

WAGE THEFT IN GEORGIA'S HOSPITALITY INDUSTRY:

Key findings of the Wage Theft Calculator

Data overview

214

Wage Theft Calculator users who identified as hotel & hospitality workers

89.7%

Reported at least one form of wage theft

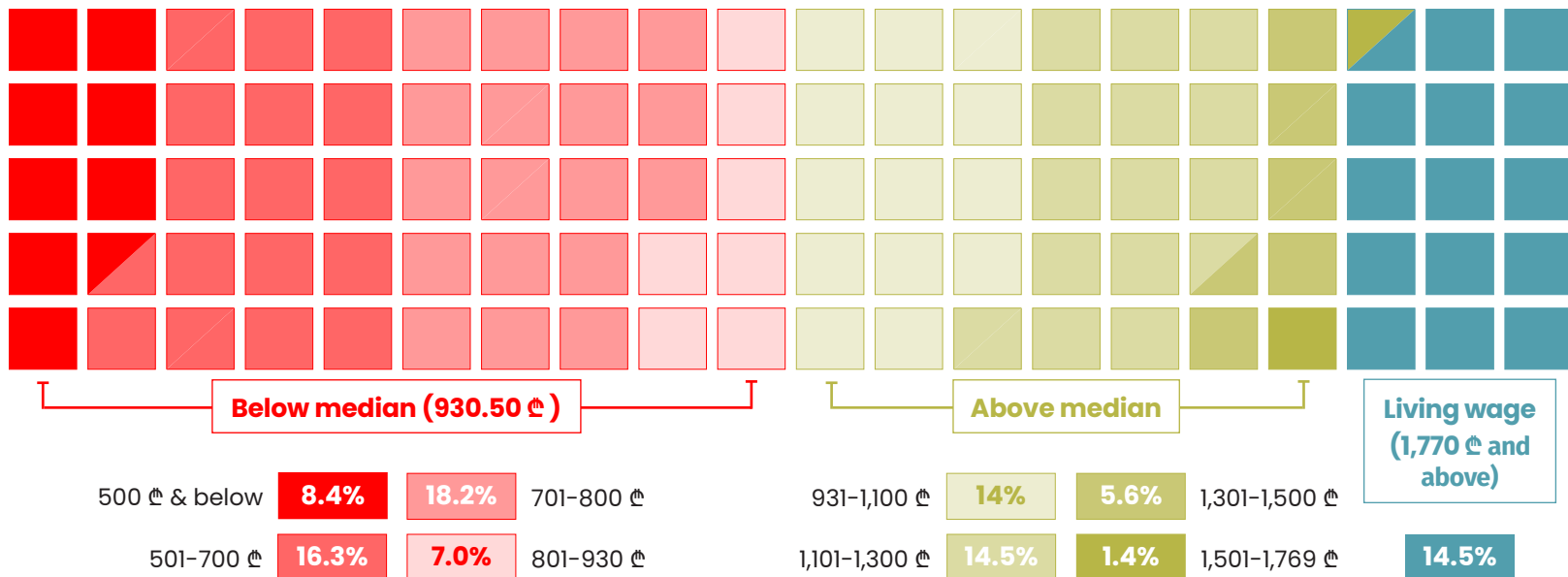
930.5 ₾

Median wage for 214 users (national median for industry is 750 GEL)

<https://shroma.ge/wagetheft>

Hotel workers: How many make a living wage?

Monthly salaries as reported by 214 users



Employer overview

49

Users identified specific hotels or ownership groups that they worked for.

Hotels/companies mentioned included

Rooms Hotel Kokhta

Tiflis Palace

Stamba

Aqua Liberty

Hilton

Amber Group

Kutaisi Plaza

Adjara Group

The Biltmore

Vazisubani Estate

Holiday Inn

Marriot

<https://shroma.ge/wagetheft>

Off-the-clock work



72.9%

Reported at least one form of unpaid off-the-clock work

Subcategories of off-the-clock work	Number reporting*	% not paid†
Change into/out of work clothes or special equipment	101	58%
Arrive to work early or stay late to perform necessary job functions	147	77%
Travel to work sites (other than normal commute)	39	59%
Attend mandatory trainings or meetings	95	69%
Work through breaks without extra pay	100	N/A
Other unpaid off-the-clock work	71	N/A

*Number who said they were required to do this type of off-the-clock work, whether paid or unpaid, out of 214 respondents.

†Percentage of those in the previous column who were unpaid for the work.

Unpaid overtime

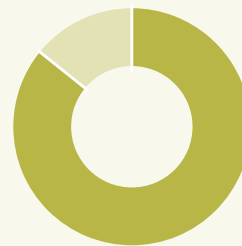
86

Out of 214 (40.2%) said they were required to work overtime at least once in the past year.



74.4%

Of those 86 users said they were not paid for overtime



86%

Of all users said their employment contract has no overtime rate, as required by law.

Unlawful salary deductions



7.9%

Of users reported at least one unlawful salary deduction

Most common reasons cited by employers for salary deductions*

8 users

Punishment for performance errors

8 users

Other

3 users

Missing inventory

2 users each

Alleged theft, punishment for rules violation & late for work/late after breaks

<https://shroma.ge/wagetheft>

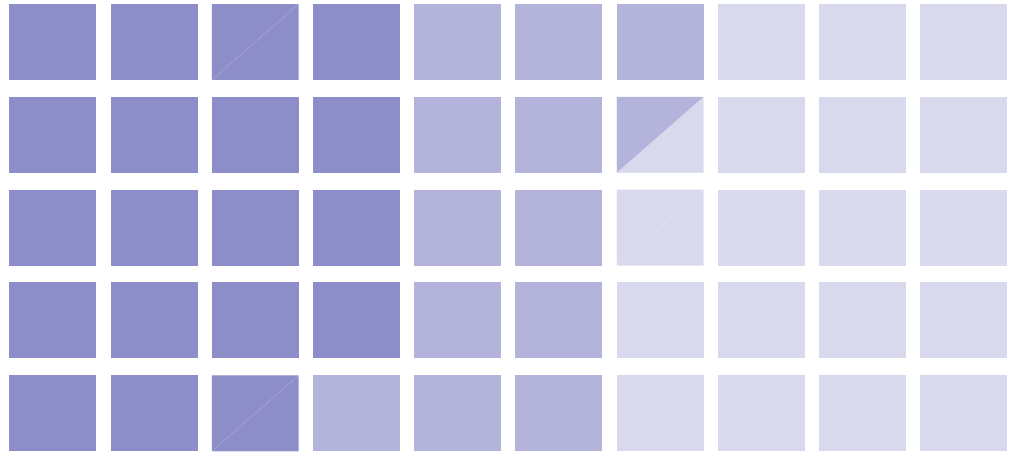
Vacation time



56.2%

Of 121 vacation-eligible users reported getting less vacation than they were entitled to.

Breakdown of 68 users who reported not getting full vacation time



38%

No vacation provided at all

25%

Provided, but less than 24 days

37%

Provided 24 days, but unable to use all

Sick leave



32%

Of users who took sick leave said they were not paid for it.

Tips



55.2%

Of 58 tip-eligible users said they did not receive tips collected by their employers