

MONSTER SALARY INDEX 2016

Gender pay report- Ready reckoner



March 2017

Key findings

- Based on the data for the eight sectors¹ covered by the Monster Salary Index, the overall **gender pay gap** in India amounts to **25% in 2016**. This is a 2 percentage points drop from the 27% gap in 2015
- Men earn hourly median gross wage of **INR 345.8**, whereas women only receive **INR 259.8**
- The gender pay gap was 24% in 2014 and 27% in 2015. The largest gender pay gap in 2016 was found in the Transport, logistics and communication sector (42.4%). The lowest was recorded in the Education and research, where women earned 3.4% more than men
- The gender pay gap at supervisory level dropped from 2015 to 2016 by 8.1 percentage points (from 28.1% to 20%). Contrary to this, the gap at non-supervisory level has grown by 5.0 percentage point between 2015 and 2016
- Not only are women often put at disadvantage when it comes to filling supervisory positions, but also remain underpaid by INR 89.2 (30.1%) in supervisory positions

¹ Construction, technical consultancy; Education, research; Financial services, banking, insurance; Healthcare, caring services, social work; ICT services; Legal, market consultancy, business activities; Manufacturing; Transport, logistics, communication

Overview

Gender

Table 1 illustrates the median hourly wage by gender and year. The average hourly wage in India is INR 288.7. However, gender continues to be a significant factor for determining wages in the Indian market.

The average wage for male employees was INR 288.7 for both, 2014 and 2015. Until 2016 it increased by INR 57.1 (19.8%) to INR 345.8. Wages of female employees fell by INR 8.9 in 2015 (4.2%) to INR 210.2 but then rose again by INR 49.6 (17.9%) to INR 259.8 in 2016.

Despite the stark increase in overall wages in 2016, on average, female employees earn INR 63.5 less than their male counterparts. This means gender pay gap is at level of 24.8%

The difference becomes even clearer when separately looking at the yearly values. The gender pay gap in 2014 amounted to 24.1% but then grew to 27.2% in 2015. In 2016 it fell again to 24.8%, therewith remaining above the level of 2014. As a result, male employees' hourly wages were INR 86.0 higher in 2016 than female employees. Compared to INR 69.6 and INR 78.5 in 2014/2015 respectively, this means an overall increase in wage rates. In sum, women remain strongly underpaid.²

As women are expected to take on a disproportional share of household and family care, employers expect married women to be more constrained by such obligations, and as a result discriminate against women and prefer men for training and promotion. Child-related career breaks and other socio-cultural factors add to the perpetuation of the gap (Varkkey & Korde, 2013).

Table 1: Median hourly wage by gender and year

Gender	Sample	Median gross hourly wage			
		2014	2015	2016	Mean
Male	17,301	288.7	288.7	345.8	288.7
Female	3,049	219.1	210.2	259.8	225.2
Total	20,350	282.3	277.1	323.3	288.7

Source: WageIndicator Foundation

Supervisory position

In Table 2 male and female supervisory positions and wages are presented. On average, employees in supervisory positions earn INR 368.4 per hour compared to INR 219.4 for employees in non-supervisory positions, which amounts to a difference of INR 149.0 or +67.9%. The wage developments reconfirm the concerns about growing income inequality between supervisors and non-supervisors rose in the WageIndex Report India 2015 (Kabina, 2015). In 2016 supervisors earned 48.3% more than non-supervisors, compared to 38.5% in 2015 and 2014. Non-supervisors do not seem to profit (much) from the economic upswing of the country.

² These calculations are based on a predominantly male sample. Of the 17,301 respondents only 3,049 (14.9%) were female employees. This, however, underscores the gender divide, signifying a gap in access to the labour market and/or the internet.

Not only are women often put at disadvantage when it comes to filling supervisory positions, but also remain underpaid by INR 89.2 (30.1%) in supervisory positions. The gender pay gap for non-supervisory positions is INR 51.5 (28.7%). While wages fell slightly in 2015, they rose significantly for both genders in 2016. For male supervisors this meant an increase of INR 72.1 (20.0%). Hourly wages for non-supervisors rose by INR 9.9 (4.5%). Female employees in supervisory positions experienced a rise in wages of INR 87.0 (33.5%) compared to only 1.1% for female non-supervisors. And the trends have been twofold. The gender pay gap at supervisory level has dropped from 2015 to 2016 by 8.1 percentage points. Contrary to this, the gap at non-supervisory level has grown by 5.0 percentage point between 2015 and 2016.

Table 2: Median hourly wage by supervisory positions

Year	2014		2015		2016		Mean	
	Yes	No	Yes	No	Yes	No	Yes	No
Supervisor								
Male	369.5	230.9	360.9	221.0	433.0	230.9	377.9	230.9
Female	288.7	184.8	259.4	173.2	346.4	192.5	288.7	179.2
Total	359.3	220.7	349.0	214.5	423.4	227.5	368.4	219.4

Source: WageIndicator Foundation

1 Sectoral overview

1.1. Construction and Technical Consultancy

According to Indian governmental data, GDP in the Construction sector increased from 8.0% in 2013/2014 to 10.0% in 2015/2016 (Open Government Data (OGD) Platform India, ND). The share of construction workers in the overall sample was 3187 observations, what is 15.7% of overall data intake.

The median gross hourly wages were INR 274.2 in 2014, INR 283.4 in 2015 and INR 288.7 in 2016 making them the third highest wages paid in India in 2016. The sector seems getting a slice of the economic upswing.

Gender

Table 3 illustrates the median hourly wage by gender. In the sample period between 2014 and 2016, wages for men and women have increased. On average, however, men earned INR 52.2 more than women. Thus, there is a gender pay gap of 18.1%.

In the observed period men witnessed a minor wage increase of INR 6.4 (2014/2015) and a major increase of INR 18.3 (2015/2016). Contrary to this, wages for female employees first decreased by INR 7.2 to then grow strongly by INR 40.9. Hence, it is not surprising that the gender gap was biggest in 2015 with 22.5%.

Table 3: Median hourly wage by gender and year

Gender	Sample	Median gross hourly wage			
		2014	2015	2016	Mean
Male	2761	282.3	288.7	307.0	288.7
Female	426	230.9	223.7	264.6	236.5
Total	3187	274.2	283.4	288.7	279.1

Source: WageIndicator Foundation

Supervisory position

When looking at the median hourly wage for supervisory and non-supervisory positions as presented in Table 4, one notices significant differences between the two levels. On average, supervisors earn INR 127.5 (37.1%) more than non-supervisors. Male non-supervisors gain INR 52.3 (29.3%) more than female supervisors. When comparing hourly median wages for male and female supervisors between 2014 and 2016, males still earn more, but the gap diminishes to INR 36.4, meaning 11.7%.

These trends turn when comparing the different years. While the gender pay gap at supervisory level still amounted to 14.3% in 2014, according to our sample, in 2016 female supervisors earn 28.6% less. While males in supervision position wages grew by "only" 27.3% in years 2014 to 2016, female wages in the same position and same time frame grew 6%. At non-supervisory level, for both genders there is decrease over years 2014 to 2015, for female that is decrease of 3.8% and for male it is decrease of 5.3%.

Table 4: Median hourly wage by supervisory positions

Year	2014		2015		2016		Mean	
	Yes	No	Yes	No	Yes	No	Yes	No
Supervisor								
Male	336.8	230.9	349	216.5	428.7	218.6	346.4	230.9
Female	288.7	172.5	316.8	197.3	306.0	162.9	310.0	178.6
Total	336.4	220.4	346.4	214.5	415.7	212.0	344.0	216.5

Source: WageIndicator Foundation

1.2. Education and Research

In the Education and Research sector, the overall sample of observations was only 1,245, meaning that the sample was not large enough to make comparisons in all categories of employees. The same categories of employees can be compared in most cases, but one may find exceptions where the data sample was simply insufficient to allow any meaningful comparison and findings.

The median gross hourly wages in this sector were INR 179 in 2014, INR 195 in 2015 and INR 204.1 in 2016. However, one must be aware that a quite low sample (6.1% of the overall participants) may have significantly influenced the results.

Gender

In the education and research sector the gender pay gap amounts to 14.7% on average. It is nearly 10 percentage points below the overall level of 25%. Hourly median wages for men have risen by 7.0% from INR 190.5 to INR 203.8 between 2014 and 2016. Women also gained more in 2016 than 2014 as much as INR 50.5 (32.8%). The gender pay gap increased again from 19.2% and 13.1% in 2014 and 2015 respectively to -3.4% in 2016.

Table 5: Median hourly wage by gender and year

Gender	Sample	Median gross hourly wage			Mean
		2014	2015	2016	
Male	901	190.5	202.1	203.8	195.4
Female	344	154.0	175.6	204.5	166.6
Total	1,245	179.3	195.0	204.1	184.9

Source: WageIndicator Foundation

Supervisory position

Table 6 compares median hourly wages of employees in supervisory and non-supervisory positions and gender.

On average, supervisors earn INR 76.1 (46.3%) more than non-supervisors. These findings hold when considering the gender of the employees. However, while female and male employees in non-supervisory positions earn nearly the same (INR 162.1 and INR 165.0), female supervisors only earn INR 31.8 more than their subordinates. Male supervisors gain INR 85.2 more than male non-supervisors. The results are less clear when looking at single years. Non-supervisory employees even gain more than supervisory employees in some cases (see e.g. female 2014). Again, conclusions are probably biased because of the small sample size.

Wages in non-supervisory positions were nearly the same for men and women in 2014 and 2015 (-INR 3.3 and +INR 3.0). The results for supervisory positions do not allow for

a clear conclusion. In 2014 and 2015, male supervisors earned INR 103.1 and INR 78.7 more per hour than female supervisors. This resulted in a gender pay gap of 42.9% and 27.9%, respectively. Observations for female employees were too few in 2016, but they indicate a big growth of the wages in supervision position.

Table 6: Median hourly wage by supervisory positions

Year	2014		2015		2016		Mean	
	Yes	No	Yes	No	Yes	No	Yes	No
Supervisor								
Male	240.6	166.5	282.3	161.0	203.8	203.6	250.2	165.0
Female	137.5	162.1	203.6	167.0	519.6	128.3	193.9	162.1
Total	216.0	164.5	269.0	164.2	278.3	171.0	240.6	164.5

Source: WageIndicator Foundation, when written in italic there was number of observation between 10 and 20

1.3. Financial Services, Banking and Insurance

The Financial services, banking and insurance sector grew by 9.5% of GDP in 2013/14 and 10% in 2014/15 in 2015/16 (Open Government Data (OGD) Platform India, ND). The growth rate is expected to stay stable during the following year.

In this sector, the overall sample of observations is 23.3% of all participants that is 4744 participants. This large sample allows for meaningful comparisons of wages in all the categories examined in this report.

Gender

The gender pay gap in the Financial services, banking and insurance sector amounts to 21.5% according to our sample. It therewith stays slightly under the general gender pay gap in India (25%). On average, men earn an hourly median wage of INR 346.4 and women INR 272.0.

The comparison of different years reveal that the wages for both genders experienced only little changes from 2014 to 2015. In 2016, however, wages rose by INR 144.3 (+45.4%) for male employees and by INR 79.5 (+29.8%) for female employees. Therefore, while the gender pay gap shrank slightly from 2014 to 2015, it grew again in 2016 to 25.0%. This mirrors general results in the Indian labour market.

Table 7: Median hourly wage by gender and year

Gender	Sample	Median gross hourly wage			Mean
		2014	2015	2016	
Male	4,041	318.2	317.6	461.9	346.4
Female	703	259.8	266.9	346.4	272.0
Total	4,744	307.9	307.9	433.0	341.2

Source: WageIndicator Foundation

Supervisory position

As Table 8 illustrates, employees in supervisory positions earn in median nearly twice as much as non-supervisors (INR 450.3 per hour vs. INR 237.9 per hour). With an average gender pay gap of 15.0%, this wage-relationship holds for female and male supervisors and subordinates.

Across the investigated time period supervisory wages grew slightly in 2015 (by INR 27.4/

6.8% for men and INR 4.6/ 1.2% for women) while non-supervisory wages went down more by INR 10.1 (-4.2%) and INR 34.7 (-16.7%) for male and female employees, respectively. In both cases, rising and decreasing wages, women are disadvantaged, gaining less or losing more. However, the strong income insecurity in non-supervisory positions and the relative stability in supervisory position once more highlights the role of higher education and/or experience, as these can be expected to be requirements for holding supervisory positions. In 2016 wages grew above the level of 2014 for all employees except for female non-supervisors. For male supervisors this meant an increase of INR 86.6 (+20.0%), for female supervisors another INR 73.4 (+18.9%). Male subordinates earned INR 57.8 (+25.0%) more and female subordinates INR 75.1 (+43.4%). Employees in this sector seem to profit from the positive economic developments in India, as wages for female employees grew stronger as compared to wage growth for male employees. This hints towards a lowering gender pay gap.

Table 8: Median hourly wage by supervisory positions

Year	2014		2015		2016		Mean	
	Yes	No	Yes	No	Yes	No	Yes	No
Supervisor								
Male	405.6	241.0	433.0	230.9	519.6	288.7	461.9	242.5
Female	383.9	207.9	388.5	173.2	461.9	248.3	394.3	207.9
Total	404.2	230.9	426.0	230.9	506.6	277.1	450.3	237.9

Source: WageIndicator Foundation

1.4. Healthcare, Caring services and Social Work

The share of participants from this sector was only 5.8% that is 1186 participants. The small size of the sample affects the reliability of the results provided. The sample was insufficient for secondary education attendants, which will be left out. In this sector, wages changed from INR 240.6 in 2014 to INR 227.7 in 2015 and INR 242.5 in 2016.

Gender

On average, a 22.6% gender gap exists in the Healthcare, caring services, social work sector. Male employees earned INR 242.4, female employees INR 187.6 per hour (-INR 54.8). Developments are oppositional. Wages for men decreased in 2015 to then rise again above the 2014 wage-level. Women's wages rose strongly in 2015 to then shrink below the level of 2014 in 2016. This means, the gender pay gap was smallest in 2015 with only INR 8.3 (3.6%) making wages nearly equal. In 2016, however, the gap increased significantly to INR 103.3 (39.9%). This contradicts the positive trend in terms of wage equity observed in previous years.

Table 9: Median hourly wage by gender and year

Gender	Sample	Median gross hourly wage			
		2014	2015	2016	Mean
Male	974	244.6	227.7	259.2	242.4
Female	212	183.6	219.4	155.9	187.6
Total	1,186	240.6	227.7	242.5	230.9

Source: WageIndicator Foundation

Supervisory position

In this sector, as demonstrated by Table 10, non-supervisors earn on average 28.9% less

than supervisors, worth INR 83.4. The gender pay gap for supervisors amounts to 28.4% (-INR 86.6), and to 21.3% (-INR 45.4) for non-supervisors. This means that female supervisors suffer relative disadvantages compared to their non-supervisory female subordinates, which is interesting as in sectors previously examined higher positions worked against gender discrepancies.

Wages for male supervisors have always been above female wage levels and have constantly been rising from 2014 to 2016 (by INR 41.2 in total). Hourly median wages for female supervisors went up at first from 200.9 to 288.7 (+INR 87.8; 43.7%) in 2015, but then decreased to INR 172.3 (-40.3%), however the sample for 2016 was too low. Wage developments for female subordinates mirror their supervisors' trends. Male subordinates' wages dropped by INR 16.7 in 2015 to then rise by INR 26.8 in 2016. Female subordinates' wages rose by INR 9.6 in 2015 and by INR 61.0 in 2016.

Table 10: Median hourly wage by supervisory positions

Year	2014		2015		2016		Mean	
	Yes	No	Yes	No	Yes	No	Yes	No
Supervisor								
Male	288.7	218.8	307.9	202.1	329.9	228.9	305.4	213.6
Female	200.9	168.0	288.7	177.6	172.3	238.6	218.8	168.2
Total	282.3	210.2	292.8	202.1	317.6	161.9	288.7	205.3

Source: WageIndicator Foundation, when written in italic there was number of observation between 10 and 20

1.5. Information Technology Services

In the sector of Information and communication technology (IT) services, the overall sample of observations is 3,627, enough to provide reasonable results for comparisons in most of the employee-categories. This are 17.8% of participants.

The median gross hourly wage in the IT sector increased between 2014 and 2016. It went from INR 343.9 in 2014 to INR 337.3 in 2015 and INR 386.8 in 2016. Wages grew by 14.7% in 2016. This is not surprising as the IT sector is quickly expanding with IT specialists now working in companies in most economic sectors.

Gender

Table 11 presents median hourly wages by gender and year in the IT sector. The average gender pay gap of 38.2% is one of the widest observed in this report. Women earn INR 142.5 less per hour than men. This means that men gain another 38.2% more of their salary.

Salaries for both, men and women, decreased in 2015 and then rose above the 2014 pay levels in 2016. Absolute decreases and increases have been stronger for female employees (-INR 3.8 compared to -INR 23.0 and +INR 38.4 compared to INR 94.9). Relative losses and gains are significantly higher for female employees; -1.0% compared to -10.0% in 2015 and +10.4% compared to +45.6% in 2016. After a sudden rise from 36.9%, a difference of INR 134.8 per hour, to 43.7% (INR 161.6) in 2015, the gender pay gap shrank again in 2016 to 'only' 25.8%, meaning a difference of INR 105.1 per hourly median wage. However, wage-indications for male employees are more reliable than for female employees as their sample was much bigger. This could also partly explain the huge gender pay gap.

Table 11: Median hourly wage by gender and year

Gender	Sample	Median gross hourly wage
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		2014	2015	2016	Mean
Male	3,097	365.7	369.5	407.9	373.4
Female	530	230.9	207.9	302.8	230.9
Total	3,627	343.9	337.3	386.8	346.4

Source: WageIndicator Foundation

Supervisory position

As Table 12 shows, employees in supervisory positions in the ICT sector earn on average INR 207.9 (INR 461.9 per hour vs. INR 254.0 per hour) more than employees in non-supervisory positions. Female supervisors are paid INR 181.6 (59.3%) less than male supervisors, non-supervisors INR 49.4 (23.5%) less. This means, the pay gap more than doubles for women in higher positions.

However, when analysing the examined time period from 2014 to 2016, the pay gap also witnessed the most changes. The wage difference for supervising men and women of 32.7% (INR 154.6) rose in 2015 to 56.0% (INR 293.5) but then went down to 16.9% (INR 81.0) in 2016. The gap for non-supervisors only varied between 21.7% (2015) and 20.6% (2016). When comparing 2014 and 2016, during the positive economic growth period, wages have risen for all employees except for male supervisors.

Table 12: Median hourly wage by supervisory positions

Year	2014		2015		2016		Mean	
	Yes	No	Yes	No	Yes	No	Yes	No
Supervisor								
Male	472.2	259.8	524.4	246.3	477.9	300.2	487.6	259.8
Female	317.6	203.5	230.9	188.4	396.9	238.3	306.0	210.4
Total	461.9	254.0	491.4	239.6	467.4	288.7	461.9	254.0

Source: WageIndicator Foundation

1.6. Legal and Market Consultancy and Business Activities

As in the previous year, the overall sample for this sector is very low in comparison to the remaining seven sectors, with only 865 participants what is 4.3% of overall data intake. Therefore, some of the tables and comparisons are not provided in detail.

According to the sample, the median gross hourly wage decreased during the sample period. It stood at INR 259.8 in 2014, at INR 248.7 in 2015 and at INR 277.1 in 2016. This means, in 2016, wages went up by 11.4%.

Gender

On average, the gender pay gap in the Legal and market consultancy and business activities sector is 27.5% (INR 73.9) per hour. Women earn INR 195.0, men INR 268.9. Wages for male employees seem to stabilize at INR 259.8 after a drop of INR 6.4 in 2015. Women's wages in the sector decreased in 2015. The gender pay gap seems to be growing as in 2015 it was 27.9% but rose significantly to 42.4% in 2016.

Table 13: Median hourly wage by gender and year

Gender	Sample	Median gross hourly wage			
		2014	2015	2016	Mean
Male	672	266.2	259.8	288.7	268.9
Female	193	199.9	187.2	166.3	195.0
Total	865	259.8	248.7	277.1	259.8

Source: WageIndicator Foundation

Supervisory position

Reconfirming findings in other sectors, supervisors earn on average 75.2% more than non-supervisors (INR 317.6 per hour vs. INR 181.3 per hour).

Female supervisors earn less than male supervisors but the difference is marginal with INR 4.9. Contrary to this, female employees in non-supervisory positions earn INR 34.7 less than their male colleagues, a difference of 21.4%.

It is questionable whether reliable results can be obtained from a total of 865 participants. However, overall, it seems like wages have increased for supervisors and decreased for non-supervisors between 2014 and 2016 (except for female in 2016).

Table 14: Median hourly wage by supervisory positions

Year	2014		2015		2016		Mean	
	Yes	No	Yes	No	Yes	No	Yes	No
Supervisor								
Male	317.9	198.6	288.7	218.3	410.6	163.6	317.6	196.3
Female	274.9	182.8	381.1	139.9	NA	143.7	312.7	161.7
Total	317.6	193.7	288.7	176.1	369.5	154.0	317.6	181.3

Source: WageIndicator Foundation, when written in italic there was number of observation between 10 and 20

1.7. Manufacturing

The relatively small GDP-growth of 2.2% in 2012-2013 in the Indian manufacturing sector, has increased to 8.5% in 2014-2015 and by another percent point to 9.5% in 2015-2016 and are predicted to stabilize during the upcoming year (Open Government Data (OGD) Platform India, ND).

The median gross hourly wages in this sector are the second lowest paid in India. Despite the economic growth since 2014, they decreased strongly by 16.0%, going from 251.9 in 2014 to 252.1 in 2015 and 211.7 in 2016. The overall share of observations is 22.1%, making it the second largest one (4494 participants).

Gender

As Table 15 demonstrates also participants from the Manufacturing sector were predominantly male. Out of the 4.494 participants only 506 (11.3%) were female. Male employees in the Manufacturing sector earn INR 256.6 on average, female employees INR 179.8. This amounts to a gender pay gap of 29.9%. Compared to the average value observed in the WageIndex Report 2015 (34.9%) an improvement of 5 percentage points can be observed. However, the gap remains one of the highest in India.

When looking at the different years, after a setback in 2015 from INR 184.8 to INR 164.2 the wages rose to current INR 187.6. Wages for male employees stayed stable in 2015

but decreased by INR 43.3 in 2016, forming the gender pay gap 13.3%.

Table 15: Median hourly wage by gender and year

Gender	Sample	Median gross hourly wage			
		2014	2015	2016	Mean
Male	3,988	259.8	259.8	216.5	256.6
Female	506	184.8	164.2	187.6	179.8
Total	4,494	251.9	252.1	211.7	245.4

Source: WageIndicator Foundation

Supervisory position

On average, employees holding supervisory positions earn 34.7% more than their subordinates. The strong gender pay gap observed in the sector seems to be a result of mostly wage differences between male and female supervisors. Here, the gap between hourly median wages amounts to 32.5%, while the one for non-supervisory positions stays at 16.8%. This also means that wages in the female categories differ by only INR 47.7, while those in male categories differ by INR 115.4.

Over time, wages for male supervisors have slightly decreased from INR 317.6 to INR 297.5 (-INR 20.1; 6.3%). Wages for female supervisors have increased within the same period from INR 216.5 to 236.6 (+8.5). This means that the gender pay gap decreased from approximately 30% in 2014 to 20.5% in 2016. Thus, for the first time, a wage difference of around INR 100 between men and women has been disrupted.

Wages for male and female non-supervisory employees again behave contrary to each other. Female employees witnessed a slight wage decrease in 2015 (-INR 8.6) followed by slight increase of INR 0.5 in 2016. Male subordinates' wages grew from INR 205.3 to INR 212.1 (INR 6.8) in 2015 and fell significantly by INR 67.8 (-32.0%) in 2016. This also means that wages for female employees in non-supervisory positions surpassed male non-supervisors by around INR 9.5.

Table 16: Median hourly wage by supervisory positions

Year	2014		2015		2016		Mean	
	Yes	No	Yes	No	Yes	No	Yes	No
Male	317.6	205.3	292.5	212.1	297.5	144.3	307.9	192.5
Female	216.5	161.9	192.5	153.3	236.6	153.8	207.9	160.2
Total	307.9	201.2	288.7	196.2	293.0	148.8	293.5	191.6

Source: WageIndicator Foundation

1.8. Transport, Logistics and Communications

In the sector of Transport, logistics and communication, the overall sample of observations is only 1002 participants (4.9% of all respondents). The reliability of conclusions drawn from the data is again limited.

The median gross hourly wages in the sector went from INR 269.4 in 2014 to 259.8 in 2015 and 257.4 in 2016. This means a decrease of 4.5% over time.

According to Indian governmental data, this sector has the highest growth rates since the crisis, with 11.1% in 2013-2014, 13.0 and 13.6 in 2014-2015 and 2015-2016 respectively. This trend is expected to continue in 2016-2017 with a growth rate of 14.1%.

Gender

As Table 17 shows, male and female employees in the Transport, logistics and communications sector earn similar wages on average. Women remain underpaid by 5.2%.

However, when taking a closer look at the different years, wages of men went up after a drop in 2015 to reach INR 264.4 in 2016. Those for female employees increased in 2015, but then decreased more than 8% to stay at INR 244.1. We should mention that there is not so much observation for female in 2016, which can explain decrease in comparison to 2015. The gender pay gap in 2016 is around INR 20 (7.7%).

Table 17: Median hourly wage by gender and year

Gender	Sample	Median gross hourly wage			Mean
		2014	2015	2016	
Male	867	271.0	259.8	264.4	270.7
Female	135	258.2	265.6	244.1	256.6
Total	1002	269.4	259.8	257.4	269.4

Source: WageIndicator Foundation, when written in italic there was number of observation between 10 and 20

Supervisory position

Regarding gender and the position within the company the sample data for female employees for the years 2015 and 2016 was not sufficient. Based on data from 2014 only, we see that women in supervisory positions earn INR 332.8, their male counterparts only INR 304.8. Therefore, with a difference of INR 28.0 per hour, we have an inversed gender pay gap of 5.9% in the Transport, logistics and communications sector. However, when looking at non-supervisory wage levels, the trend 'normalizes' again. Women earn on average INR 61.5 less than men, creating a gap of 26.6%.

Between 2014 and 2015, wages decreased for male supervisors. They went from INR 317.6 to 288.7 (-INR 28.9) and dropped another INR 31.3 following year. Overall decrease was at level 19.0%. We cannot make comparisons for female supervisors as data is only sufficient for the year 2015 and 2016.

For non-supervisory positions, wages for female employees again showed greater variation. Wages increased significantly from INR 159.5 to INR 230.9 (+INR 71.4; +44.8%) in 2015. Male employees' wages grew strongly and about the same amount as women's but within two years. Wages went from INR 205.7 to INR 262.7 (+INR 57.0) IN 2016.

Table 18: Median hourly wage by supervisory positions

Year	2014		2015		2016		Mean	
	Yes	No	Yes	No	Yes	No	Yes	No
Male	317.6	205.7	288.7	256.6	257.4	262.7	304.8	230.9
Female	332.8	159.5	NA	230.9	NA	NA	332.8	169.4
Total	320.8	190.5	288.7	255.3	268.2	250.2	308.9	219.4

Source: WageIndicator Foundation

2 Appendix

APPENDIX 1 - Typical occupations in analysed industries

1. Construction, Technical Consultancy				
Construction supervisors	Civil engineers	Mechanical engineers	Electrical engineers	Building architects

2. Education, Research				
Education methods specialists	Secondary education teachers	Primary school teachers	University and higher education teachers	Teaching professionals not elsewhere classified

3. Financial services, banking, insurance				
Financial analysts	Accounting associate professionals	Accountants	Financial and insurance services branch managers	Credit and loans officers

4. Healthcare, caring services				
Health service managers	Specialist medical practitioners	Technical and medical sales professionals	Generalist medical practitioners	Nursing professionals

5. ICT				
Systems analysts	Software developers	Software and applications developers	Information and communication technology engineers	Systems administrators

6. Legal and market consultancy, business				
Personnel and careers professionals	Legal and related associate professionals	Advertising and marketing professionals	Sales and marketing managers	Business services and administration managers

7. Manufacturing				
Manufacturing supervisors	Mechanical engineers	Motor vehicle mechanics and repairers	Industrial and production engineers	Manufacturing managers

8. Transport, logistics, communication				
Telecommunications engineers	Clearing and forwarding agents	Stock clerks	Freight handlers	Supply, distribution and related managers

About the dataset and definitions

The analysis presented in this report is based on the WageIndicator dataset covering the period of 3 years, from January 2014 to December 2016. This report provides a comparison of wage and working conditions figures for three periods: calendar year 2014, calendar year 2015 and calendar year 2016 (January – December 2016). The wage analysis is based on data collected from Paycheck.in, the Salary Calculator and Monster Salary Index from the aforementioned periods. The sample used for the analysis consists of 20,350 respondents, approximately 85.02% of which are men and 14.98% women. The sample contains only employees; wages of self-employed people are excluded. Employees from different age groups, industries, and various hierarchical positions in their respective occupations are included in the sample.

WageIndicator and Paycheck India regularly survey and evaluate the Indian market. Set up as an online volunteer survey, the data primarily stems from those people with access to the internet and who are interested in completing the questionnaire. Due to this limitation, the data mainly covers India's formal sector (Varkkey & Korde, 2013).

The data from the Indian market analysed in this report is classified into eight different sectors: Legal and market consultancy, business activities; Information and Communication Technology (ICT); Health Care, Caring services, Social work; Education and Research; Financial Services, Banking, Insurance; Transport, Logistics, Communication; Construction and Technical Consultancy; Manufacturing. As the analysed data was gathered online, it has some specific characteristics, such as the sectoral structure of collected observations. The majority of observations comes from these three sectors: Financial services, banking, insurance (23%), Manufacturing (22%), and ICT (18%). Sectors like Agriculture, forestry, fishing; mining, quarrying and Electricity, gas and water supply are not covered.

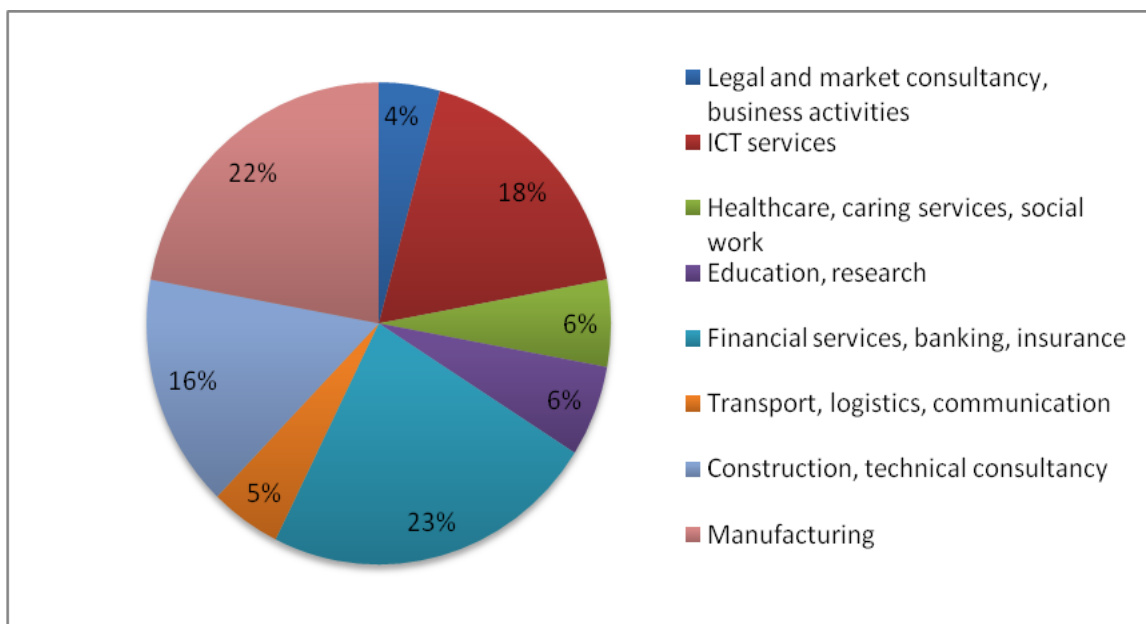


Figure 1: Sample classification per labour sector, Source: WageIndicator

Gross hourly wage and bonuses – Gross hourly wage, for our purposes, is based and calculated on the grounds of gross wage and working hours reported by respondents. For reporting, the median³ of gross hourly wage is used. The dataset on which the calculations are based is already cleared of outliers.⁴

Purchasing power parity (PPP) – Is based on differences in prices of goods and services in different countries. Using the PPP index, we can calculate an “international dollar” with the same purchasing power as the US dollar in the United States. The implied conversion rate defined by the latest World economic outlook (WEO) database of the IMF (October 2016) used for India for the year 2016 is 1:17.237.

Gender pay gap – Gender pay gap is computed according to the formula (Tijdens & Van Klaveren, 2012):

$$\text{Pay gap} = \frac{\text{Median wage}_{\text{male}} - \text{Median wage}_{\text{female}}}{\text{Median wage}_{\text{male}}} * 100\%$$

It can be interpreted as the percentage difference between male and female median wages.

Currency – All figures stated in this report are in Indian rupees (INR). In the tables and graphs, no currency symbol is used. In text, the Indian rupee symbol INR is used.

³ The median is the numeric value separating the upper half of a sample from its lower half. For example, by definition of the median wage, 50% of the sample earn more and 50% earn less than the median wage.

⁴ Respondents reporting wage significantly lower or higher than usual

About the WageIndicator Foundation

WageIndicator Foundation (StichtingLoonwijzer) - www.wageindicator.org

The WageIndicator Foundation started in 2001 to contribute to a more transparent labour market for workers and employers. It collects, compares and shares labour market information through (online & face-face) surveys and desk research. It serves as an online library for wage information, Labour Law and career advice.

The WageIndicator Foundation is assisted by world-renowned universities, trade unions and employers' organisations and currently operates in 92 countries. Their international staff consists of some 100 specialists spread over the whole world. The foundation has strong relationships with Monster since 2003. The WageIndicator Foundation is a global organisation reaching millions on a monthly basis. For more information please visit: WageIndicator.org. WageIndicator Foundation has offices in Amsterdam (HQ), Ahmedabad, Bratislava, Buenos Aires, Cape Town, Dar es Salaam, Maputo and Minsk.

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About Paycheck India

Paycheck India - www.paycheck.in

The research initiative Paycheck India is based at the Indian Institute of Management Ahmedabad. It forms part of the global WageIndicator network. India was the first Asian country to join the WageIndicator initiative. Paycheck India aims at collecting and providing data about wages, law and career. With a focus on fair salaries, Paycheck India yields salary predictions for 1600 occupations in India's private, public and non-profit sector through its Salary Checker. State wise minimum wages in India, living wage calculation, laws and career advice are updated on a regular basis to continuously increase transparency on the market.

Email: paycheck@iimahd.ernet

About IIMA

Indian Institute of Management Ahmedabad (IIMA) - www.iimahd.ernet.in

The institute was established in 1961 to foster growth with equity in India after the country's independence in 1947. Today IIMA is the leading school of management in India and one of the top ranked management schools worldwide. It offers fellow and post-graduate programs in management, food and agri-business, executive management, faculty development programs and an armed forces program. With its educational approach developed in cooperation with Harvard University, the institute has contributed significantly to management education of working executives, government, policy makers and armed forces in India and worldwide. Faculty members support the governance of firms and organisations through advisory and capacity building guidance, board and trust membership. In line with its vision, IIMA hosts Paycheck India.

About CELSI

Central European Labour Studies Institute (CELSI) - www.celsi.sk

CELSI is an independent non-profit research institute based in Bratislava, Slovakia. It fosters multidisciplinary research about the functioning of labour markets and institutions, work and organisations, business and society, and ethnicity and migration in the economic, social, and political life of modern societies. Supported by its network of Research Fellows and Affiliates and a new Discussion Paper series, CELSI makes a contribution to the cutting-edge international scientific discourse. Hosting the Bratislava Office of the international WageIndicator project, CELSI provides expert data services.

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About Monster India

Monster India, India's leading online career and recruitment resource with its cutting edge technology provides relevant profiles to employers and relevant jobs to jobseekers across industry verticals, experience levels and geographies. More than 200 million people have registered on the Monster Worldwide network. Today, with operations in more than 40 countries, Monster provides the widest and most sophisticated job seeking, career management, recruitment and talent management capabilities globally. Monster India started its operations in 2001. Headquartered in Hyderabad, the company has presence in 10 other cities of India viz., Mumbai, Delhi, Bangalore, Chennai, Pune, Kolkata, Ahmadabad, Baroda, Chandigarh and Cochin.

Monster Mobile App was voted Product of the Year under the 'Mobile App Job' category in a survey of over 18000 people by Nielsen. Monster.com was voted Product of the Year in 2015 and back in 2014, mPower Search was voted Product of the Year as well. Monster India and DishTV partnered in convergence of the Internet and TV medium to make job services accessible to TV viewers across all cities, bridging the unmet need of the audience for whom access to the internet is limited. This first ever job search initiative is called 'Monsterjobs Active'.

The Indian Air Force Placement Cell (IAFPC) selected Monster India for a collaboration to provide a robust platform to assist retired and shortly retiring Air Warriors seek suitable second career opportunities in the corporate world. Monster along with CII launched ciispecialabilityjobs.in - a platform for the specially-abled people to find relevant jobs. This initiative aimed at empowering the differently abled and bringing newer & better opportunities at their doorsteps. Monster also initiated 'Rozgarduniya.com' - a job portal exclusively for jobseekers in rural India to enable employers in corporate India to connect with rural talent, thus removing the traditional barriers they face in this process.

To learn more about Monster India visit: www.monsterindia.com | www.facebook.com/monsterindia | https://twitter.com/monster_india



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