persons employed in the catering trade, in order to ascertain whether there was a case for issuing a special Order to bring this trade under the Trade Boards Acts. As regards licensed and non-licensed hotels, public-houses, licensed restaurants, and proprietary clubs, a detailed investigation into the conditions of employment was carried out. In the light refreshment and dining room (non-licensed) branch of the trade only a supplementary enquiry was held to ascertain the extent to which conditions had changed since 1925, when a detailed investigation into conditions in that branch was undertaken.

The results of the enquiry have recently been published.<sup>1</sup> The report indicates the method and scope of the enquiry in each section of the trade considered, and contains a short summary of the information obtained concerning the number of workers covered by the effective returns received; the remuneration of the workers, including cash wages, value of board and lodging, value of meals provided for workers living out, tips, and other allowances; and hours of employment; followed by statistical tables in which particulars are given for each of the principal sections of the trade for the various groups of workers affected.

<sup>1</sup> GREAT BRITAIN. MINISTRY OF LABOUR. *Report on an Enquiry into Remuneration, Hours of Employment, etc., in the Catering Trade in Great Britain in 1929.* London, H.M. Stationery Office, 1930. 207 pp.

## NUMBER OF WORKERS IN THE TRADE

The total number of workpeople insured against unemployment in the service of hotels, public houses, boarding and lodging houses, restaurants, clubs, etc., in Great Britain at July 1929 was 329,000, including 119,000 males and 210,000 females. These totals exclude workers aged under 16 years, or 65 years and upwards, and non-manual workers remunerated at a rate exceeding £250 a year.

No recent statistics are available showing the number of workers in each of the separate sections of the trade, but at the census of 1921 the numbers of workpeople enumerated in Great Britain in those sections for which separate figures are given were approximately as follows :

Section of trade	Males	Females	Total
Hotels, inns, public houses and beer houses, etc.	87,100	105,700	192,800
Restaurants, catering, eating, and coffee houses, etc.	34,400	81,800	116,200
Lodging and boarding houses	8,500	60,600	69,100
Clubs (including political, social, residential, and working men's clubs, etc., but excluding sports clubs)	14,900	10,900	25,800
Total	144,900	259,000	403,900

The difference between the number insured and the total shown by the population census is due partly to the exclusion of persons under or over a certain age and of non-manual workers in receipt of more than £250 a year, and partly to other differences in the scope of the two sets of figures. For instance, employees of non-proprietary clubs are not insured against unemployment, but are included in the census returns.

## THE PRINCIPAL ENQUIRY

The main body of the report relates to conditions of employment in licensed hotels; public-houses, inns, etc.; licensed restaurants; non-licensed hotels, boarding houses, etc.; and proprietary clubs.

In view of the large number of establishments engaged in these branches of the catering trade, it was decided that the enquiries should be by way of sample, covering a sufficient number of establishments distributed over towns of varying size and character and in different areas of Great Britain to ensure that the information obtained should be adequately representative of conditions in the trade as a whole.

*Number of Workers Covered*

Information was requested from 4,267 establishments in all. Of these, 1,183 (all of which were public-houses, inns, etc.) were found to have no employees other than members of the family. Of the

remaining 3,084 establishments, 2,507 supplied information which could be utilised in the compilation of the statistics. A further 164 returns were supplied in which the information given was insufficient for tabulation or was received too late for inclusion.

The results therefore covered 31,566 workers occupied in 2,507 establishments in the London district and in other towns with populations varying from over 250,000 to over 2,000. No enquiries were made in places with populations under 2,000.

Section of trade	Number of workers covered				
	Total	Males		Females	
		21 years and over	Under 21 years	21 years and over	Under 21 years
Licensed hotels :					
With over 10 bedrooms	15,496	7,437	1,632	5,422	1,005
With 1-10 bedrooms	795	196	33	441	125
Public-houses	4,378	1,941	240	1,828	369
Licensed restaurants	8,839	3,649	817	3,605	768
Non-licensed hotels	1,557	308	44	972	233
Proprietary clubs	501	240	67	171	23
<b>Total</b>	<b>31,566</b>	<b>13,771</b>	<b>2,833</b>	<b>12,439</b>	<b>2,523</b>

### *Remuneration*

The report points out that an investigation into the remuneration of workers in the catering trade involves the consideration of a variety of components. While some of the workers are paid wholly in cash wages, a large proportion are provided with meals or with board and lodging in addition, and for some classes of workers the amount of tips received forms a substantial part of the total remuneration. In certain cases other allowances, such as uniform, free laundering, and commissions, are provided, and an allowance of beer is of frequent occurrence, particularly in the case of public-houses. Statistics based on cash wages only, therefore, do not provide a true picture of the position, and employers were accordingly asked to furnish particulars of the estimated amount of tips received by the workers and the estimated value of the allowances provided.

The report gives tables showing in detail the amount of cash wages, tips, and estimated value of board and lodging or of board only, received by both male and female workers in one week of October or November 1929.

The total remuneration, inclusive of the various items mentioned above, for adult males and adult females of 21 years of age or over covered by the returns received is shown in the two following tables.

Section of trade	Number of adult males re-turned	Percentage whose total remuneration was :							
		Under 40s.	40s. and under 50s.	50s. and under 60s.	60s. and under 70s.	70s. and under 80s.	80s. and under 90s.	90s. and under 100s.	100s. and over
Licensed hotels :									
With over 10 bedrooms	7,437	3.3	8.2	14.4	14.4	14.9	10.7	7.6	26.5
With 1-10 bedrooms	196	13.2	22.0	25.0	17.3	5.6	5.6	5.7	5.6
Public-houses, inns, etc.	1,941	45.8	7.5	15.8	16.8	8.3	3.3	1.1	1.4
Licensed restaurants, etc.	3,649	6.5	8.6	17.1	14.3	11.8	9.9	6.6	25.2
Non-licensed hotels, boarding-houses, etc.	308	8.4	28.8	27.9	16.4	6.2	4.8	3.0	4.5
Proprietary clubs	240	20.2	17.4	16.6	14.2	11.2	6.6	3.8	10.0

Section of trade	Number of adult females re-turned	Percentage whose total remuneration was :							
		Under 25s.	25s. and under 30s.	30s. and under 35s.	35s. and under 40s.	40s. and under 45s.	45s. and under 50s.	50s. and under 60s.	60s. and over
Licensed hotels :									
With over 10 bedrooms	5,422	0.8	2.5	6.3	9.2	11.1	12.6	25.6	31.9
With 1-10 bedrooms	441	8.1	6.4	6.3	14.0	14.6	15.2	23.2	12.2
Public-houses, inns, etc.	1,828	41.0	5.0	7.5	10.4	9.1	8.5	12.0	6.5
Licensed restaurants, etc.	3,605	0.8	5.0	10.3	15.6	16.7	12.2	12.5	26.9
Non-licensed hotels, boarding-houses, etc.	972	8.5	6.2	13.2	16.2	21.2	15.7	12.0	7.0
Proprietary clubs	171	10.9	12.8	28.1	8.8	12.3	11.1	9.4	6.6

Of the men whose total remuneration was less than 40s., the largest proportion, 45.8 per cent., is shown for public houses; this figure included 42.4 per cent. of the total who were employed for less than 30 hours. The next largest proportion, 20.2 per cent., in proprietary clubs, included 7.9 per cent. employed for less than 30 hours and 4.1 per cent. working between 30 and 36 hours. The men with weekly remuneration exceeding 100s. were mainly head waiters, waiters, chefs, assistant cooks, head porters, clerks, cashiers, etc.

Of the women whose total remuneration was less than 25s., 37.9 per cent. out of the total of 41 per cent. shown for public houses, inns, etc., and 9.2 per cent. out of the total of 10.9 per cent. shown for proprietary clubs were employed for less than 30 hours. The women whose remuneration exceeded 60s. a week were mainly chamber-maids, waitresses, clerks and cashiers, etc.

### *Hours of Employment*

In investigating hours of employment a distinction was made between hours of duty and hours of actual service.

*Hours of Duty.*

The following table classifies the workers covered by the returns received according to their weekly hours of duty in October or November 1929.

Section of trade	Number of workers returned	Percentage whose weekly hours of duty (exclusive of intervals for meals, etc.) were :						
		Under 30	30 and under 48	48	Over 48 and under 54	54 and under 60	60 and under 66	66 and over
Adult males (21 years of age and over)								
Licensed hotels :								
With over 10 bedrooms	7,437	0.4	5.5	8.0	19.6	29.2	24.7	12.6
With 1-10 bedrooms	196	8.7	4.1	5.6	18.4	18.4	33.6	11.2
Public-houses, inns, etc.	1,941	42.9	6.4	4.4	9.7	13.3	18.6	4.7
Licensed restaurants, etc.	3,649	3.7	15.6	12.6	22.7	33.4	7.0	5.0
Non-licensed hotels, boarding-houses, etc.	308	0.3	15.6	1.0	5.5	27.3	21.1	29.2
Proprietary clubs	240	7.9	18.7	32.1	18.8	6.7	11.2	4.6
Adult females (21 years of age and over)								
Licensed hotels :								
With over 10 bedrooms	5,422	0.9	7.6	7.4	17.6	28.8	19.6	18.1
With 1-10 bedrooms	441	8.8	7.5	5.9	15.4	28.8	18.6	15.0
Public-houses, inns, etc.	1,828	41.7	14.4	3.6	9.7	14.4	13.1	3.1
Licensed restaurants, etc.	3,605	2.1	24.9	6.7	46.1	13.9	5.3	1.0
Non-licensed hotels, boarding-houses, etc.	972	2.4	15.1	2.0	15.8	15.3	25.8	23.6
Proprietary clubs	171	12.9	32.7	10.5	18.1	9.4	15.8	0.6
All workers, including juveniles								
Licensed hotels :								
With over 10 bedrooms	15,496	0.5	6.4	7.9	18.9	30.4	21.9	14.0
With 1-10 bedrooms	795	7.0	6.2	7.0	16.0	26.2	24.2	13.4
Public-houses, inns, etc.	4,378	38.9	11.4	4.6	10.5	14.8	15.7	4.1
Licensed restaurants, etc.	8,839	2.4	21.0	9.8	33.4	24.6	6.0	2.8
Non-licensed hotels, boarding-houses, etc.	1,557	1.5	13.8	1.7	12.7	18.6	25.8	25.9
Proprietary clubs	501	8.4	23.0	24.1	19.9	8.0	14.0	2.6

In each section of the trade there was a wide variation in hours of duty. In the larger licensed hotels nearly 15 per cent. of the workers covered by the returns were working a week of 48 hours or less, whilst 36 per cent. were on duty for 60 hours or more. In public-houses, etc., the variation was even wider, 39 per cent. of all the workers returned (including over 90 per cent. of the waiters, 27 per cent. of the barmen, and 42 per cent. of the adult women) being employed for less than 30 hours, whilst for 20 per cent. (largely barmen and barmaids) the hours were 60 or more. The proportions employed for 48 hours or less and for 60 hours or more were respectively 33 per

cent. and 9 per cent. in licensed restaurants ; 20 per cent. and 38 per cent. in small licensed hotels ; 17 per cent. and 52 per cent. in non-licensed restaurants and boarding-houses ; and 56 per cent. and 17 per cent. in proprietary clubs.

### *Hours of Actual Service.*

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

For the larger licensed hotels, where the alternation of periods of slackness and pressure of work might be expected to result in considerable differences between the hours of duty and the hours of actual work, the particulars returned under this heading have been summarised in a table in the report, from which it appears that in respect of 62 per cent. of both adult males and adult females no distinction was indicated between the hours of duty during which the workers were at the disposal of the employer and the hours actually worked. This percentage, however, includes cases in which the employer was unable to provide any trustworthy estimate of the difference, as well as cases in which no substantial difference existed. As regards the workers whose hours of actual service were stated to be less than the hours of duty, the differences shown ranged in the great majority of cases between 4 and 21 hours a week, the smaller differences being mostly associated with the shorter hours of duty, and the greater differences with the longer hours.

Among workers whose weekly hours of duty were less than 54, only 15 per cent. of the adult males and 12 per cent. of the adult females were shown as actually at work for less than their recognised hours of duty ; on the other hand, among workers whose weekly hours of duty were 70 or more, 84 per cent. of the adult males and 82 per cent. of the adult females were shown as having a shorter period of actual work, the difference ranging from about 6 hours a week to 28 hours or more.

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

### *Organisation among the Workers*

Organisation among the workers employed in the catering trade is weak. From such information as is available it is estimated that

less than 5 per cent. of the workers in all branches of the trade, licensed and non-licensed, are members of trade unions.

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

As an extensive investigation into wages and hours of employment covering 14 large "multiple" firms employing over 14,800 workers and 3,587 other establishments employing over 24,800 workers was made in 1925<sup>1</sup>, the scope of the present enquiry was to ascertain whether any marked change in conditions had taken place since that date. The results of the enquiries made in 1929, which covered 2,750 workers at 387 establishments, or 11 per cent. of the total number returned by all the smaller firms who had furnished returns in 1925, indicate that at establishments other than those of the large "multiple" firms the general level of remuneration in 1929 was slightly lower than in 1925 among adult men and among many of the waitresses, but slightly higher for other women. and that the weekly hours of duty were, on the whole, slightly longer at the later date. At the larger "multiple" firms, however, total remuneration increased between 1925 and 1929, while hours of duty remained generally unchanged. When the figures for the two groups of firms are combined in proportions which allow for the differences in the relative numbers of workers employed, there appears to have been an increase amounting to not more than about 1s. a week in the average amount of remuneration, with some increase in the average length of the working week. These increases, however, had not been applied uniformly throughout the trade; at some establishments the workers had obtained increases substantially above this general average, whilst at others the total remuneration in 1929 was no higher and in some cases it was rather lower than in 1925.

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<sup>1</sup> *Report upon the Results of an Investigation into the Rates of Wages, the Hours of Employment, and the Degree of Industrial Organisation in the Light Refreshment and Dining-Room (Non-Licensed) Branch of the Catering Trade.* London, H.M. Stationery Office, 1926.