

monster® Salary Index

A joint initiative of Monster India & Paycheck.in with IIM-Ahmedabad as Research Partner



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Monster Salary Index

Monster Salary Index is a joint initiative of Monster India and Paycheck.in with IIM-Ahmedabad as a Research Partner. The MSI (Monster Salary Index) has successfully empowered job seekers with benchmarking to compare their salaries with other anonymous profiles across a broad spectrum of industry domains, experience and functional groups, both in India and other global markets.

For Employers, MSI has an online Salary Survey which is run along with WageIndicator Foundation, Netherlands and Paycheck.in, and IIMA as Research Partner. It aims to provide employers with practical information and helps them make informed decisions by analyzing the salary market and optimizing employee remuneration.





About the Team

Monster India

www.monsterindia.com

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, Ahmedabad, Baroda, Chandigarh and Cochin.

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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.

IIMA Research Partner

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.



Indian Institute of Management Ahmedabad
www.iimahd.ernet.in

WageIndicator Foundation

Owner of Salary Index concept and formula

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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Paycheck India

Salary Index Interface residing on Monster India

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.

Paycheck.in

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Acknowledgement

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.



Foreword

Four years ago, Monster.com kick-started a mission to provide a comparison of wages across sectors, geographies and tenure groups, age groups, industries and various hierarchical positions. Since then, **Monster Salary Index (MSI)** - a comprehensive salary benchmarking tool, has established itself as a reference point for dialogue around wages and parity. We initiated the journey of MSI backed by our extensive understanding of the Indian job market and expertise of our partners -- WageIndex Foundation, Netherlands and IIM-A.

This year's MSI comes on the back of increased conversations on future of work, the need for skilling/ upskilling talent and continued gender pay gap.

The news is not all negative. After all, the World Bank ranking on Ease of Doing Business 2017 has moved India from 142 to 100 rank, which portrays an enabling environment for our companies, bound to create immense opportunities for business and jobs landscape. This evolving scenario also brings about the future of work where AI and automation aren't just concepts anymore. And change is definitely on the horizon.

The future of work will be tech-heavy, portable and, most interestingly, they will put the employee in the driver's seat. The shift is happening and job seekers will increasingly need to ride the wave by investing in upskilling themselves. Organisations are gearing up to run accelerated reskilling programs with experiential training to prepare the talent pipeline for the future of work.

But while the workplace is undergoing a significant shift, a sad reality – gender pay gap, remains constant. The World Economic Forum's (WEF) Global Gender Gap index 2017 ranked India at 108th place on gender equality, behind China, Nepal, and Bangladesh. Only 27% of India's workforce are women and additionally, the gender pay gap continues to be a concern in India. Social and cultural issues and the attitude that women will bear the primary household and parenthood burden even when employed outside the house feeds into hiring discrimination in the formal sector. When employers consequently see women as less reliable employees, it prevents women from progressing in their careers at the same rate as men.

A ray of sunshine is the magnitude of conversations around gender equality which reflects the tidal wave of change as women are inspired to stand up and speak out against inequality. More women in the workplace can drive economic prosperity and collectively, we need to take the requisite steps to turn this into reality. I hope the data brought forth by MSI, guides companies in planning their workforce requirement keeping into considerations these imperatives.

Today's technology driven workplaces have created challenging recruitment and retention practices across industries. An impartial and accurate idea of pay information to help businesses make informed and effective remuneration decisions, while at the same time accounting for variations that need to be considered. The MSI report over the years has successfully empowered jobseekers with benchmarking to compare their salaries with other anonymous profiles across a broad spectrum of industry, domains, experience, functional groups both in India and other global markets. This year's MSI is based on a thorough analysis of over 20,000 profiles across different industry verticals, functions, roles and educational background. We are delighted to share the insightful findings, in alliance with our esteemed partners, which would help companies find, retain and manage talent, better.



Abhijeet Mukherjee
CEO, Monster.com
APAC & Gulf

Key Findings



Based on the data for the eight sectors covered in this report highest median gross hourly wages were again paid in the ICT services sector standing at INR 317.6 in 2017. Wages have increased from INR 337.3 in 2015 to INR 386.8 in 2016.



In 2017, bachelor graduates earning INR 132.8 received 55.9% more than workers with secondary education with only INR 58.5. Workers with a master's degree earned 50.9% more than holders of bachelor degrees and 78.4% more than workers with secondary education. Compared to 2016, the wages are lower, however, showing the importance of higher education, the difference in wages between a worker with a master's and bachelor's degree seems to be growing. From 27.9% in 2015 it rose to 47% in 2016 and 50.9% in 2017.



Median wages remain relatively stable across the three studied years - 2015 to 2017 - in ICT services, Manufacturing and Education and research. Median wage growth of INR 19.2 compared to 2016 has been recorded in the Manufacturing sector. Moreover, Manufacturing, remains the only other sector in 2017 paying wages above the INR 200 benchmark and, thus, the second highest-earning sector in the Indian economy.



India's overall gender pay gap was 20.0% in 2017. Further analysis, reflecting the distribution of the sample, shows that gender pay gap increases with more years of tenure and higher education. Moreover, it should be noted that women are underrepresented in the Indian working force (amounting to approximately one fourth of it) and they are underrepresented also in our sample where men represent more than 80%.



In five of the eight studied sectors (Construction and technical consultancy; Education, research; Healthcare, caring services and social work; Legal and market consultancy and Transport, logistics and communication), a notable decrease in median wages has been observed in 2017 in the observed sample.



While men with 0-2 years of tenure earned 7.8% higher median wages than women, in tenure group of 6-10 years of experience, the pay gap was 15.3%. Men with 11 and more years of tenure earned 25% higher median wages than women. Men with Bachelor's degree earned on average 16% higher median wages than women in years 2015, 2016 and 2017. Master's degree holders experience even higher pay gap. Men with four or five year degree or the equivalent of Master's degree have on average earned 33.7% higher median wages than women. In 2017 the pay gap rose to 40% in this education group.



The lowest median gross hourly wages of INR 133.1 were received in Transport, logistics and communication, where wages have decreased by almost one half compared to 2015 and 2016. A notable decrease in wages has been also recorded in Financial services, banking and social work. While in 2015 and 2016 the median wages were on average INR 369.5, they fell to INR 144.3 in the sample population in 2017.



In 2015, the gender pay gap ranged from 9% in the 0-2 tenure group, up to 22.1% in favour of men with 6-10 years of experience. Similarly in 2016, men in higher tenure groups earned 7.7% and 5.5% higher median wages than women. In 2016, women even earned higher median wages than men in the 0-2 tenure group of less experienced workers. Interestingly, the tenure group of 3-5 years of experience showed almost no pay gap in the sample data for both 2016 and 2017.



Median hourly wages rise with companies' growing size, i.e., the more employees, the higher the wages. Lowest wages of approximately INR 90 were paid in <10 companies, those with 5000+ employees paid best with INR 360 per hour (see Figure 2).



In 2017, non-supervisors were paid 42.8% (INR 118.9) less than supervisors. Additionally, hourly wages rise strongly with more years of participation in the labour market. There was a 41% difference in wages on average between all consecutive tenure groups in 2017 (see Table 4 and 5).



Again only 19.3% of employees received a bonus for weekend or unsocial working hours and only 11.8% for overtime work in 2017. However, after reaching a low point in 2016 with 17.9% and 10.4%, both values slightly rose again (see Table 8).



With wages of INR 151.2 per hour, employees in wholly domestically owned companies earned only 35% of wages paid in wholly or partly foreign owned companies with an hourly wage of INR 432.1. The absolute difference in wages based on company ownership rose in 2017. While in 2015 and 2016 the difference was roughly INR 220, in 2017 it was INR 280 (see Table 7).



78.9% of employees indicated being with their job. Satisfaction with Pay scored lowest with 48.6%, Relationships with colleagues ranked first (92.5%) followed by those with superiors (87.1%). Satisfaction with pay continues to go down, the top-scorer continue to increase (see Table 9).



68.2% of employees reported being satisfied with their life as a whole. Satisfaction increased compared to 2015 and 2016 standing at 62.0% and 58.6%, respectively (see Table 9).

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Introduction



As per the Central Statistics Organisation and International Monetary Fund, India has come out as the world's fastest growing major economy. It is predicted to be among the world's top three economic powers over the next 10-15 years.¹ According to a Boston Consulting Group report, due to a change in consumer behaviour and the expenditure pattern, India is also likely to become the third largest consumer economy with its consumption – tripling to USD 4 trillion by 2025. By 2040, per PricewaterhouseCoopers, the country is going to outperform the USA in terms of purchasing power parity (PPP). It would then become the world's second largest economy.²

Recently, initiatives like Make in India and Digital India have encouraged various foreign companies to set up facilities in the country. Make in India was launched in 2014 to push the country's manufacturing sector to 25% of GDP by 2022 from currently 17% through making it an attractive business location. With the creation of jobs, the average Indian consumer's purchasing power is increased and economic development boosted through this chain. In addition to that, Digital India focuses on the creation of a digital infrastructure, on delivering services digitally and on fighting digital illiteracy.³ Employment is said to have been enhanced via the Indian government increasingly centring on rural jobs and via a scheme called the Mahatma Gandhi National Rural Employment Guarantee Act. The Indian Brand Equity Foundation (IBEF) states that India's unemployment rate has shrunk from 9.5% in August 2016 to 4.8% in February 2017.⁴

Moreover, the country steadily moves up on the Ease of Doing Business Index. In 2018 India is on rank 100.⁵

Therefore, it does not come as a surprise that after a return to high GDP growth rates of 7.6% in 2015-16 expectations for the development of the Indian market were again positive. GDP was predicted to increase by 7.2% in the financial year 2016-17 and by 7.7% in 2017-18. Other estimates foresee a growth rate of 6.7% in 2017-18 and of 7.2% in 2018-19. However, year-on-year GDP-growth again slowed down in the second quarter of 2017 stagnating at 5.7%.⁶ With the shrinkage in economic growth a deceleration of growth in the industry and service sector co-occurred.⁷ These disturbances derive from the uncertainty caused by a new goods and services tax and India's recovery from a demonetisation shock.

This being said, the country faces several obstacles keeping it from reaching its full economic potential. India and its economy are prone to manifold and intertwined structural issues. Since the 1960's the population went from 449.5 Billion to around 1,324 Billion in 2016.⁸ It, thus, approaches Chinese dimensions with its slightly more than 1,378.5 billion citizens.⁹ Ongoing urbanisation and rising wages have, furthermore, given way to higher demands for an improved infrastructure to deliver public services and to sustain economic growth. Other obstacles arise from issues regarding education, the power grid, and telecommunications.¹⁰

Regarding equity, gender disparities and cast differences remain issues in the educational system and in the distribution of social benefits. India's female labour force participation rates are among the lowest in the world. In its 2017 report, the ILO estimates the overall labour force participation rate at 55.9% in 2011-12, meaning a reduction from the 63.7% in 2004-05.¹¹ Men's participation rate stood at 79.8% in 2011-12; still only 27.4% of women participated in 2015-16. Additionally, their chances for employment decrease in urban areas and are fewer among educated women. Women remain mainly employed in marginal jobs, are home-based or work in the domestic work sector.¹²

India also stays behind its Asian peers in its structural transformation towards strengthening the high-productivity sectors. Despite attempts such as Make in India, the shift from agriculture towards manufacturing falls short with the former remaining at 47.3% in 2015-16.¹³ In rural areas this percentage is even higher. Simultaneously, the agricultural sector's share in gross value added has quickly diminished from 18.5% in 2011-12 to 15.2% in 2016-17. As for the sectors, many workers have moved from agriculture mostly into construction. Construction and manufacturing together accounted for 31.2% of GDP in 2016-2017.¹⁴ Lastly, with the majority of India's working population in informal jobs or without access to employment benefits and social security, giving the jobs an informal character, the challenge of better translating economic growth into improved working conditions persists.¹⁵

ILO and the Institute for Human Development estimate the share of informal workers in total employment, e.g. those in the informal sector and 'informal' workers in the organised sector, at constantly around 92% since 2014.¹⁶ This drives down overall working conditions.

However, some progress has been made: The share of regular wage and salaried workers has increased to 17.9% - 19.9% for male and 12.8% for female employees in the fiscal year 2011-12.¹⁷ A positive trend can also be identified regarding the working poverty rate, i.e. the share of those living off less than USD 1.90 per day despite being employed: It went down by half from 35.3% in 2004-05 to 17.9% in 2006-07. And the share of workers having between USD 1.90 and USD 3.10 per day at their disposal decreased by 1.5% between 2014 and 2017.¹⁸

Given the attempts to transform the country's market, analysing its complex set-up and providing an assessment of its 8 main sectors excluding agriculture, the WageIndex Report 2017 contributes to better understanding the interactions between the different structural issues and helps to identify strengths and pitfalls of the Indian labour market. Findings can be used to tackle existing problems where needed most. Building on the existing research in the field, special attention is given to issues such as gender, education or tenure groups.

¹IBEF (2017): About Indian Economy Growth Rate & Statistics. Available at: <https://www.ibef.org/economy/indian-economy-overview>. | ²Ibid. | ³Ibid. | ⁴Ibid. | ⁵The World Bank (2018): Doing Business. India. Available at: <http://www.doingbusiness.org/data/exploreeconomies/india>. | ⁶Ibid.; ILO Country Office for India (2017): India Labour Market Update. July 2017. ILO. Available at: http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new-delhi/documents/publication/wcms_568701.pdf. | ⁷IBEF (2017): About Indian Economy Growth Rate & Statistics. Available at: <https://www.ibef.org/economy/indian-economy-overview>. | ⁸The World Bank Group (2017): Population, total. Available at: <https://data.worldbank.org/indicator/SP.POP.TOTL?locations=IN>. | ⁹Ibid. | ¹⁰International Trade Administration (2017): India - Market Challenges. Available at: <https://www.export.gov/article?id=India-Market-Challenges>.

¹¹ILO Country Office for India (2017): India Labour Market Update. July 2017. ILO. Available at: http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new-delhi/documents/publication/wcms_568701.pdf. | ¹²Ibid. | ¹³ILO Country Office for India (2017): India Labour Market Update. July 2017. ILO. Available at: http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new-delhi/documents/publication/wcms_568701.pdf. | ¹⁴Ibid. | ¹⁵Ibid.; see also Institute for Human Development (2014): India Labour and Employment Report 2014. New Delhi: Institute for Human Development. Available at: <http://www.ihdindia.org/ILERpdf/Highlights%20of%20the%20Report.pdf>. | ¹⁶Institute for Human Development (2014): India Labour and Employment Report 2014. New Delhi: Institute for Human Development. Available at: <http://www.ihdindia.org/ILERpdf/Highlights%20of%20the%20Report.pdf>. | ¹⁷Ibid. | ¹⁸Ibid.

About the dataset and definitions

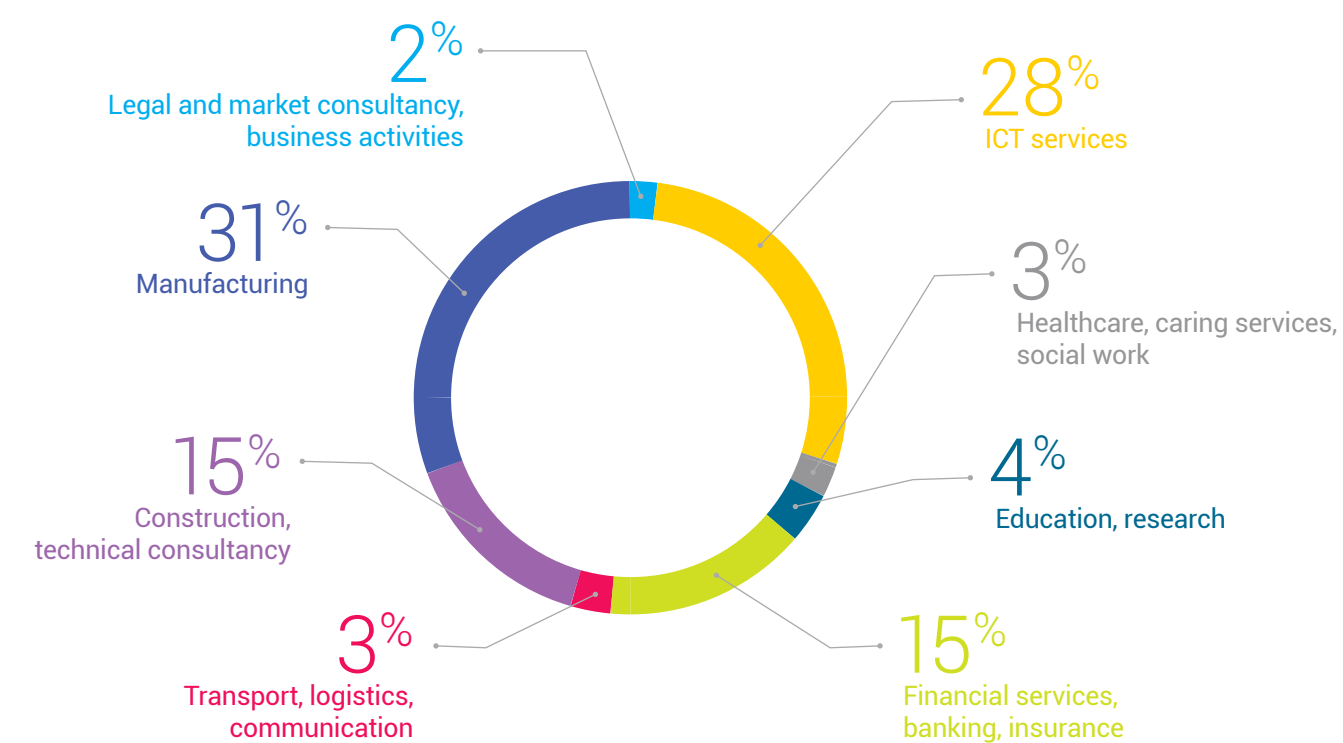
The analysis presented in this report is based on the WageIndicator dataset covering the period of 3 years, from January 2015 to December 2017. This report provides a comparison of wage and working conditions figures for three periods: calendar year (January – December) 2015, 2016 and 2017. The wage 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 20,994 respondents, 82.3% of which are men and 17.7% women. Due to the fact that a lot of young people in the tenure group 0-2 have filled in the survey in 2017, there is a higher share of young people and lower share of employees in higher tenure groups. 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.¹⁹

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 come from these four sectors: Manufacturing (31%), ICT (28%), Financial services, banking, insurance (15%) and Construction, technical consultancy (15%). 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

¹⁹Varkkey, B., & Korde, R. (2013). Gender Pay Gap in the Formal Sector: 2006 - 2013, Preliminary Evidences from Paycheck India Data. WageIndicator Foundation, from Wageindicator.org. Available at: <https://wageindicator.org/documents/publicationslist/publications-2013/gender-pay-gap-in-formal-sector-in-india-2006-2013>.

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 median²⁰ of gross hourly wage is used. The dataset on which the calculations are based is already cleared of outliers.²¹

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 (April 2017) used for India for the year 2017 is 1:17.884.

Gender pay gap

Gender pay gap is computed according to the formula:²²

PAY GAP

=

MEDIAN WAGE
MALE

—

MEDIAN WAGE
FEMALE

—

MEDIAN WAGE
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.

²⁰The 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. | ²¹Respondents reporting wage significantly lower or higher than usual. | ²²Tijdens, K. G., & Van Klaveren, M. (2012). Frozen in time: Gender Pay Gap Unchanged for 10 Years. Brussels: ITUC. Available at: https://www.ituc-csi.org/IMG/pdf/pay_gap_en_final.pdf.

The Indian Labour Market – An Overview

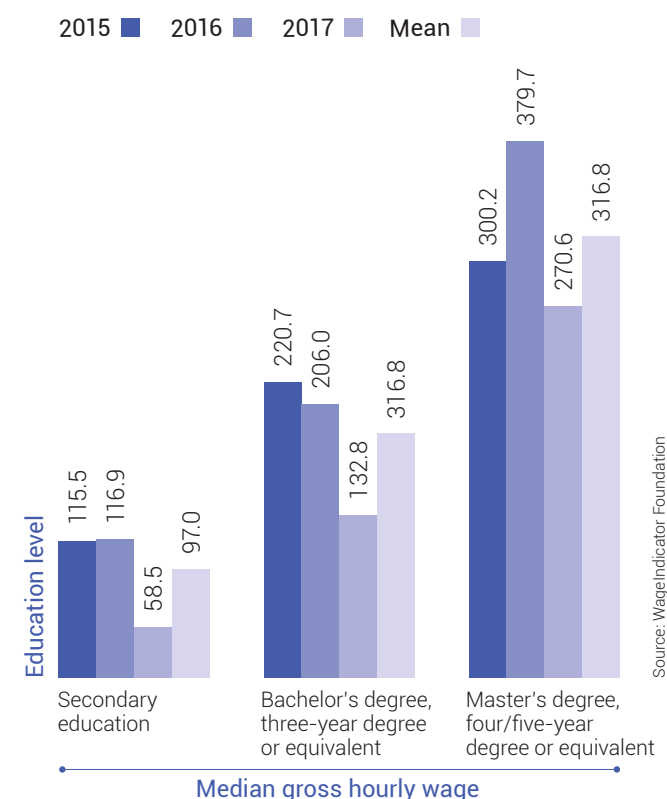
3.1. Education

As observed during previous years, the higher employees' educational level, the higher their hourly wages. Education continues to be one of the primary factors for the level of income. On average in India, bachelor graduates nearly earn twice the hourly wage of an employee with secondary education only. Master degree holders earn another 69.9% per hour when compared to bachelor graduates and around 3.3 times the hourly wage of an employee with secondary education, i.e. an additional 227%.

In 2017, bachelors received INR 74.3 more than workers with secondary education. Masters were paid INR 137.8 more per hour when compared to bachelor degree holders. Secondary education graduates were paid INR 212.1 less per hour than master degree holders, i.e. 21.6% of a person with a five- or four-year degree's wage. This also means that the wage-gap has increased to master degree holders earning 362.6% and bachelor degree holders earning 127.0% more than secondary education graduates per hour.

Wages, however, seem to fluctuate between the years. They have decreased between 2015 and 2017, most strongly between 2016 and 2017. In 2017, employees with secondary education were paid exactly half of their 2016-wage meaning 50.0% alias INR 58.4 less per hour. In relative terms, the decreases were lower for bachelor graduates with -35.5% (INR 73.2) and lowest for master graduates with -28.7% (INR 109.1). This again highlights the importance of higher education in the Indian labour market.²³

Table 1: Median hourly wage with respect to educational attainment



3.2. Gender

As in European countries, gender continues to be a crucial factor for determining hourly wage levels in India. In 2015, men earned 27.2% (INR 78.5) more than women. The trend slowed down in 2016 to 24.9% and 20.0% in 2017 (INR 86 and 46.2, respectively). Still, the gender pay gap persists and wages of male employees seem more stable. When wages reached a peak in 2016, wages for male employees increased by 19.8%, those for female ones by 23.6%. Between

2016 and 2017 women were affected slightly less by wage decreases: -33.2% vs. -28.9%. While stronger increases also mean a wage-harmonisation, strong yearly wage-differences make it difficult for women to plan ahead, and, thus, can be obstacles to their already limited independence. It should also be noted that female participation was much lower than that of male employees.²⁴ The gender pay gap remained at 24.3% (INR 70.2) on average between 2015 and 2017.

Table 2: Gender pay gap by tenure groups

Source: WageIndicator Foundation

Tenure group	0-2	3-5	6-10	11+
2015	9.0	14.8	22.1	14.5
2016	-10.0	1.5	7.7	5.5
2017	7.8	-1.1	15.3	25.0

Further analysis, reflecting the distribution of the sample, shows that gender pay gap increases with more years of tenure and higher education. (Table 5) Moreover, it should be noted that women are underrepresented in the Indian working force (amounting to approximately one fourth of it) and they are underrepresented also in our sample where men represent more than 80%. While men with 0-2 years of tenure earned 7.8% higher median wages than women, in tenure group of 6-10 years of experience, the pay gap was 15.3%. Men with 11 and more years of tenure earned 25% higher median wages than women. Men with Bachelor's degree earned on average 16% higher median wages than women in years 2015, 2016 and 2017. Master's degree holders experience even higher pay gap. Men with four or five-year degree or the equivalent of Master's degree have on average earned 33.7% higher median wages than women. In 2017 the pay gap rose to 40% in this education group.

In 2015, the gender pay gap ranged from 9% in the 0-2 tenure group, up to 22.1% in favour of men with 6-10 years of experience. Similarly in 2016, men in higher tenure groups earned 7.7% and 5.5% higher median wages than women. In 2016, women even earned higher median wages than men in the 0-2 tenure group of less experienced workers. Interestingly, the tenure group of 3-5 years of experience showed almost no pay gap in the sample data for both 2016 and 2017.

In addition to the already mentioned disadvantages women face a disproportional share of household and family care. Moreover, employers' prejudices about how women are more constrained by marriage obligations leads to further discrimination of the female workforce and gives severe advantages to male applicants for trainings and promotions. The situation is aggravated by child-related career breaks and other socio-cultural factors adding to the continuation of the gender pay gap.²⁵

²³Due to too few participants, groups of employees with only primary or no education and PhD holders were excluded.

²⁴These 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.

²⁵Varkkey, B., & Korde, R. (2013). Gender Pay Gap in the Formal Sector: 2006 - 2013, Preliminary Evidences from Paycheck India Data. WageIndicator Foundation, from Wageindicator.org. Available at: <https://wageindicator.org/documents/publicationslist/publications-2013/gender-pay-gap-in-formal-sector-in-india-2006-2013>.

Table 3: Median hourly wage by gender and year
Median gross hourly wage



Source: WageIndicator Foundation

2015	288.7	210.2	249.5
2016	345.8	259.8	302.8
2017	231.0	184.8	207.9
Mean	288.5	218.3	253.4
Sample	17,278	3,716	20,994

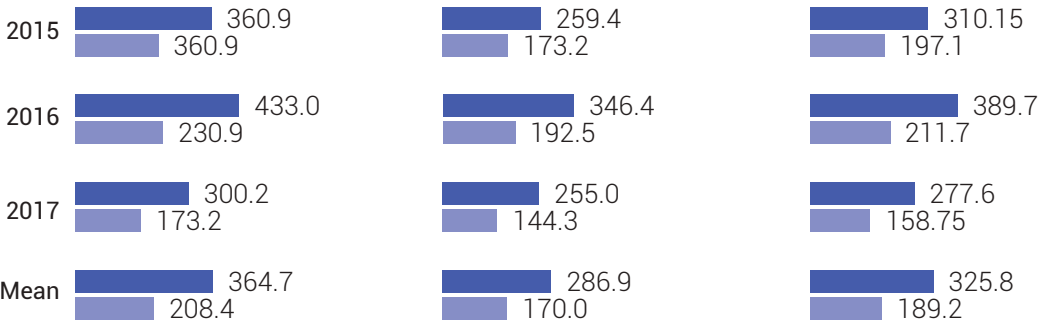
3.3. Supervisory position

Regarding the wage-gap between supervisory and non-supervisory employees, on average the former earn 72.2% more than the latter. In 2017, this gap amounted to 71.4% (INR 120.3). However, the difference varies with the gender.

As observed during previous reports, gender and supervisory or non-supervisory positions within a company constitute key factors when looking at

wage-differences. While female supervisors earned 28.1% (INR 101.5) less than male ones in 2015, the gender pay gap decreased to 20.0% (INR 86.6) in 2016 and 15.1% (INR 45.2) in 2017. This harmonising trend can be reconfirmed for ordinary employees. Here, the gap moved from 21.6% in 2015 to 16.6% in 2016 - the lowest gender pay gap observed over the years - and back to 16.7% in 2017.

Table 4: Median hourly wage by supervisory positions



Source: WageIndicator Foundation

3.4. Tenure groups

Illustrating the median hourly wages per tenure group, table 5 shows a clear trend towards rising wages with more years of service. On average, wages between all consecutive tenure groups rise by approximately 60%. The relative difference is strongest between 5 and 6 years of experience with 64.2%. In absolute terms, the gap grows from INR 75.5 to INR 130.9 and to INR

190.5 for the consecutive experience groups.

Overall, over the years, wages have slightly declined by up to 15% for employees with less than 5 years in the labour market. However, those for employees with 6-10 years of service remained stable and those for the 11+ category even grew by 3.5%.

Table 5: Wages by tenure groups and gender

Source: WageIndicator Foundation

Tenure group	0-2		3-5		6-10		11+	
	Male	Female	Male	Female	Male	Female	Male	Female
2015	120.6	109.7	204.4	174.1	333.4	259.8	537.0	459.2
2016	116.7	128.3	211.1	207.9	346.4	319.9	519.6	491.2
2017	112.7	103.9	182.8	184.8	340.6	288.7	577.4	433.0
Mean	116.7	114.0	199.4	188.9	340.2	289.5	544.6	461.2

Another important fact to note is the distribution of the sample by tenure. Due to the fact that a lot of young people (tenure group 0-2) have filled in the survey in 2017, there is higher share of less experienced workers and lower share of employees with more than 6 years of experience. While in 2015 there has been

18% of respondents in the 0-2 tenure group and 14% in 2016, in 2017 this tenure represents 33% of the sample. Consequently, the highest tenure group with 11 and more years of experience represents 20% of the sample in 2017, while in 2015 it represented 23% and in 2016 33% of the sample.

Table 6: Share of sample by year, tenure, gender

Source: WageIndicator Foundation

Tenure group	0-2		3-5		6-10		11+	
	Male	Female	Male	Female	Male	Female	Male	Female
2015	14%	4%	20%	4%	30%	5%	20%	3%
2016	11%	3%	17%	5%	25%	5%	29%	4%
2017	26%	7%	18%	5%	21%	5%	17%	3%

3.5. Ownership of company

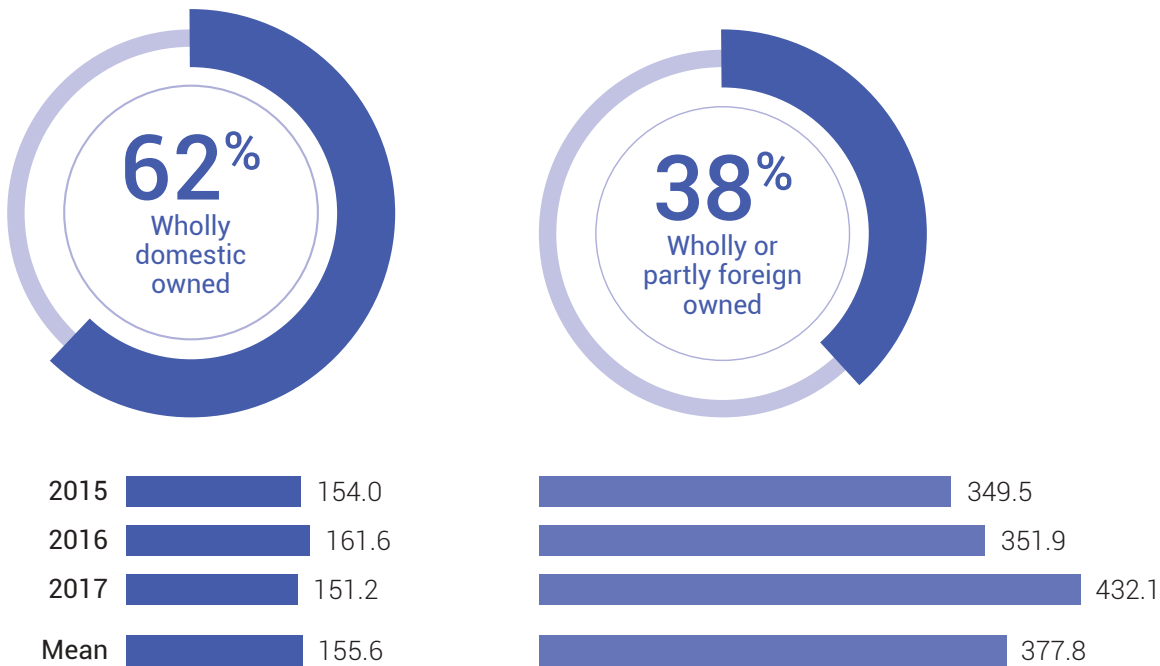
With employees in wholly domestically owned companies earning 41.2% of and thus, less than half the hourly wage of an employee in a wholly or partly foreign owned company, ownership of company presents itself as another key factor for determining hourly wage levels.

As wages in foreign owned companies grew quite starkly between 2015 and 2017, the situation has slightly worsened from 44.1% to 35.0%. The absolute difference in hourly wages moved from INR 195.5 in

2015 to INR 280.9 in 2017 with a previous increase in 2016 to INR 190.3.

Higher wages in foreign companies could derive from foreign and multinational companies' orientation towards global markets and high-income countries. With goods being sold at higher prices the revenues are also greater than for purely Indian companies. Data collected through WageIndicator reconfirms these assumptions.

Table 7: Median wages per company ownership
Median gross hourly wage



Source: WageIndicator Foundation

3.6. Size of company

Regarding median hourly wages and company size, also in 2017, wages steadily grow with the number of employees. Those working in companies with less than 10 employees are paid close to INR 100 and, therefore, less than half of those in medium-sized companies with 200 to 1000 employees. The highest hourly wages of nearly INR 360 can be found in the largest company category of at least 5000 employees. Reasons for

this development are that larger companies are often (partly) foreign-owned. Therefore, being a player in the international arena, growth is enhanced generating higher revenues and the ability to pay higher wages.

Comparing the three years presented in figure 2, one notices that wages were similar in 2015 and 2017 with a raise in 2016 in all categories except for the 5000+ one.

3.7. Bonus payments

Table 8 shows the percentage of employees receiving bonuses in their last wage. On average only 19.6% acknowledge Unsocial hour's bonus/ weekend

allowance and even fewer pay Overtime bonus (12.7%). For 2017, the number has increased in both cases in comparison to the previous year.

Table 8: Additional pay for extra work

Source: WageIndicator Foundation

Bonuses received in last wage	Median monthly benefit received							
Year/Share of Sample	2015	%	2016	%	2017	%	Mean	%e
Unsocial hours bonus / Weekend allowance	500.0	21.5	237.5	17.9	700.0	19.3	479.2	19.6
Overtime bonus	1000.0	15.8	197.0	10.4	400	11.8	532.3	12.7



3.8. Job satisfaction

Analysing employees' job satisfaction-levels is essential to understanding and measuring the perceived quality of working conditions. This is pivotal as the working population spends close to one third of the day at work.²⁶ Moreover, studying these developments also allows for employers to control attrition rates.²⁷

In 2017, employees were most satisfied with the relationship with colleagues reaching 92.5%. As seen in previous years, pay-satisfaction scored lowest and continued to decrease to 48.6%. However, pay and life-as-a-whole-satisfaction are the only values below

70 indicating a rather satisfying work life and, overall, job satisfaction, with the exception of pay, rose over the years observed.

The strongest increases between 2015 and 2017 were in the category of job security (+5.7 percentage points) and life-as-a-whole-satisfaction (+6.2 percentage points). The latter also grew strongest with a rise of 9.6 percentage points between 2016 and 2017. It should be noted, however, that this category cannot directly be compared to the job-related indicators, as the values are calculated using different methodologies.

Table 9: Satisfaction with work and life

Source: WageIndicator Foundation

Satisfaction with	Share of respondents satisfied		
Year	2015	2016	2017
Job	77.1	77.3	78.9
Pay	53.7	48.4	48.6
Commuting time	74.5	71.6	74.5
Work-life balance	75.6	71.5	75.2
Job security	67.9	73.3	73.6
Work environment	74.8	76.8	78.6
Working hours	78.1	78.6	80.1
Relationship to colleagues	87.1	91.1	92.5
Relationship to superiors	82.9	86.3	87.1
Life as-a-whole ²⁸	62.0	58.6	68.2

3.9. Inter-sector comparison of the Indian labour market

As can be seen in table 10, wages vary strongly between the 8 sectors assessed in this report. In 2015 and 2016 the Education and research and Manufacturing sector scored lowest in terms of wages. Wages were more or less stable or even rose in some cases between 2015 and 2016. In 2017 the picture changed: Wages sank and except for the ICT services and Manufacturing sectors – the two sectors with the most respondents – all sectors had wage levels of less than INR 200 per hour.

Lowest hourly wages were paid in Transport, logistics and communication with INR 133.1 followed by the Healthcare, caring services, social work and the

Financial services, banking and insurance sector both paying INR 144.3 per hour. The strongest absolute decline could be found in the latter where wages fell from INR 433.0 to INR 144.3, i.e. by INR 288.7, the equivalent of 67%. Wages only grew in the Manufacturing meaning an additional INR 19.2 (+9.1%).

These developments could mirror India's unexpected slowdown in economic growth. This constituted the slowest pace seen in the past three years and again highlights the disturbance caused by the uncertainty due to the goods and services tax during a time when India struggles to recover from a demonetisation shock.

Table 10: Wages by sector

Source: WageIndicator Foundation

Sector	Share of sample	Median gross hourly wage		
		2015	2016	2017
Construction, technical consultancy	12%	283.4	288.7	161.7
Education, research	5%	195.0	242.5	161.7
Financial services, banking, insurance	14%	307.9	433.0	144.3
Healthcare, caring services, social work	3%	227.7	242.5	144.3
ICT services	23%	337.3	386.8	317.6
Legal, market consultancy, business activities	4%	248.7	277.1	173.2
Manufacturing	32%	252.1	211.7	230.9
Transport, logistics, communication	5%	259.8	257.4	133.1
Total	100.0%	277.1	323.3	219.4

Following up on these trends, the next section is dedicated to studying the various sectors more in detail. The comparative categories remain as afore: Education;

gender; supervisory positions; tenure experience; size of and ownership structure of companies; extra pay for extra work and job satisfaction.



²⁶Guzi, M., & Pedraza, P. (2013). A Web Survey Analysis of the Subjective Well-being of Spanish Workers. IZA Discussion Paper No. 7618. Bonn, Germany: Institute for the Study of Labour. Available at: <http://ftp.iza.org/dp7618.pdf>.

²⁷Varkkey, B., & Korde, R. (2013). Exploring Job Satisfaction in India using Paycheck India Survey Data. WageIndicator Foundation. Retrieved April 12, 2014, from wageindicator.org. Available at: <https://wageindicator.org/documents/publicationslist/publications-2013/job-satisfaction-in-india-2013>.

²⁸For all the job-related satisfaction questions, respondents are asked to rate their satisfaction level on a scale from 1 – highly dissatisfied to 5 – highly satisfied. For the satisfaction with life as-a-whole question, respondents are asked to rate on a scale from 1 to 10. To assess a percentage of satisfied respondents in terms of yes/n WageIndicator considers answers from 3 to 5 on the five-point scale as satisfied (60% of the 5 options) and answers from 6 to 10 on the ten-point scale as satisfied (50% of the 10 options). Due to this different number and percentage of options considered satisfied, one may not compare the results of the satisfaction with life question and any of the job-related satisfaction questions.



Sectoral overview

Sectoral overview

4.1. Construction and Technical Consultancy

According to KPMG's Building, Construction and Real Estate report 2017-2018, real estate and construction are crucial pillars for India's economic growth. During the past years, it contributed the third largest share to the Indian economy and constituted the third largest employer in the country after Agriculture and Manufacturing. Its workforce exceeds 40 million people. Moreover, the second highest inflows of Foreign Direct Investment derive from this sector.

Education

Reconfirming the general findings, wages rise with the level of education also in the Construction and technical consultation sector. In 2017 employees holding a bachelor's degree earned 38.1% (INR 36.1) more than those with secondary education. Master graduates were paid another 38.4% (INR 50.3) more than bachelor graduates and 91.1% (INR 86.4) more than employees with secondary education only. In relative terms, gains from additional levels of education are, thus, evenly distributed.

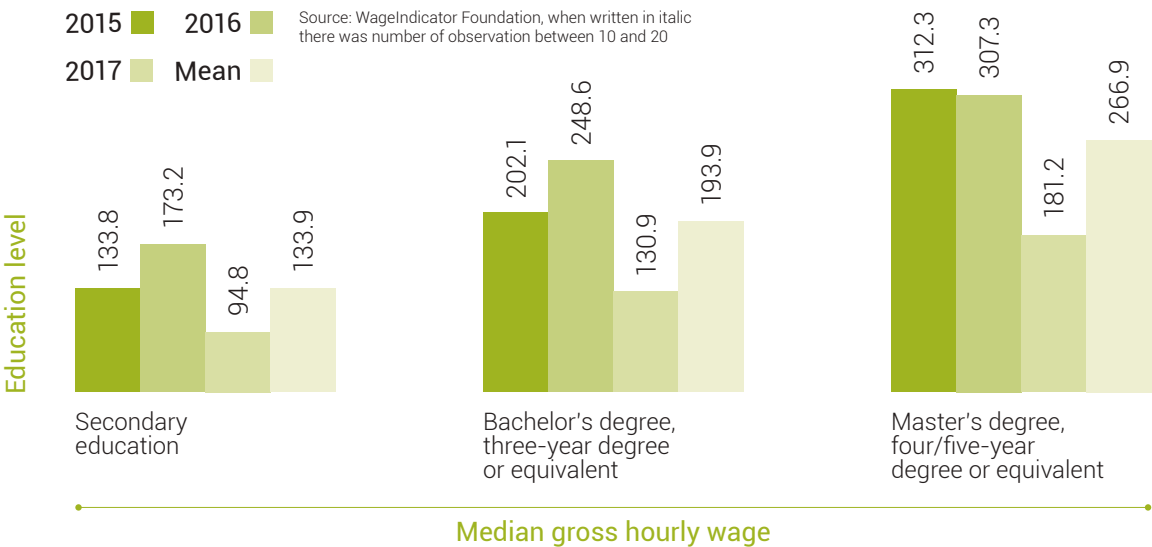
Wages for employees with secondary education and an additional five-year degree are also harmonising

In the first quarter of 2017, GDP from Construction in India stood at INR 2197.52 Billion. In the second quarter, it reached an all-time high of INR 2339.19 Billion. On average GDP from Construction amounted to INR 2084.55 Billion between 2011 and 2017 (Trading Economics 2017).

Respondents in this sector made up for 12% of the sample. The median gross hourly wages were INR 256.2 in 2015, INR 285.8 in 2016 and INR 158.6 in 2017 making them the third lowest wages paid in India in 2017.

when compared to 2015 when the difference amounted to 133% (INR178.5). Moreover, while wages rose for the two lower categories and stayed stable for master graduates in 2015 and 2016 they strongly fell in all groups in 2017, namely by 45.3 percentage points (INR 78.4) for employees with secondary education, 47.3 percentage points (INR 117.7) for bachelor graduates and by 41.0 percentage points (INR 126.1) for master degree holders. Again, highlighting the importance of a master degree or equivalent, in relative terms losses have been slightest for this category and highest for bachelor graduates.

Table 11: Median hourly wage with respect to educational attainment

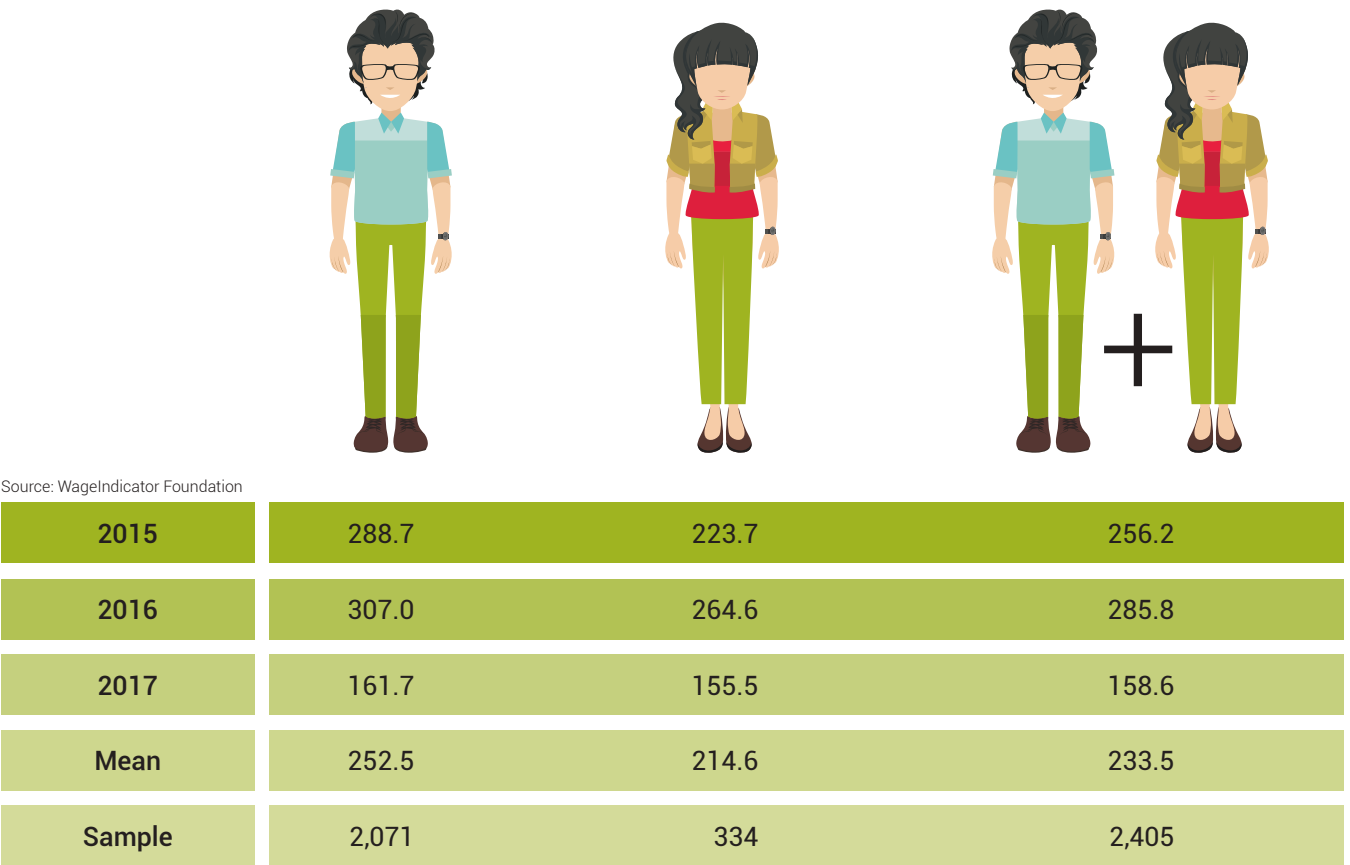


Gender

Regarding gender and hourly wages, a development towards harmonisation between male and female employees can be observed. While on average women's wages were 15.0% (INR 37.9) lower than those of their male colleagues for the period investigated, the gap amounted to 22.5% (INR 65.0) in 2015, 13.8%

(INR 42.4) in 2016 and was smallest with 3.8% (INR 6.2) in 2017. Therefore, wage-reductions in 2017 were 6 percentage points lower for female employees with -41.2% compared to 47.3% for male ones. It should be noted, however, that male respondents constituted the majority of respondents with 86.1%.

Table 12: Median hourly wage by gender and year
Median gross hourly wage



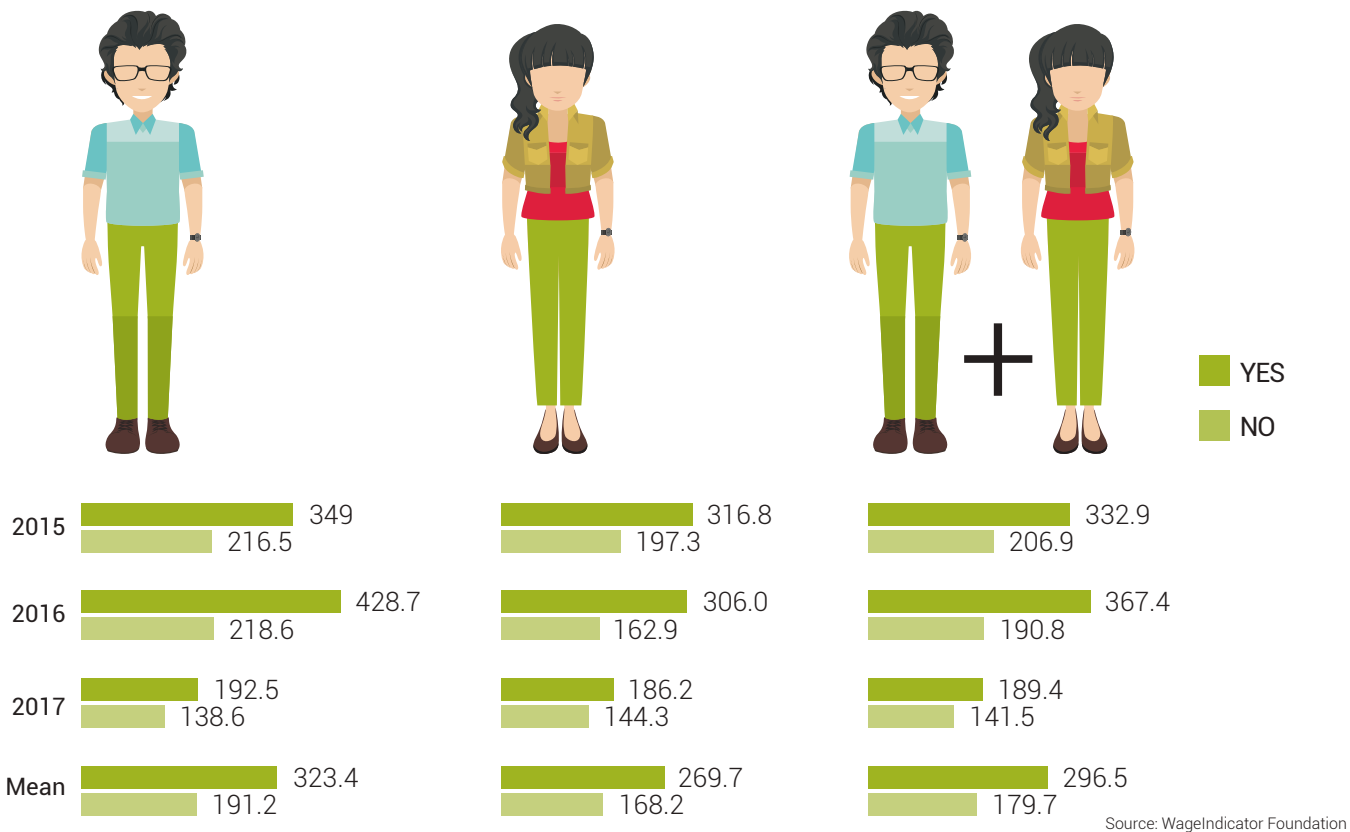
Supervisory position

When looking at the wage distribution between supervisory and non-supervisory positions, on average, the former earns 65.0% more per hour than the latter. The gap went from 61.0% (INR 126.0) in 2015 to 92.3% (INR 176.6) in 2016 and, lastly, to 36.9% (INR 51.6) in 2017.

When taking into account supervisors' and ordinary employees' gender, no clear trend can be identified between 2015 and 2017. For supervisors in 2015, the gender pay gap remained at 9.2% (INR 32.2) and went to 28.6% (INR 122.7) in 2016. Female non-supervisors were paid 8.9% (INR 19.2) less than male employees

in the same position in 2015 and 25.5% (INR 55.7) less in 2016. In absolute terms in 2015 and 2016, while the gender pay gap grew significantly, the one for non-supervisors amounted to approximately half of that of supervisors. Also relatively speaking it remained up to 3 percentage points smaller. It was only in 2017 that the wage gap nearly disappeared in non-supervisory positions with women earning INR 5.7 more than men and at supervisory level with female supervisors earning INR 6.3 less per hour than their male counterparts.

Table 13: Median hourly wage by supervisory positions



Tenure groups

Also in the Construction and technical consultancy sector hourly median wages grow strongly with the years of working experience. However, on average, the relative difference steadily diminishes from an increase in 72.31% between 2 and 3 years, and 76.4% between 5 and 6 years of service to 50.3% when moving from the 6-10 to the 11+-years category. In 2017, with the general decrease in wages, employees with 3-5 years of experience earned another 56.2% more than job

beginners. The biggest raise of 100.0% can be found between 5 and 6 years of service, to then move to 44.0% between the two highest categories. Contrary to what one might expect, the reductions in hourly wages between 2016 and 2017 were lowest for job beginners with -23.2% (INR 27.9), amounted to -29.7% (INR 60.9) and -23.1% (INR 86.6) for those being 3-5 and 6-10 years in the job market and were highest with 32.5% (INR 200.2) for 11+ years.

Table 14: Wages by tenure groups

Source: WageIndicator Foundation

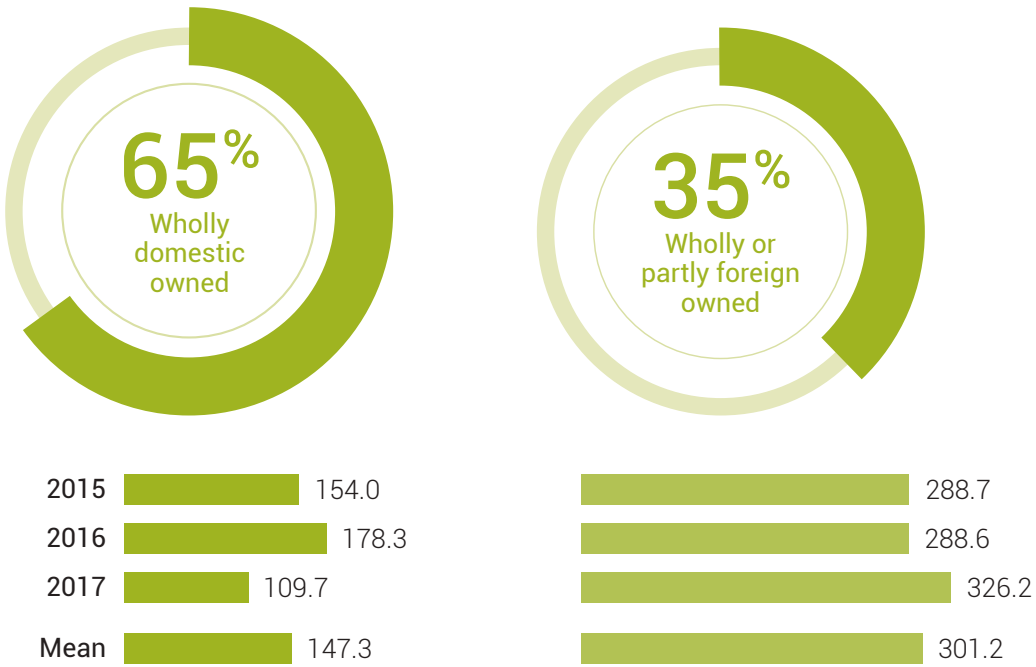
Years of experience	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Gender	Male	Female	Male	Female	Male	Female	Male	Female
Year	Share of sample				Median gross hourly wage			
2015	7%	9%	13%	9%	115.5	216.0	333.6	467.5
2016	3%	5%	5%	4%	120.3	205.2	375.3	615.9
2017	17%	10%	10%	8%	92.4	144.3	288.7	415.7
Total	27%	24%	29%	21%	109.4	188.5	332.5	499.7

Ownership of company

Mirroring the general trend, hourly wages in wholly domestically owned companies are far lower than those in at least partially foreign owned ones. On average between 2015 and 2017, employees in national companies earned 48.9% and, thus, less than half the average hourly wage of an 'international' worker. Possibly due to these entities being less affected by developments in the Indian market wages in foreign

owned companies have also proven to be more stable. Here, wages remained stable between 2015 and 2016 and increased by another 13.0% (INR 37.6) in 2017 compared to +15.8% (INR 24.3) and -38.5% (INR 68.6) for domestically owned companies during the same period. This also means that the wage gap has increased from 46.7% in 2015 to 66.4% in 2017.

Table 15: Median wages per company ownership
Median gross hourly wage





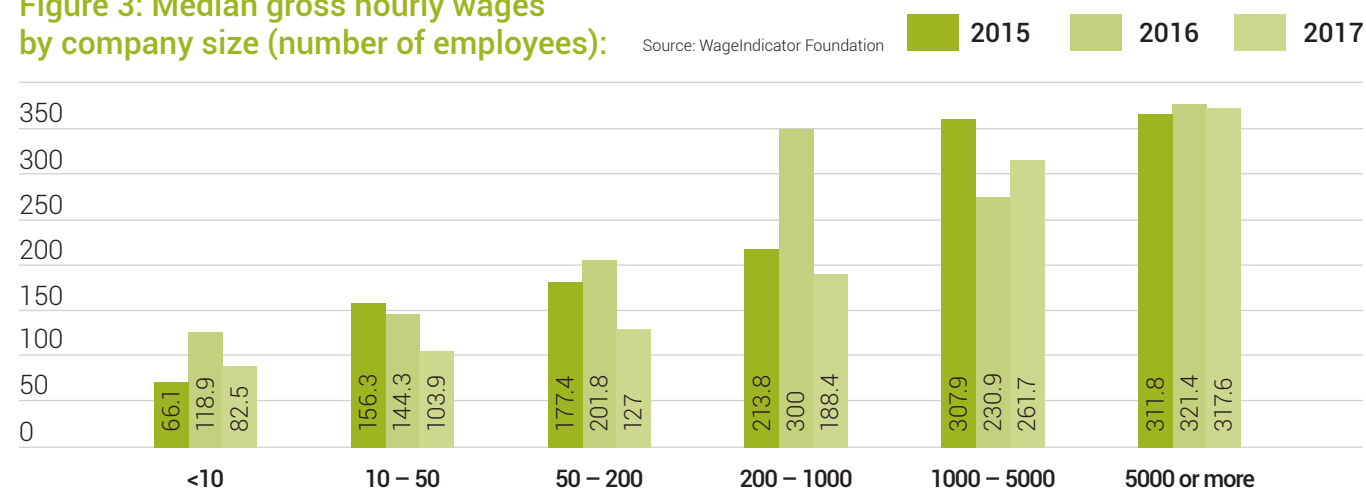
Size of company

Also in this sector, the number of employees influences employees' wages: Wages rise with companies increasing in size. After a period of growth in 2016 in all categories except for 10-50 and 1000-5000, wages went down in 2017. Wage decreases were smallest for the largest category where they declined by around INR 5 from INR 320 to INR 315. Here, wages were also most

stable. Lowest wages were paid in companies with less than 10 employees. In this category, wages moved from approximately INR 60 in 2015 and INR 120 in 2016 to only INR 80 in 2017. In the same year wages rose in companies with between 1000 and 5000 employees. In general, wage increases between the company sizes were nearly linear in 2017.

Figure 3: Median gross hourly wages by company size (number of employees):

Source: WageIndicator Foundation



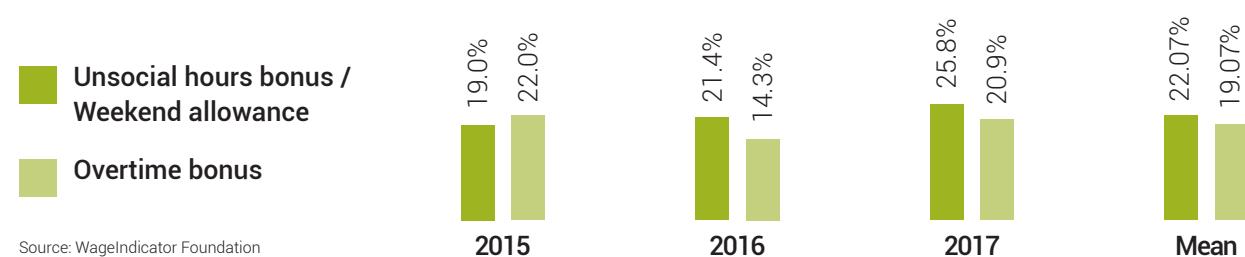
Bonus payments

On average, about 20% of employees in the Construction and technical consultancy sector receive bonuses for Unsocial hours/ Weekend allowance or overtime. While for the latter, the values seem to stabilise around the average but slightly decreased

between 2015 and 2017, the share of employees receiving a bonus for Unsocial hours and Weekend allowance grew by 6.8 percentage points when comparing the two years.

Table 16: Additional pay for extra work

Bonus received in last wage – Median monthly benefit received



Source: WageIndicator Foundation

Job satisfaction

An analysis of the findings regarding satisfaction with work and life reveals that employees in this sector are highly satisfied with their work relations, most of all those with colleagues (97.2%). However, also working hours, the job itself and the work environment score above 80%. As in the overall sample, pay remains at the bottom (43.2%) followed by life as-a-whole-satisfaction of only 65.3%.²⁹

While satisfaction-levels decreased in 2016 in all cases but work-life-balance and working hours the trend inverted in 2017. Except for satisfaction with working hours which continues to rise, values that went down in 2016 went up again above 2015-levels, satisfaction with work-life-balance fell below the 2015-value.

Table 17: Satisfaction with work and life

Source: WageIndicator Foundation

Satisfaction with	Share of respondents satisfied		
	2015	2016	2017
Year			
Job	85.5	79.5 ³⁰	83.8
Pay	57.7	35.1	43.2
Commuting time	76.3	75.7	78.4
Work-life balance	75.0	83.8	73.4
Job security	69.2	56.8	72.7
Work environment	79.2	70.3	83.5
Working hours	80.3	80.6	84.6
Relationship to colleagues	89.5	57.9	97.2
Relationship to superiors	92.2	84.4	89.0
Life as-a-whole*	58.9	51.3	65.3



²⁹For all the job-related satisfaction questions, respondents are asked to rate their satisfaction level on a scale from 1 – highly dissatisfied to 5 – highly satisfied. For the satisfaction with life as-a-whole question, respondents are asked to rate on a scale from 1 to 10. To assess a percentage of satisfied respondents in terms of yes/no, WageIndicator considers answers from 3 to 5 on the five-point scale as satisfied (60% of the 5 options) and answers from 6 to 10 on the ten-point scale as satisfied (50% of the 10 options). Due to this different number and percentage of options considered satisfied, one may not compare the results of the satisfaction with life question and any of the job-related satisfaction questions.

³⁰NA is set for 20>observations.

4.2. Education and Research

To address the changing dynamics with approximately 29% of the population being aged below 14 years, the Indian government has started to work on the final draft of its New Education Policy. The education industry is expected to go from USD 97.8 billion in 2016 to USD 144 billion by 2020. From 2002 up to June 2017, this sector has received Foreign Direct Investment worth USD 1.465 Billion.³¹

The median gross hourly wages in the Education and research sector were INR 195.0 in 2015, INR 242.5 in

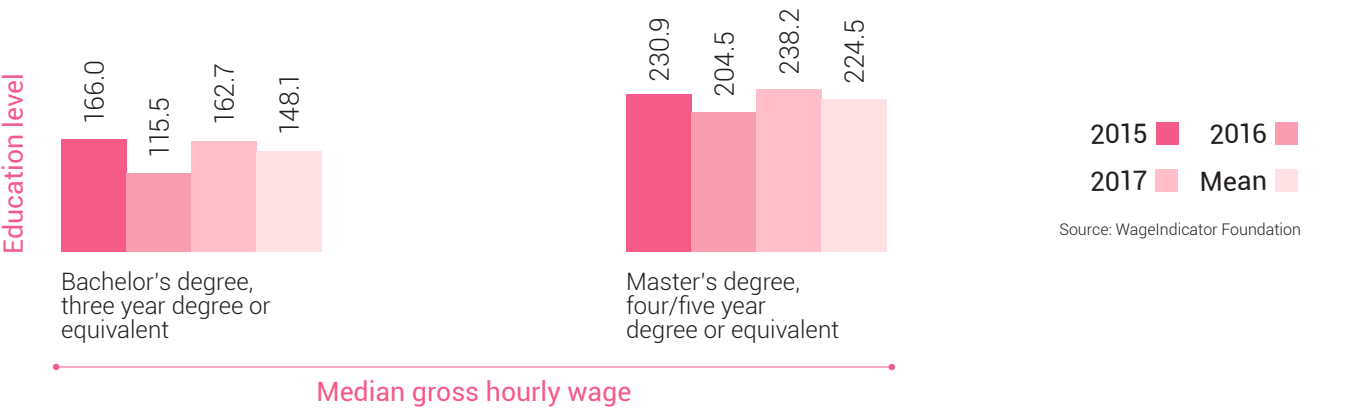
2016 and INR 161.7 in 2017. However, one must be aware that the quite low sample (5% of the overall participants) may have significantly influenced the results. The overall sample of observations was only 749, meaning that it was not large enough to draw comparisons in all categories. The same categories of employees can be compared in most cases, but one may find exceptions where the data sample was simply insufficient to allow for any meaningful comparisons and findings.

Education

The data sample for employees with secondary education only was not sufficient. This means, only comparisons between bachelor and master graduates can be made. On average between 2015 and 2017, master's degree holders earned INR 76.4 more than bachelor graduates. Therefore, they only earn 66.0% of a master degree holder's hourly wage. However, over the years, wages have become slightly less equitable

moving from 71.9% in 2015 to 68.3% in 2017. It should be noted, that despite the general decrease in hourly wages, in the Education and research sector employees with a master seem to earn more than in the previous years (+3.2%), those for bachelors only decreased marginally (-2.0%).

Table 18: Median hourly wage with respect to educational attainment

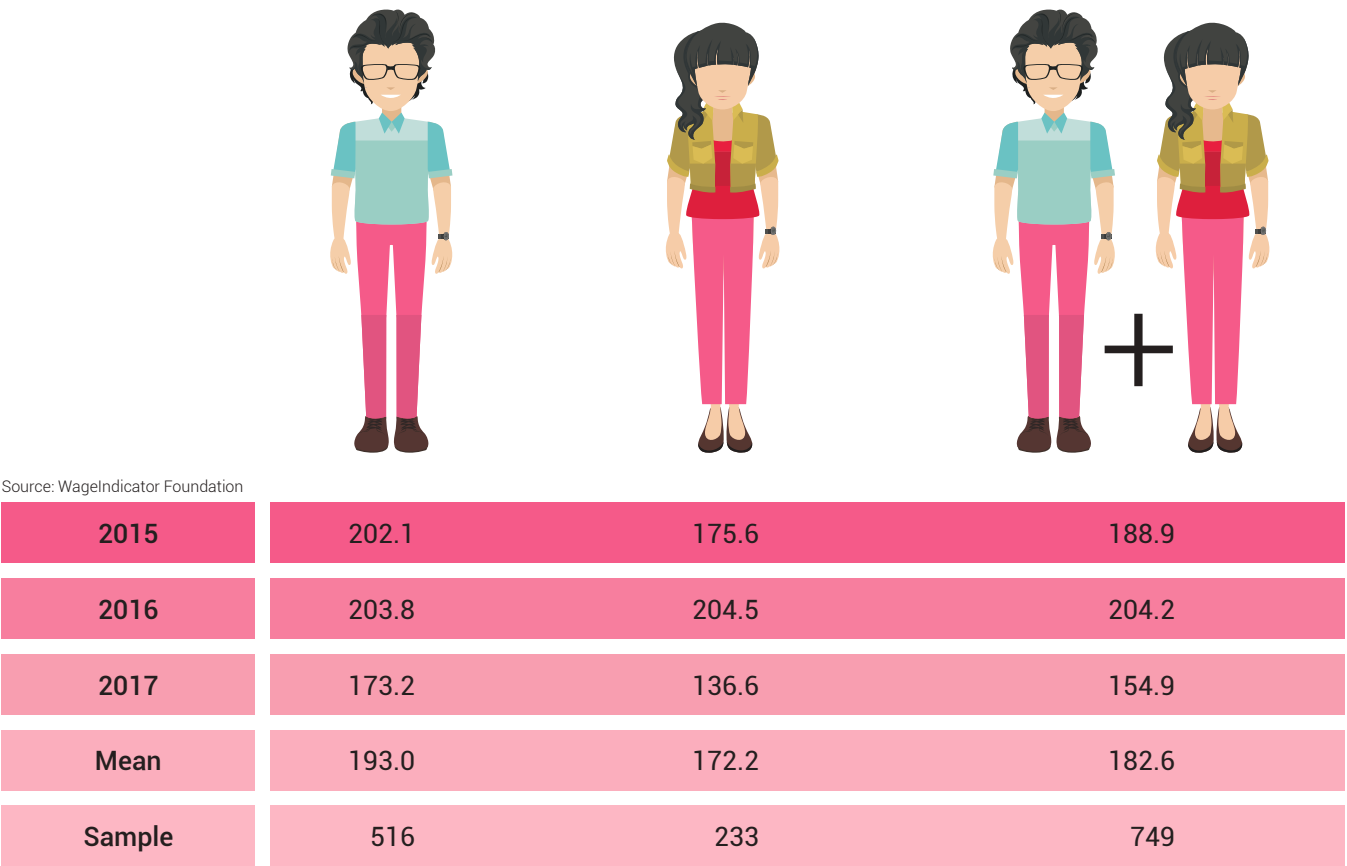


Gender

On average, the gender pay gap in the education and research sector amounts to 10.8%. This is relatively low compared to other sectors and, surprisingly, hourly wages for female employees have slightly exceeded wage levels of male ones in 2016. As a result, the gap

moved from -13.1% (-INR 26.5) in 2015 to +0.3% (+INR 0.7) in 2016 and to +21.1% (+INR 36.6) in 2017. This also means that relative wage losses in 2017 were stronger for female employees (-33.2% vs. 15.0%). Again, the low number of respondents must be taken into account.

Table 19: Median hourly wage by gender and year
Median gross hourly wage



³¹IBEF (2017): Education Sector in India. Available at: <https://www.ibef.org/industry/education-sector-india.aspx>.

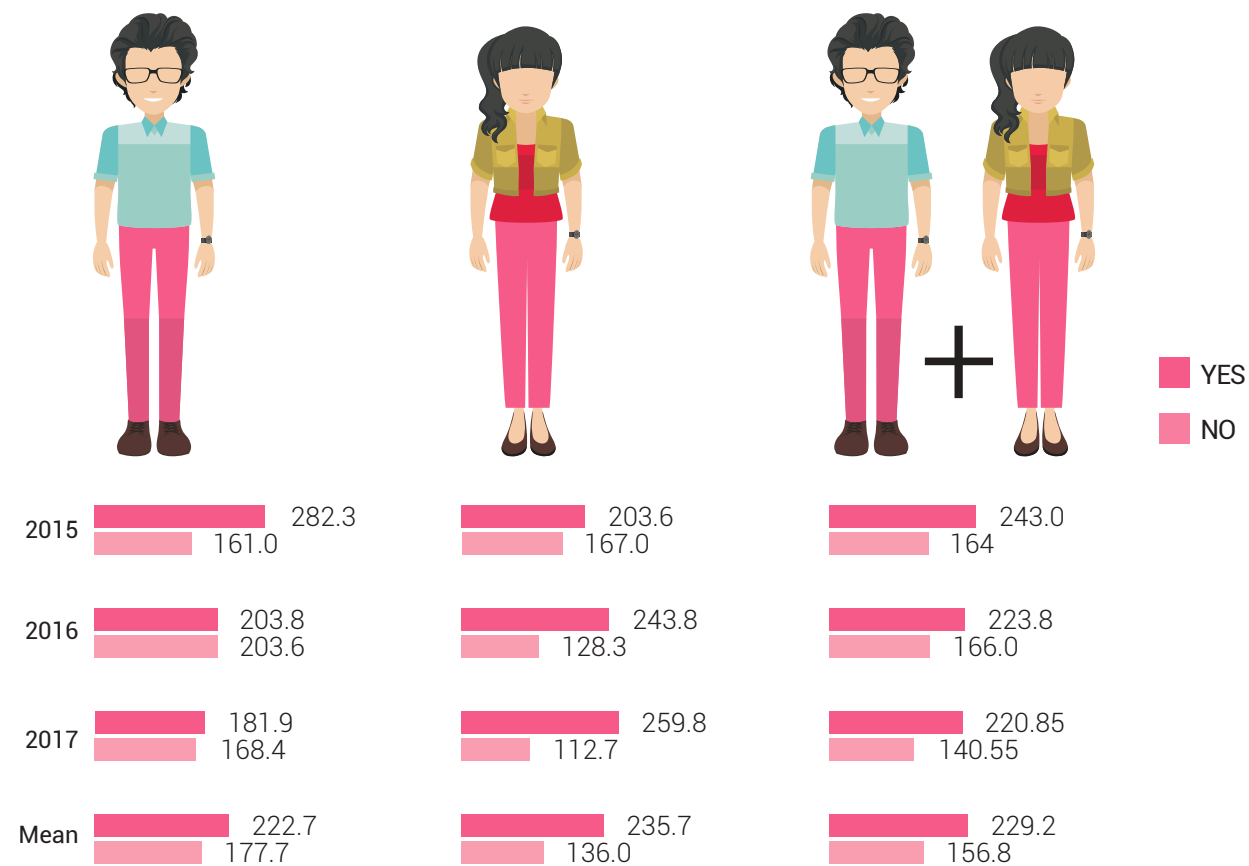
Supervisory position

Regarding wage differences between supervisory and non-supervisory positions, the wage gap amounts to 31.6% on average for the period investigated. Between 2015 and 2017, it has moved from 32.5% (INR 79.0) in 2015 to 25.8% (INR 57.8) in 2016 and back to 32.8% (INR 80.5) in 2017.

Adding the gender dimension, on average, wages for female supervisors are INR 13.0, i.e. 5.8% higher than those for male ones. In ordinary positions, female workers earn INR 41.7 (23.5%) less than their male counterparts. This also means that wage differences are especially large for female supervisors and non-supervisors. While male non-supervisors earn 79.8% and, therefore, close to three fourths of their male supervisor's wage (-INR 45.0), female non-supervisors are paid only

57.7% (INR --99.7) and, thus, slightly more than half of what their female supervisors' receive per hour. When comparing the different years, a trend towards harmonising wages for male employees and towards greater differences in wage levels for female employees can be observed. The wage gap for male employees decreased from 43.0 (INR 121.3) in 2015 to 0% (INR 0.2) in the following year and went back to 7.4% (INR 13.5) in 2017. For female employees the gap, however, moved from 18.0% (INR 36.6) in 2015 to 47.4% (INR 115.5) in 2016 and 56.6% (INR 147.1) in 2017. Again, the low number of respondents and the resulting bias should be kept in mind, also highlighted by the much higher wages for female supervisors than for male ones in the two last years.

Table 20: Median hourly wage by supervisory positions



Tenure groups

Also in the Education and research sector, wages increase with longer participation in the labour market. And this increase seems to grow. In 2015, employees with an experience of at least 11 years received 2.15 times the salary of a job beginner. The biggest raise could be found between 5 and 6 years in the labour market with +74.2% (INR 117.2). Additionally, wages for the categories 6-10 and 11+ years of experience were nearly equal. Therefore, moving from 5 to 6 years of service seemed to have constituted a benchmark in

2015. In the following year, employees with more than 11 years of participation in the labour market already received 4.57 times the hourly wage of a job beginner and wages in the two highest categories increased starkly. These developments were partly reversed in 2017 as more than 11 years of working experience 'only' led to wages 3.1 times higher than those for jobs at entry level. Wage increases were biggest when moving from 2 to 3 and 10 to 11 years with 45.0% and 62.8%, respectively.

Wage losses in 2017 were biggest for the two categories with the most years of experience: between 10 and 11 years they decreased by 44.9% (-INR 246.8), followed by 51.9% (-INR 200.6) for 6-10

years. Those for employees belonging to the job beginners category went down by 25.1% (-INR 33.3) and the least losses were experienced by the second category with -12.9% (-INR 21.4).

Table 21: Wages by tenure groups

Years of experience	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Gender	Male	Female	Male	Female	Male	Female	Male	Female
Year	Share of sample				Median gross hourly wage			
2015	12%	15%	16%	9%	132.8	165.7	288.7	285.5
2016	5%	6%	5%	5%	120.3	171.0	386.8	549.9
2017	11%	6%	4%	6%	99.5	144.3	186.2	303.1
Total	28%	27%	25%	20%	117.5	160.3	287.2	379.5

Ownership of company

The education sector is specific in this case. A large majority of educational institutions and research organisations are domestically owned, either public or private. There are only few private foreign-owned educational institutions and research organisations. Therefore, the sample for domestically owned companies is quite sufficient (135 observations), but for

foreign-owned educational and research institutions we only have 24 observations for this period. The median wage reported by employees of domestically owned companies amounted to INR 144.3 per hour, while the median wages of partially or fully foreign owned companies reached INR 249.4 per hour.



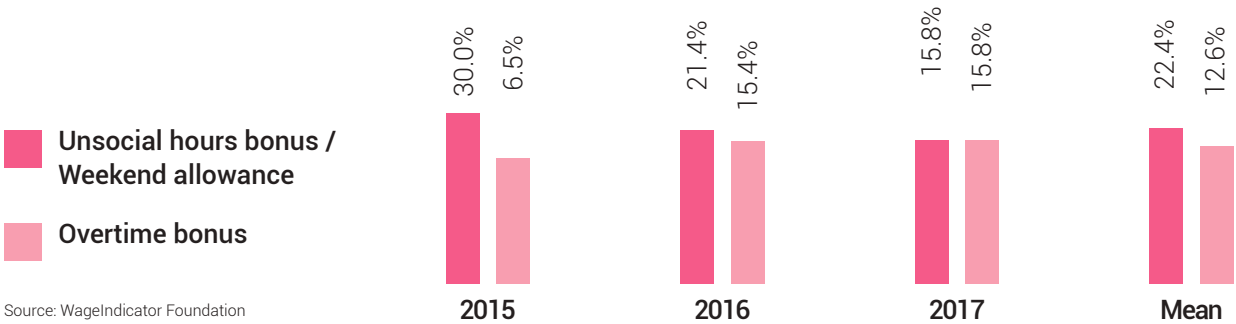


Bonus payments

In 2017, 15.8% of employees in the Education and research sector received either an Unsocial hours bonus/ Weekend allowance or Overtime bonus. For the former, this meant a reduction of 14.2% between

2015 and 2017 while the latter grew by 9.3%. On average nearly twice as many employees received an Unsocial hours bonus/ Weekend allowance than an Overtime bonus.

Table 22: Additional pay for extra work
Bonus received in last wage – Median monthly benefit received



Job satisfaction

Also in this sector employees were most satisfied with their relationships at work and as in the Construction and technical consultancy sector the relationship with colleagues scored higher than that with superiors in all years. Again reconfirming the general trend, employees were least satisfied with their pay, followed by life as-a-whole-satisfaction.³² In the previous year, satisfaction increased in the majority of categories. In 2017, despite the government's intention to invest

in the sector, employees were less satisfied. Pay, work-life-balance, the top-scorer relationship with colleagues and especially with superiors, working hours and overall job satisfaction went down by up to nearly 15%. At the same time satisfaction with the work environment, commuting time and most strongly job security grew. Possibly the latter could also be connected to the consolidation of the educational system.

Table 23: Satisfaction with work and life

Source: WageIndicator Foundation

Satisfaction with	Share of respondents satisfied		
Year	2015	2016	2017
Job	73.2	86.4	73.1
Pay	53.7	45.5	42.3
Commuting time	77.5	72.7	72.0
Work-life balance	69.2	77.3	72.0
Job security	62.5	54.5	76.9
Work environment	60.0	63.6	69.2
Working hours	67.5	81.8	69.2
Relationship to colleagues	79.5	95.0	87.0
Relationship to superiors	80.0	94.7	82.6
Life as-a-whole*	58.3	59.1	56.0

³²[1] For all the job-related satisfaction questions, respondents are asked to rate their satisfaction level on a scale from 1 – highly dissatisfied to 5 – highly satisfied. For the satisfaction with life as-a-whole question, respondents are asked to rate on a scale from 1 to 10. To assess a percentage of satisfied respondents in terms of yes/no, WageIndicator considers answers from 3 to 5 on the five-point scale as satisfied (60% of the 5 options) and answers from 6 to 10 on the ten-point scale as satisfied (50% of the 10 options). Due to this different number and percentage of options considered satisfied, one may not compare the results of the satisfaction with life question and any of the job-related satisfaction questions.

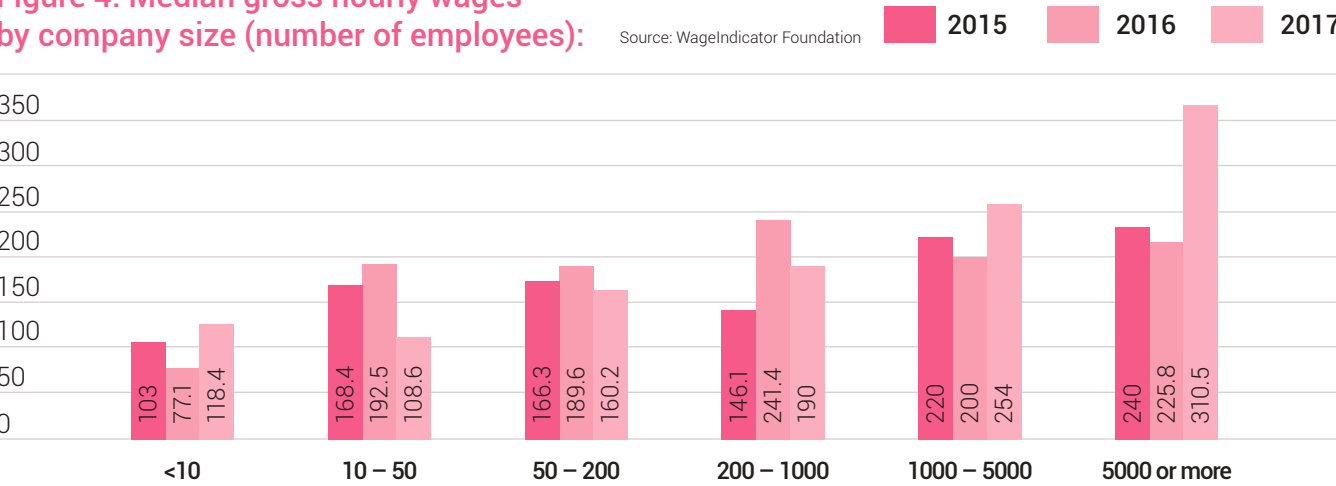
Size of company

Also in the Education and research sector wages rise with the employing company's size. While in 2015 and 2016 some exceptions could be found this trend is clear in 2017. Hourly wages increased in all companies between 2015 and 2017. Those with between 10 to 200 employees constitute the only exceptions. The largest category with 5000+ employees witnessed a stark increase in wages in 2017 of around INR 90. The

wage-range, therefore, has grown to approximately INR 200 going from INR 110 to INR 310. Additionally, it can be noted that wages grew in medium-sized companies with between 10 and 1000 employees in 2016 to then fall the following year. For all other categories the trend was reversed: Wages went beyond 2015-levels after a decrease in 2016.

Figure 4: Median gross hourly wages by company size (number of employees):

Source: WageIndicator Foundation



4.3. Financial Services, Banking and Insurance

India's financial sector is diversified and undergoes a rapid expansion in terms of existing financial services' growth and of new institutions penetrating the market. The sector comprises many kinds of entities but remains mostly characterised by commercial public-sector banks. These account for more than 64% of total assets in the financial system.³³

As one of the fastest growing asset management industries in the world, by the end of April 2017, the assets managed by the mutual fund industry amounted to USD 299.04 billion and inflows in the

country's mutual fund schemes through the systematic investment plan chain reached their all-time peak in May 2017 with USD 711.17 million after 4 year-on-year increases of 44%.³⁴

In this sector, the overall share of observations is 14% of all participants, that is 3085. This large sample allows for meaningful comparisons of wages in all the categories examined in this report. Wages went from INR 307.9 in 2015 to INR 433.0 and INR 144.3 in 2016 and 2017, respectively. Therewith, the sector lost its position as the top payer.

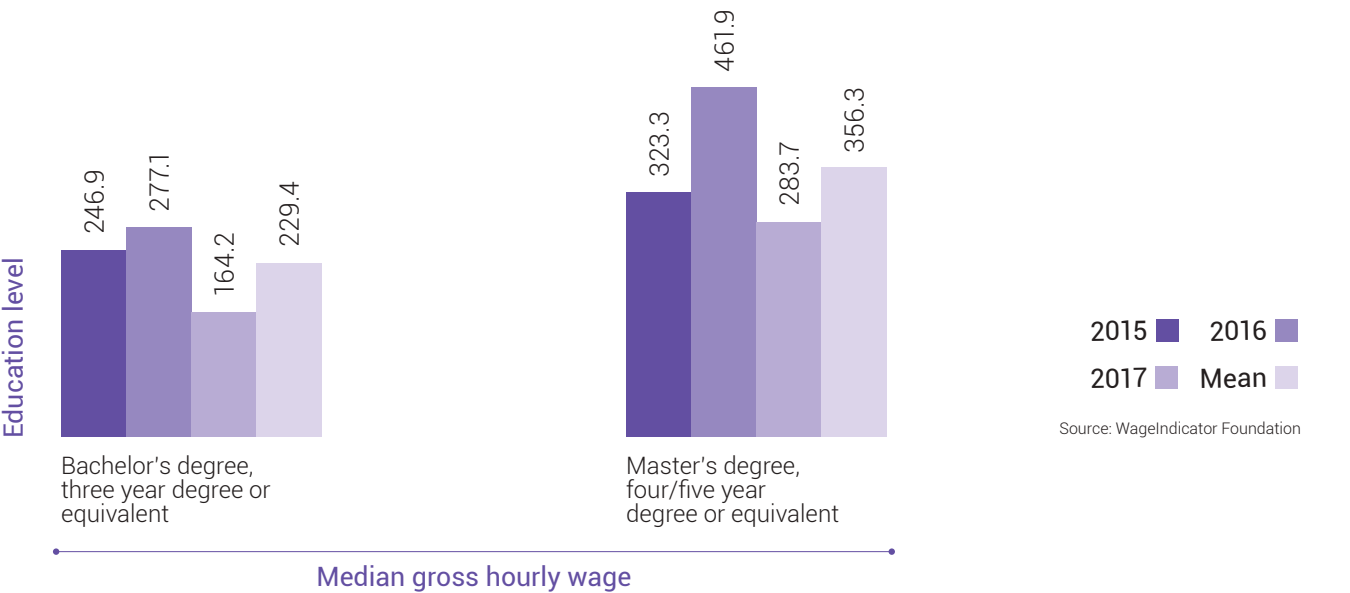
Education

Results in this sector again highlight the relation between median hourly wages and the level of education. On average, employees holding a bachelor's degree earn INR 229.4. Master's degree graduates or equivalent earn an additional INR 126.9 per hour. Statements about employees with secondary education are left out due to the low number of responses.

In 2016 wages grew for both, bachelor and master graduates. This growth, however, was much stronger

for master degree holders whose wages rose by INR 138.6 (+42.9%) compared to an increase of INR 30.2 (+12.2%). In 2017, however, wages dropped bz 40%, i.e. by INR 112.9 for bachelor graduates and by INR 178.2 per hour for master degree holders. The wage gap moved from 23.6% in 2015 to 42.1% in 2017. Therefore, while absolute wage changes in 2017 are stronger for master graduates, relative benefits of a master's degree or equivalent increased.

Table 24: Median hourly wage with respect to educational attainment



³³IBEF (2017): Financial Services in India. Available at: <https://www.ibef.org/industry/financial-services-india.aspx>.
³⁴Ibid.

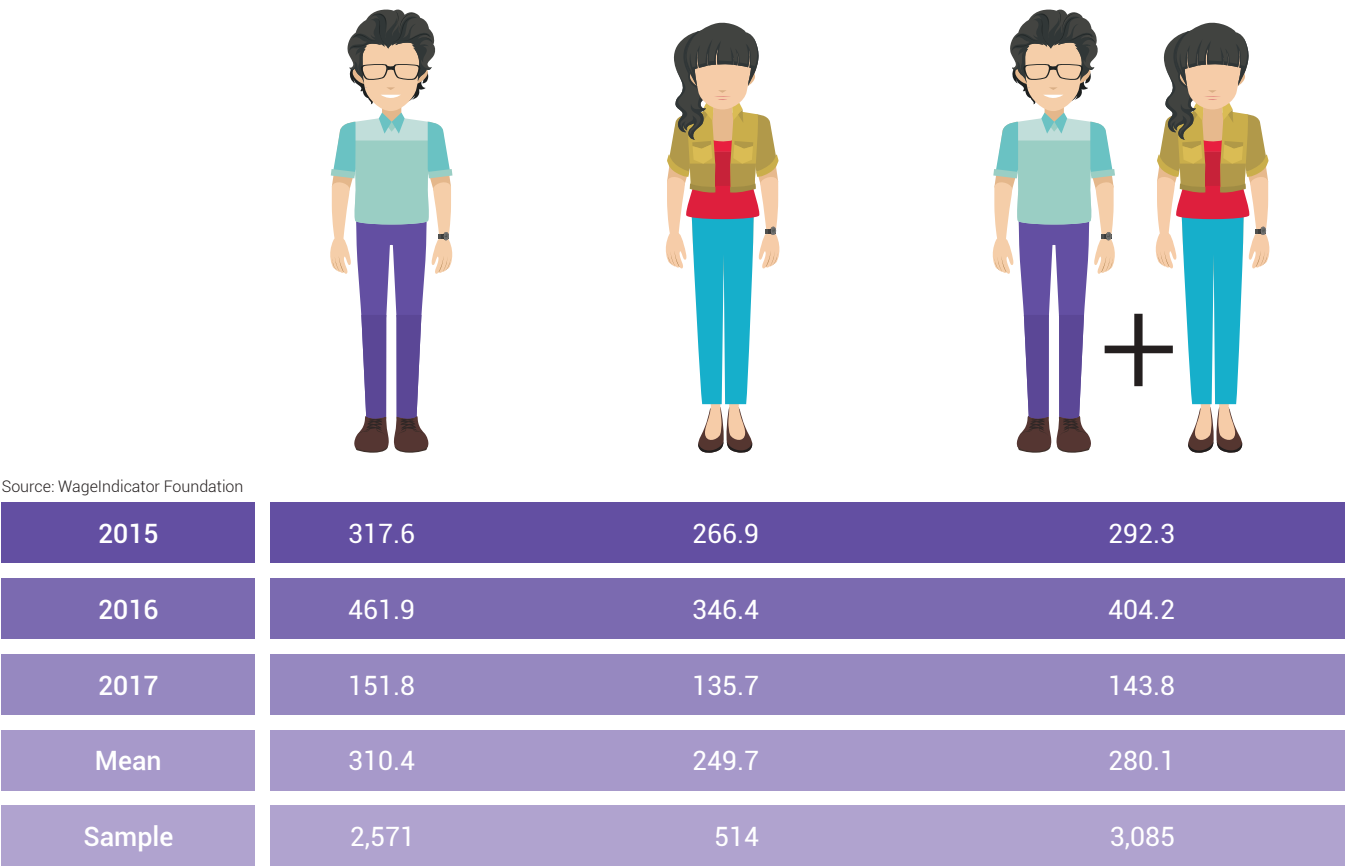


Gender

According to the sample data, the average gender pay gap in the Financial services, banking and insurance sector amounts to 19.6% (INR 60.7). On average, men earn an hourly median wage of INR 310.4 and women of INR 249.7. In 2015, the gap stood at 16.0% and, thus,

below the Indian average. The following year, it rose strongly to 25.0% to then reach its lowest point of 10.6% in 2017. It should be taken into account that the share of female respondents was again low with 16.7%.

Table 25: Median hourly wage by gender and year
Median gross hourly wage

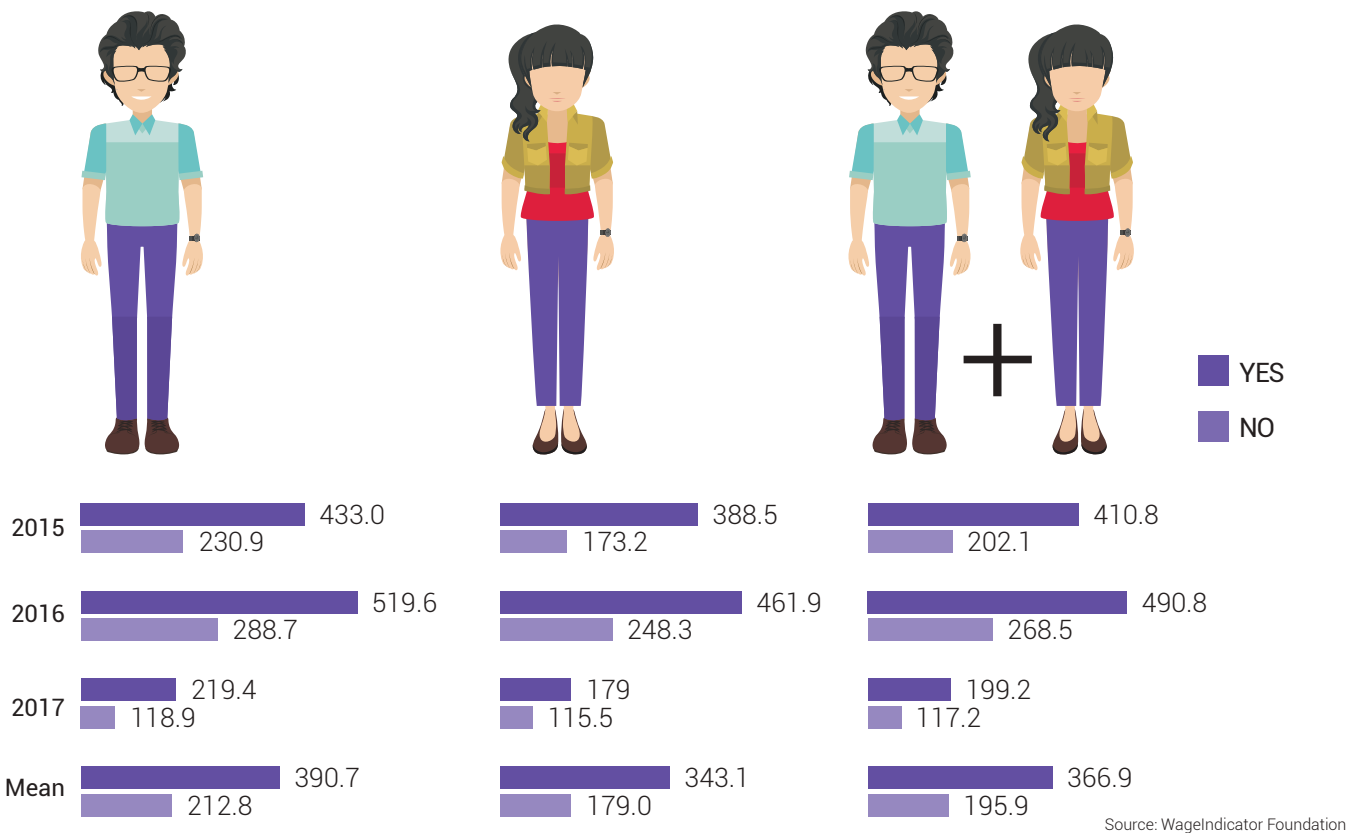


Supervisory position

Again comparing average hourly wages of supervisors and non-supervisors, the wage gap in the Financial services, banking and insurance sector is 46.6% on average (INR 171.0) and is, therewith bigger than in other sectors. Over time, however, in relative terms, it gradually decreased from 50.8% (INR 208.7) in 2015 to 45.3% (INR 222.3) in 2016 and, lastly, 41.2% (INR 82.0) in 2017. Looking at the complete sample, hourly wage reductions in 2017 were slightlz higher for supervisors than for

non-supervisors (59.4% vs. 56.4%), strongest for female supervisors with -61.2% and lowest for female ordinary employees with -53.5%. The gender pay gap moved from 10.3% (INR 44.5) for supervisors and 25.0% (INR 57.7) for ordinary employees in 2015 to 18.4% (INR 40.4) and only 2.9% (INR 3.4) in 2017, respectively. On average, ordinary female employees receive 15.9% amounting to INR 33.8 less per hour than their male counterparts compared to 12.2.0% (INR 47.6) at supervisor level.

Table 26: Median hourly wage by supervisory positions



Tenure groups

Also in this sector, a correlation between higher wages and more years of service can be found. On average, wages increased by 44.6% between 2 and 3 years of participation in the labour market, by 64.7% when reaching 6 years of service and by 52.7% when moving to the most experienced category. In absolute terms wages grow with every entry into the next category: By INR 56.6, INR 118.8 and INR 159.5, respectively. While wages rose in 2016 for those with less than 5 years of working experience, they stagnated or slightly decreased in the other categories. In 2017, however,

wages fell regardless of the time spent in the labour market. Against what one might expect, this drop amounted to one third % (-INR 173.2) for employees with more than 11 years of service who then earned the same as employees with 6 to 10 years of experience the previous year. Losses continued in reverse order. The 6-10-years-category experienced decreases of 40.7% (-INR 139.8), employees with 3-5 years of experience lost 37.5% (-INR 77.9) of their hourly wage and, while still carrying a stark effect, job beginners were least affected with -10.2% (-INR 14.5).

Table 27: Wages by tenure groups

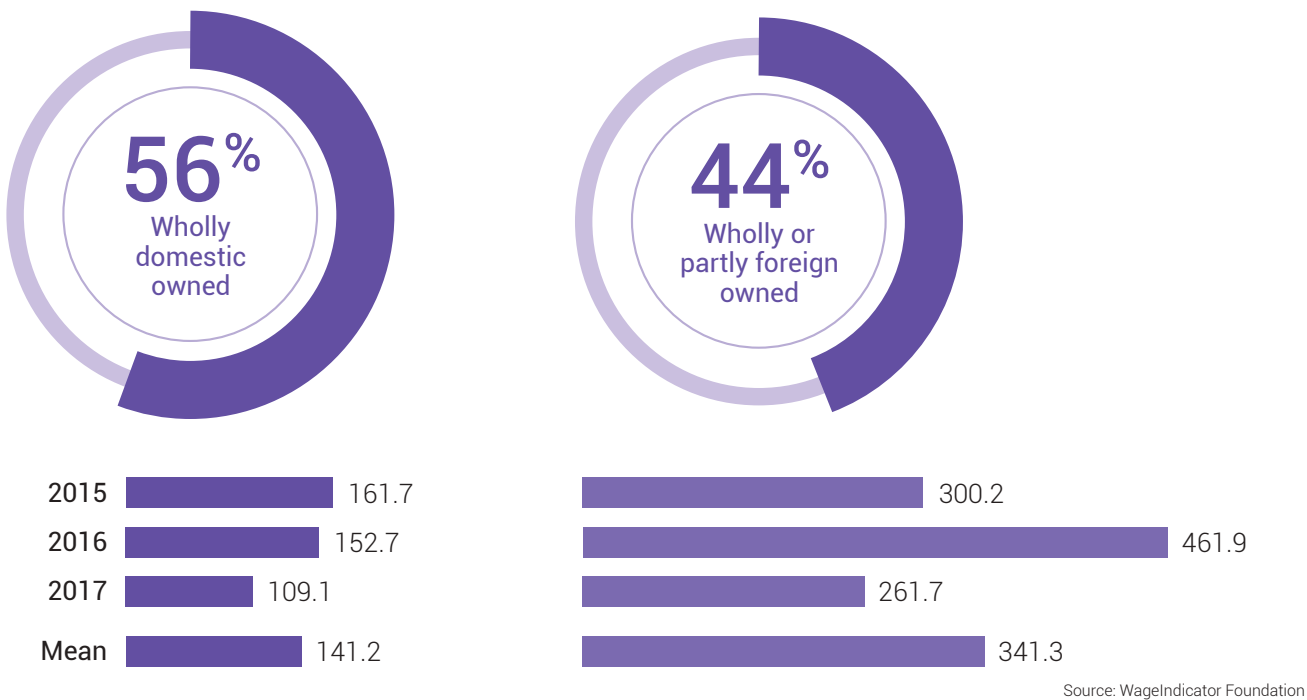
Years of experience	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Year	Share of sample				Median gross hourly wage			
2015	7%	9%	15%	7%	138.6	213.0	359.3	519.6
2016	4%	5%	8%	15%	141.5	207.9	343.9	519.6
2017	11%	7%	7%	5%	101.0	130.0	204.1	346.4
Total	22%	21%	30%	27%	127.0	183.6	302.4	461.9

Ownership of company

Reconfirming findings from the general sample and other sectors, employees working in wholly domestic companies were paid significantly less than those in at least partially foreign owned ones. On average, this difference amounted to INR 200.1 (58.6%). In relative

and absolute terms, the wage differences were biggest in 2016 with 66.9% amounting to INR 309.2. In 2015 and 2017 they concentrated around the 50% threshold with 46.1% (INR 138.5) and 58.3% (INR 152.6), respectively.

Table 28: Median wages per company ownership
Median gross hourly wage

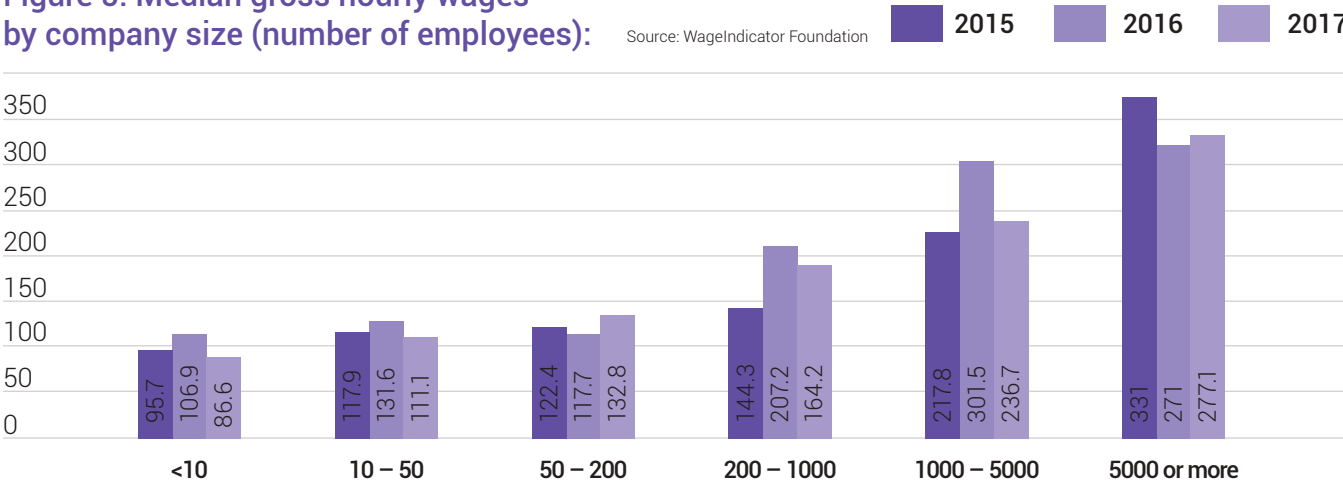


Size of company

Also in the Financial services, banking and insurance sector hourly median wages increase with the size of the company. This trend is especially clear in 2015 and 2017. In 2017, wages remained above 2015-levels in the medium-sized categories, i.e. for companies with between 50 and 5000 employees. Despite the large drop in 2017 after a strong raise in 2016, wage increases were biggest with at least INR 40 in entities

with between 200 and 5000 employees. Wages slightly diminished for the two smallest categories and most significantly, by INR 50, in companies with more than 5000 employees between 2015 and 2017. As a result, wages in 2017 went from approximately INR 80 in companies with less than 10 employees to INR 270 in companies with more than 5000 employees.

Figure 5: Median gross hourly wages by company size (number of employees):



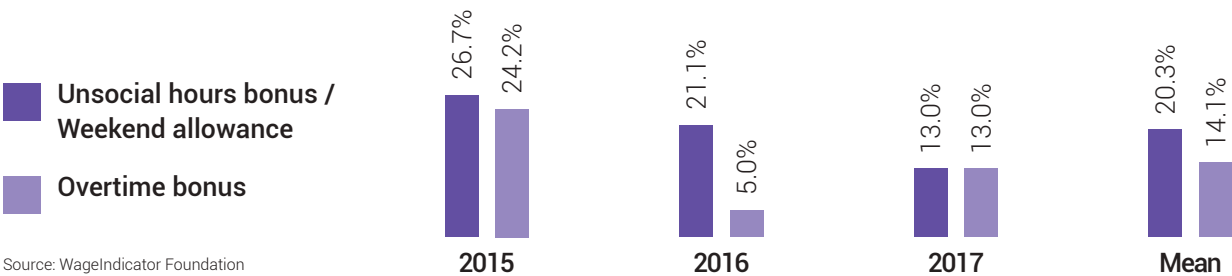
Bonus payments

On average, 20.3% of employees received Unsocial hours bonuses or Weekend allowances in the period investigated. The share of those obtaining overtime bonuses was 6.2 percentage points lower with 14.1%. While Unsocial hour bonuses and Weekend allowance

were paid less every year - especially in 2017 - the share of employees being paid Overtime bonuses first decreased strongly in 2016 by nearly 20 percentage points to then grow again to 13.04% and, thus, equalising both bonus payment categories.

Table 29: Additional pay for extra work

Bonus received in last wage – Median monthly benefit received



Job satisfaction

Satisfaction levels in the Financial services, banking and insurance sector in 2017 are similar to those in the Education and Research sector. Again, relationships to colleagues score highest standing at 91.9%, followed closely by those with superiors at 90.5%. As in other cases, pay satisfaction has the lowest satisfaction level with 43.5%. However, life as-a-whole satisfaction

is much higher than in other sectors with 81.4% and increased strongly in 2017.³⁵

When comparing 2015 and 2017 values, satisfaction levels have gone up for most of the items. Only satisfaction with pay and commuting time fell by 3.6 and 2.0 percentage points.

Table 30: Satisfaction with work and life

Source: WageIndicator Foundation

Satisfaction with	Share of respondents satisfied		
Year	2015	2016	2017
Job	66.3	75.0	71.4
Pay	47.1	47.2	43.5
Commuting time	77.4	68.6	75.4
Work-life balance	72.4	70.6	78.3
Job security	70.9	77.1	73.5
Work environment	72.9	88.2	83.8
Working hours	77.0	77.1	80.6
Relationship to colleagues	85.1	100	91.9
Relationship to superiors	81.4	81.3	90.5
Life as-a-whole*	61.9	66.7	81.4

³⁵For all the job-related satisfaction questions, respondents are asked to rate their satisfaction level on a scale from 1 – highly dissatisfied to 5 – highly satisfied. For the satisfaction with life as-a-whole question, respondents are asked to rate on a scale from 1 to 10. To assess a percentage of satisfied respondents in terms of yes/no, WageIndicator considers answers from 3 to 5 on the five-point scale as satisfied (60% of the 5 options) and answers from 6 to 10 on the ten-point scale as satisfied (50% of the 10 options). Due to this different number and percentage of options considered satisfied, one may not compare the results of the satisfaction with life question and any of the job-related satisfaction questions.

4.4. Healthcare, Caring services and Social Work

Due to its strong growth healthcare has developed into one of India's largest sectors in terms of revenue as well as employment. Revenues stemming from India's corporate healthcare sector are forecasted to rise by 15% in the financial year 2017-18. The total industry size is estimated to reach USD 280 billion by 2020.³⁶

Two basic pillars – public and private – structure the Indian healthcare delivery system. The public healthcare system offers access to limited secondary and tertiary care institutions in the main cities. It focuses on providing basic healthcare facilities through primary healthcare centres in rural areas. Most of secondary, tertiary and quaternary care institutions in

cities, however, is provided by the private sector.³⁷ In the global arena India is cost competitive to its Asian neighbours and Western countries and has a competitive advantage due to its big pool of highly-trained medical professionals. Medical tourism has grown by 22-25 %. The subsector is predicted to again double its size from USD 3 billion in April 2017 to USD 6 billion by 2018.³⁸

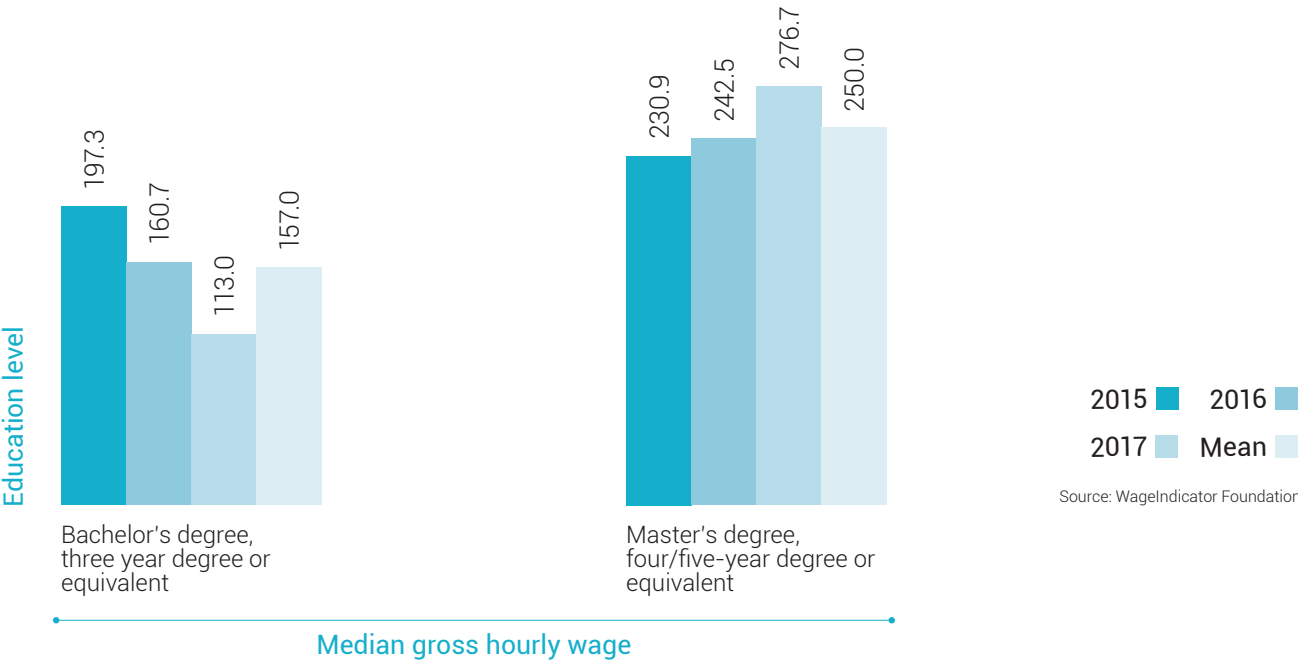
The share of participants from this sector was only 3%, that is 637 participants. The small size of the sample affects the reliability of the results provided. In this sector, wages changed from INR 227.7 in 2015 to INR 242.5 in 2016 and INR 144.3 in 2017.

Education

With an additional 59.2% amounting to INR 93.0, master graduates earn significantly more per hour than bachelor's degree holders also in this sector. The surplus seems to be growing: From 17.0% in 2015 (INR 22.1) to 50.9% (INR 81.8) in 2016 caused by a raise of 5.0% (INR 11.6) for master's degree holders and a reduction in wages of 18.6% (INR 36.6) for bachelor

graduates. The peak was reached in 2017 with masters earning 144.9% (INR 163.7) more than bachelors. Reasons are the continuous decline of hourly wages for bachelor graduates and the gradual increase of those for master degree holders. Due to the low sample for employees with secondary education, this category is again left out.

Table 31: Median hourly wage with respect to educational attainment



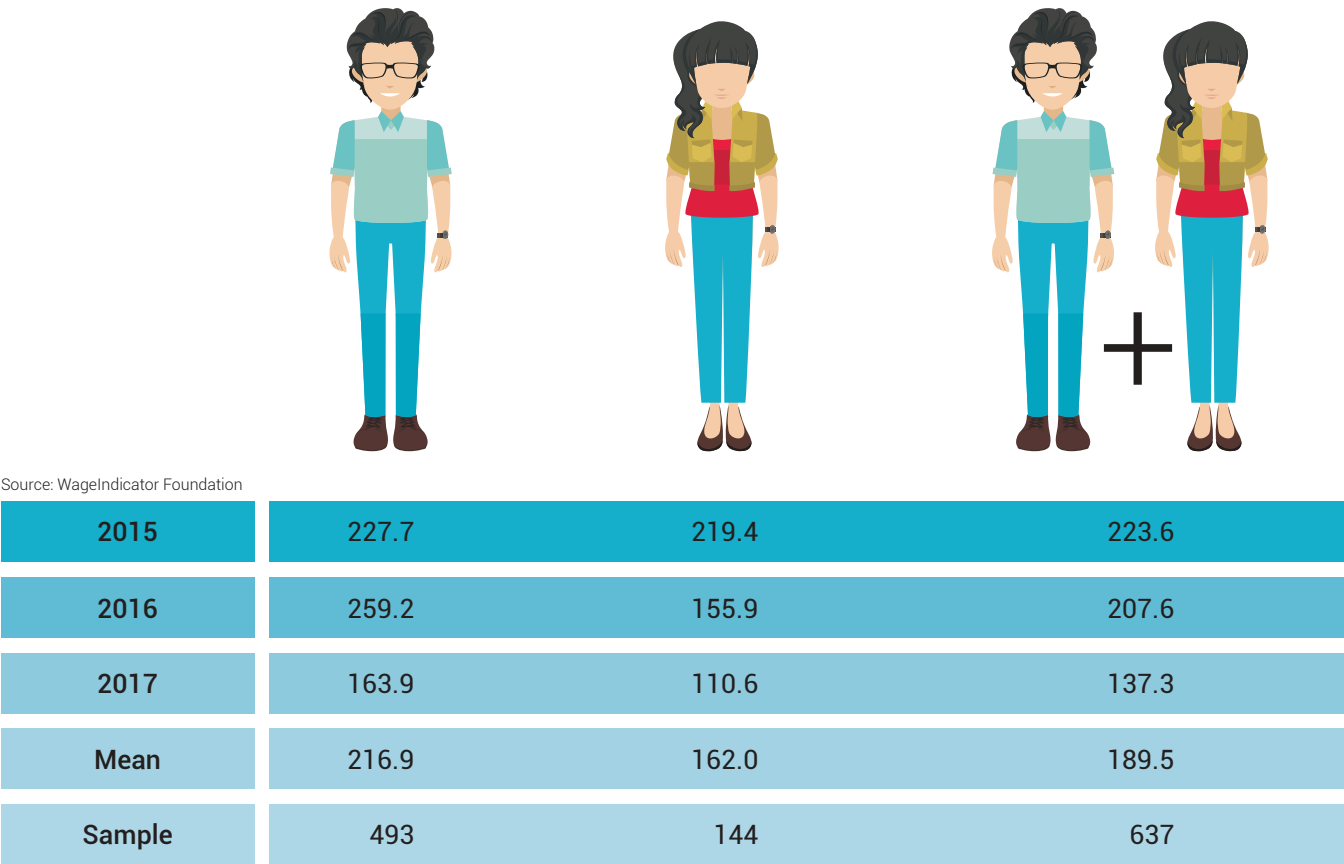
³⁶IBEF (2017): Healthcare Industry in India. Available at: <https://www.ibef.org/industry/healthcare-india.aspx>.
³⁷Ibid. | ³⁸Ibid.

Gender

Comparing hourly wages for male and female employees, similar results can be found. On average, between 2015 and 2017, the gender pay gap stood at 25.3%. And it strongly increased over the years. In 2015, it solely amounted to 3.7% (INR 8.3), in 2016 to extreme 39.9% (INR 103.3) and 2017 it became more moderate

again standing at 32.5% (INR 53.3) but still making it the highest in India. Relative wage reductions have been slightly higher for male employees with 36.8% (INR 95.3) compared to 29.1% (INR 45.3) for female ones. As in previous years, the low overall sample should be kept in mind.

Table 32: Median hourly wage by gender and year
Median gross hourly wage



Source: WageIndicator Foundation



Supervisory position

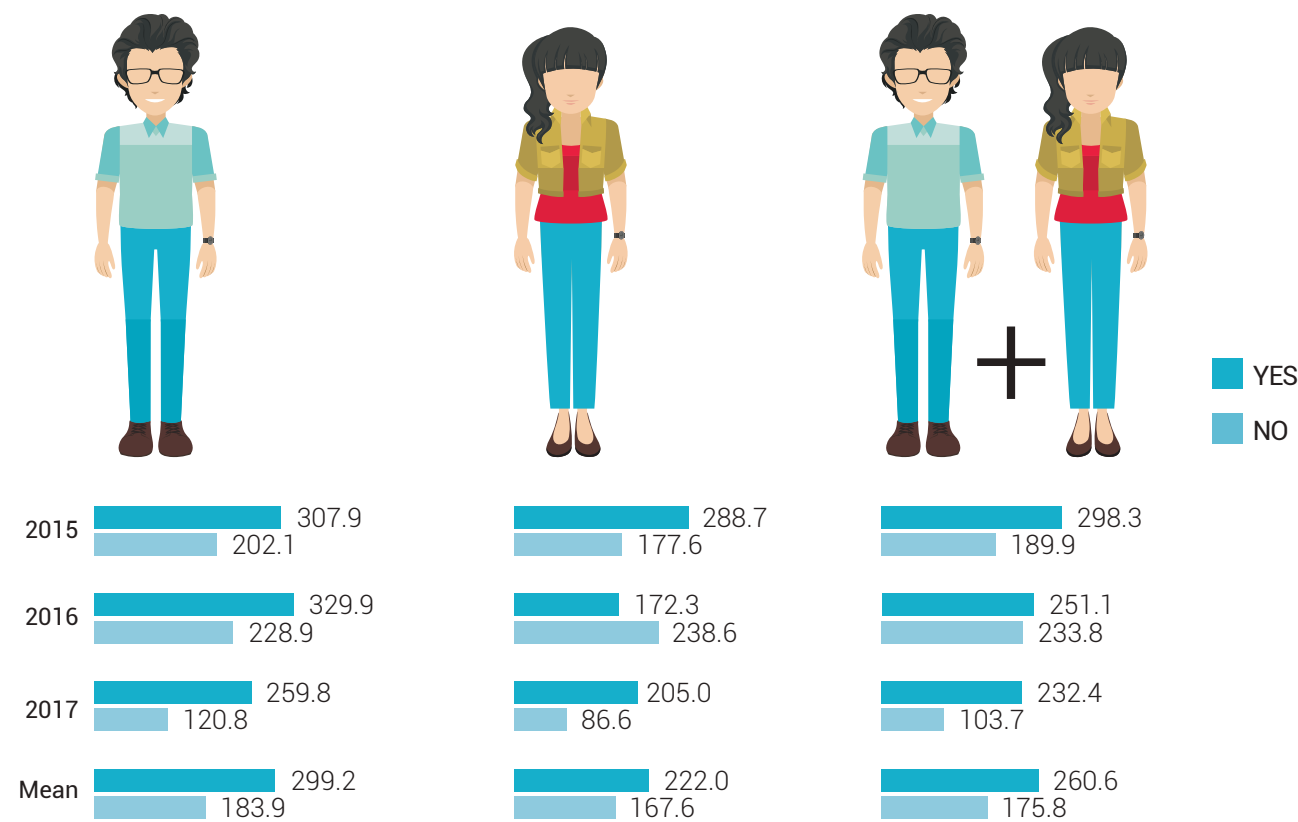
Also in the Healthcare, caring services, social work sector supervisors earn more per hour than non-supervisors: 48.2% on average. The gap moved from an additional 57.1% (INR 108.4) per hour in 2015 to 7.4% (INR 17.3) in 2016 and 122.2% (INR 127.0) in 2017. Non-supervisory employees have been affected stronger by the wage decreases in 2017 than supervisors. For the latter, hourly median wages diminished by 7.5% (INR 18.7), for the former by INR 130.1, i.e. 55.7%.

Female supervisory employees only earn 74.2% of what male employees earn per hour, i.e. the gender pay gap totals up to 25.8% (INR 77.2). Over the years it grew from 6.2% (INR 19.2) to 47.8% (INR 157.6) and fell back to 21.1% (INR 54.8) in 2017. It should be noted

that hourly wages for female supervisors decreased not in 2017 but already in 2016 and fell below non-supervisory female wages. They partly recovered in 2017. Compared to this, wages for male supervisors remained above INR 300 in 2015 and 2016 and went down to INR 259.8 in 2017.

In 2015, the gender pay gap for ordinary employees was bigger than that for supervisors with 12.1% (INR 24.5). In the following year, however, it inverted and stayed below supervisory levels with women earning 4.2% (INR 9.7) more than men. In 2017, the gap amounted to 28.3% (INR 34.2).

Table 33: Median hourly wage by supervisory positions



Tenure groups

On average in the Healthcare, caring services and social work sector, between 2 and 3 years of experience employees' hourly wages go up by 32.8% (INR 39) to then receive another boost of 65.0% (INR 102.6) when moving from 5 to 6 years in the labour market. After at least 11 years of service the wage grows by 67.4% (INR 175.6) to INR 436.0 – The largest absolute and relative boost in wages. Consequently, wages increase with the years of participation in the labour market.

Comparing the different years, wages have continuously decreased and only grew by 26.1% for the 11+ group. This meant a reduction by 33.8% (INR 50.0) for job beginners and of 36.3% (INR 69.2) for employees with between 3 and 5 years of experience. Still remaining above 30€, employees with 6 to 10 years in the job market witnessed the smallest decrease of 30.6% (INR 94.3).

Table 34: Wages by tenure groups

Source: WageIndicator Foundation

Years of experience	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Year	Share of sample				Median gross hourly wage			
2015	10%	16%	18%	11%	148.1	190.5	307.9	381.5
2016	5%	6%	8%	5%	110.2	161.7	259.8	445.5
2017	9%	4%	3%	5%	98.1	121.3	213.6	481.1
Total	24%	25%	29%	22%	118.8	157.8	260.4	436.0

Ownership of company

Employees in domestically owned companies (sample 82 observations) earn on average only INR 115.5 per hour, whereas employees of wholly or partially foreign

owned companies (sample 26 observations) earn amount (INR 336.8 per hour).³⁹

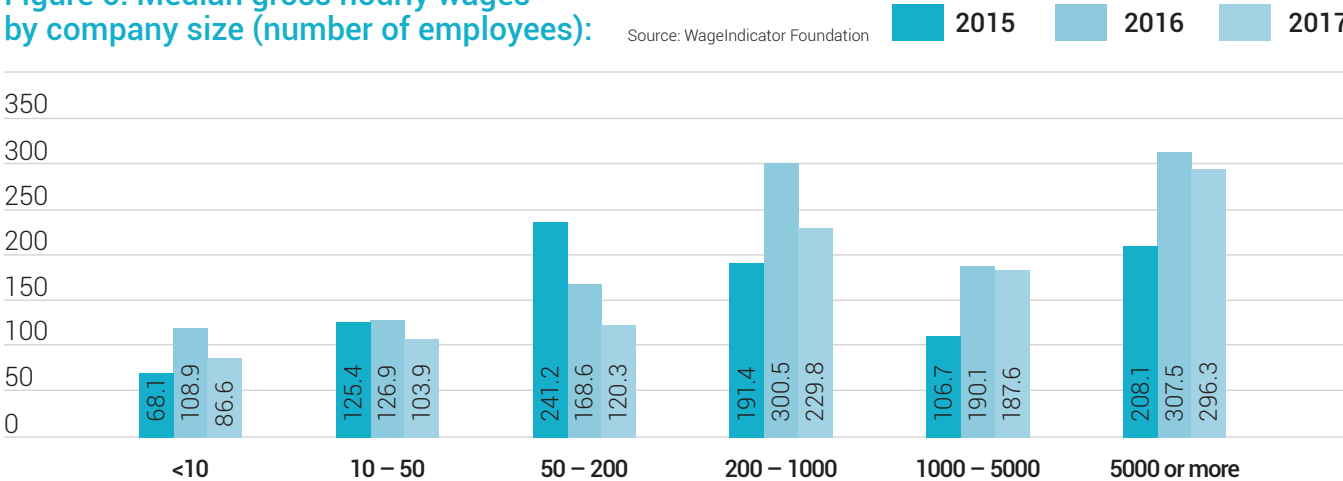
Size of company

In comparison to other sectors, the correlation between companies' size and hourly median wages is less clear in this sector, especially in 2015. As in previous years, in 2017, one can identify a general trend towards rising wages in larger companies with one or two outliers. In

2017, highest wages of around INR 290 were paid in companies with 5000+ employees followed by those with 200 to 1000 (INR 240). Lowest wages are paid in the smallest category standing at INR 90).

Figure 6: Median gross hourly wages by company size (number of employees):

Source: WageIndicator Foundation



³⁹No further comparison of the data can be made for this sector due to the low sample size.

Bonus payments

As there are not enough observations in both bonus categories, the results gathered are highly biased. On average, only in 14.3% of cases, employees were paid

Job satisfaction

In general, also in the Healthcare, caring services and social work sector most satisfaction levels are above the 70% benchmark and relationships with colleagues are highest standing above 90%. However, as opposed to other sectors, the relationship with superiors came second in 2015 and strongly decreased from 86.2 to 73.7 in 2017. Again, employees were least satisfied with

Unsocial hours bonuses/ Weekend allowances. For Overtime, it was 20.0%.

their pay but after a drop of 11.1 percentage points in 2016 values rose again by 8.9 in 2017. Furthermore, when comparing 2015- and 2017-levels, satisfaction with the job overall, pay, commuting time, life as-a-whole satisfaction and, most significantly, with the work environment also went down.⁴⁰

Table 35: Satisfaction with work and life

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

Satisfaction with	Share of respondents satisfied		
Year	2015	2016	2017
Job	75	72.2	73.9
Pay	50	38.9	47.8
Commuting time	85.7	72.2	81.8
Work-life balance	76.7	76.5	83.3
Job security	63.3	64.7	71.4
Work environment	80	72.2	69.6
Working hours	80	83.3	83.3
Relationship to colleagues	93.3	90.9	95.0
Relationship to superiors	86.2	81.8	73.7
Life as-a-whole*	66.7	63.2	65.2

4.5. Information and Communication Technology Services

The median gross hourly wage in the ICT sector increased from INR 337.3 in 2015 to INR 386.8 in 2016 and went down to INR 317.6 in 2017. Despite these cuts, they were the highest paid in 2017, possibly reflecting the sectors crucial contribution to India's economy.

The Information technology/business process management sector's share of the Indian economy was 7.7% of GDP in 2017.⁴¹ Currently, India constitutes a telecommunication hub as the second largest telecommunication market worldwide. It has the third highest number of internet users.⁴²

The global IT & ITeS market (excluding hardware) amounted to USD 1.2 trillion in the financial year 2016-17 and the global sourcing market grew 1.7 times to USD 173-178 billion. Consequently, India stayed the world's main sourcing destination with a share of 55%.⁴³

The internet industry in India is estimated to double to USD 250 billion by 2020. IT exports are forecasted to increase by 7-8% in the financial year 2017-18. This development would create 130,000-150,000 new jobs.⁴⁴

The industry enhanced and led the country's economic transformation while changing the perception of India in the global markets. India is approximately 3-4 times cheaper than the US, making it highly cost competitive also in IT services. The country is increasingly attributed a high intellectual capital in this sector and global IT firms more and more set up their innovation centres in the country.⁴⁵

In the sector of Information and communication technology (ICT) services, the overall sample of observations is 3,361 - enough to provide reasonable results for comparisons in most of the employee categories. The share is 23% of all participants.

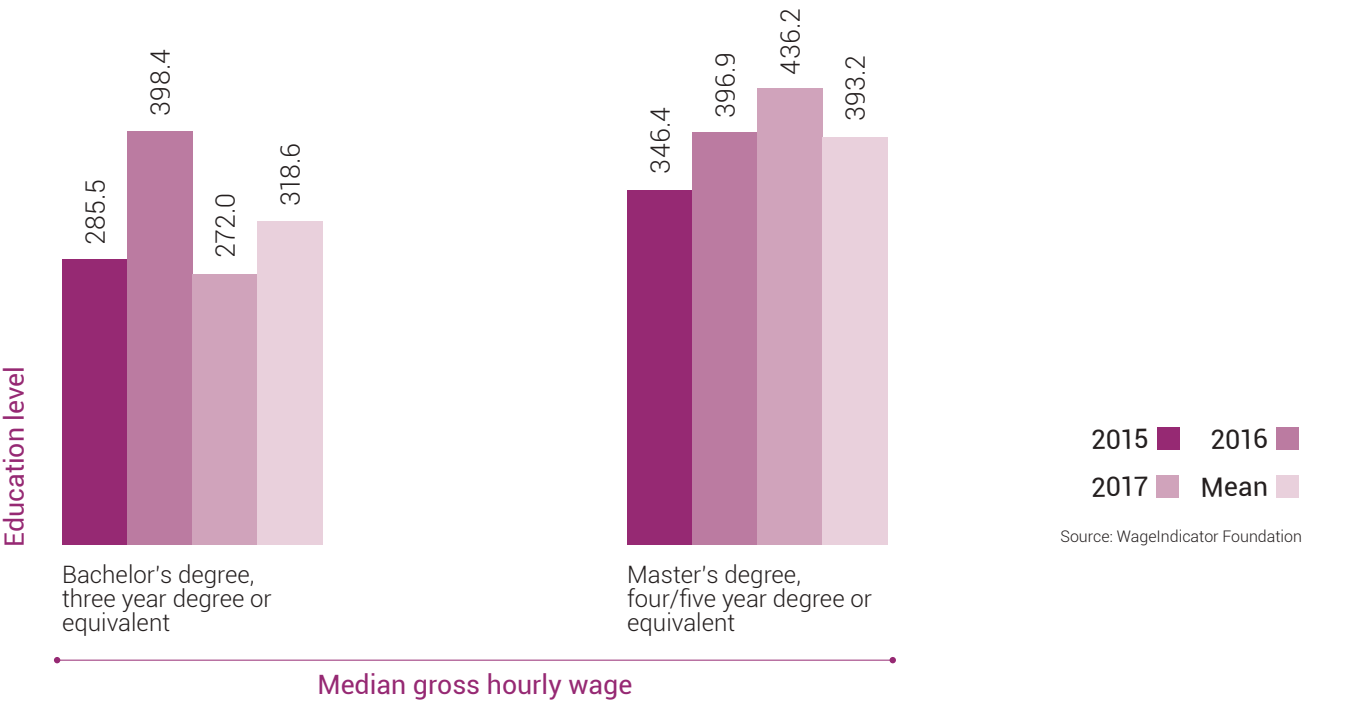
Education

As the sample of employees with only secondary education was too low to allow reliable comparisons, only the median hourly wages of ICT service employees holding a bachelor's degree and a master's degree or equivalent were compared.

In the ICT sector, on average, those holding a master's degree earn 23.4% (INR 74.6) more than employees with only a bachelor's degree. In 2017 this difference

amounted to 60.4% (INR 164.2). And while hourly wages for the former rose by INR 89.8 to INR 436.2 between 2015 and 2017, wages for bachelor graduates stayed close to 2015-levels after a raise in 2016. Therefore, contrary to the general trend observed, graduates in the ICT sector were able to prevent the wage cuts found in other sectors and the general population below 2015-wages.

Table 36: Median hourly wage with respect to educational attainment



⁴⁰For all the job-related satisfaction questions, respondents are asked to rate their satisfaction level on a scale from 1 – highly dissatisfied to 5 – highly satisfied. For the satisfaction with life as-a-whole question, respondents are asked to rate on a scale from 1 to 10. To assess a percentage of satisfied respondents in terms of yes/no, WageIndicator considers answers from 3 to 5 on the five-point scale as satisfied (60% of the 5 options) and answers from 6 to 10 on the ten-point scale as satisfied (50% of the 10 options). Due to this different number and percentage of options considered satisfied, one may not compare the results of the satisfaction with life question and any of the job-related satisfaction questions.

⁴¹Statista (2017): Information technology/business process management (IT-BPM) sector in India as a share of India's gross domestic product (GDP) from 2009 to 2017. Available at: <https://www.statista.com/statistics/320776/contribution-of-indian-it-industry-to-india-s-gdp/>.
⁴²IBEF (2017): Telecom Industry in India. Available at: <https://www.ibef.org/industry/telecommunications.aspx>. | ⁴³IBEF (2017): It & IteS Industry in India. Available at: <https://www.ibef.org/industry/information-technology-india.aspx>. | ⁴⁴Ibid. | ⁴⁵Ibid.



Gender

When analysing the connection between gender and wages in the ICT sector it should first be noted that more than three fourths of respondents were male. On average, however, female employees earn 30.4% (INR 111.6) less than their male counterparts. The gender pay gap is, thus, bigger than in the general sample and one

of the biggest found in India. Between 2015 and 2016 it nearly halved from 43.7% (INR 161.6) to 25.8% (INR 105.1) and further shrank to 20.9% (INR 68.1) in 2017. Consequently, hourly wages in the ICT sector seem to move towards a more equal distribution. Wages rose for both genders in 2016 and went down in 2017.

Table 37: Median hourly wage by gender and year
Median gross hourly wage



Source: WageIndicator Foundation

2015	369.5	207.9	288.7
2016	407.9	302.8	355.4
2017	324.7	256.6	290.7
Mean	367.4	255.8	311.6
Sample	2,782	579	3,361

Supervisory position

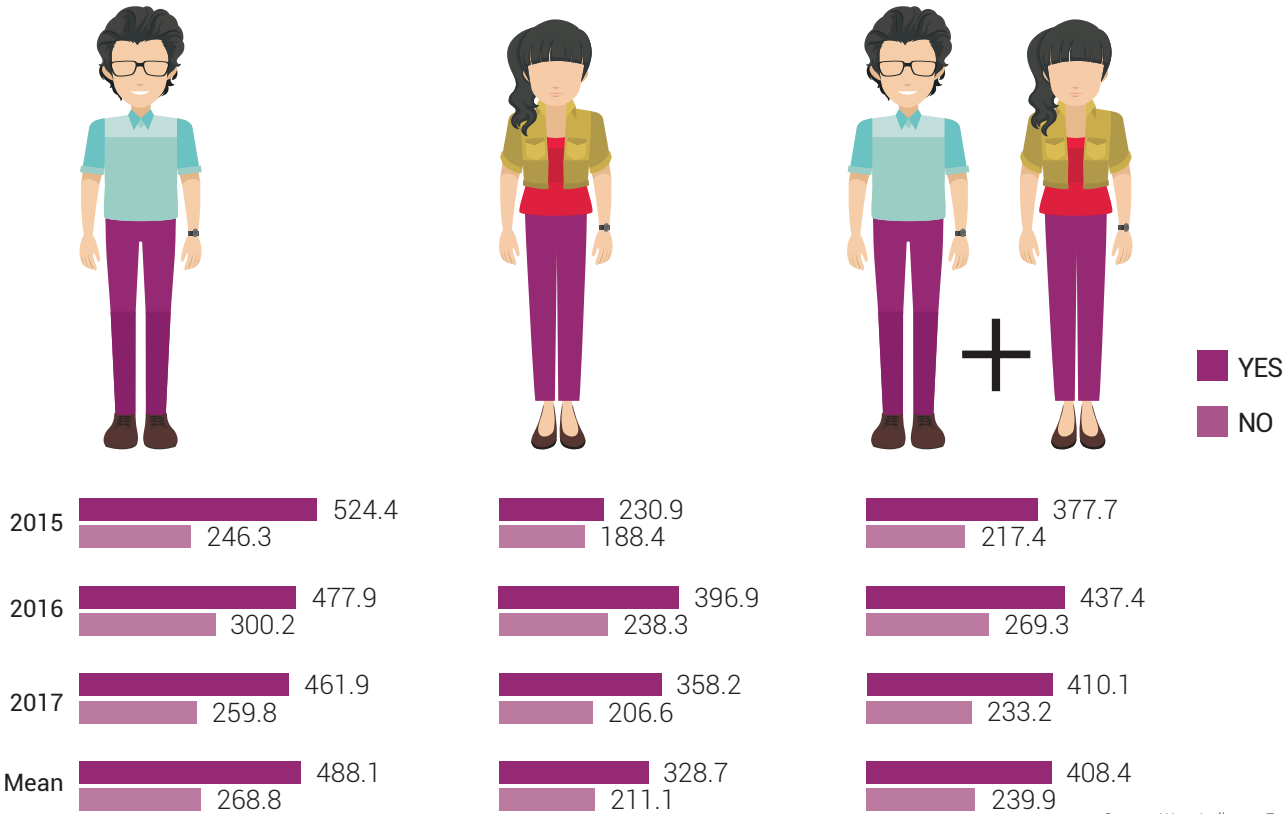
In the ICT sector, with an hourly wage of INR 408.4, supervisors earn 70.2%, i.e. INR 168.5 more per hour than non-supervisors. Looking at the yearly data, the difference first decreased in relative and absolute terms from 73.7% (INR 160.3) in 2015 to 62.4% (INR 168.1) in 2016 and grew again to 81.9% (INR 205.6) in 2017.

Also the gender pay gap at supervisory level went down from 56.0% (INR 293.5) to 22.5% (INR 103.7) after wage cuts for male supervisors and a raise for female ones between 2015 and 2016, which constituted the most equal year with a 17.0% (INR 81) difference. While both genders faced slightly reduced wages between 2016 and

2017, reductions were stronger for female employees with a drop from INR 396.9 to INR 358.2. Men were only paid INR 25 less than the previous year, women lost INR 38.7. However, wages still improved when compared to 2015.

Wages for non-supervisory male and female employees slightly increased during the analysed period; the raise for female ones was stronger with 9.7% compared to 5.5%. The gender pay gap fell from 23.5% (INR 57.9) in 2015 to 20.6% (INR 61.9) in 2016 and was lowest in 2017 with 20.5% (INR 53.2). Non-supervisory, thus, lost their position as the more equally paid category of employees.

Table 38: Median hourly wage by supervisory positions



Source: WageIndicator Foundation





Tenure groups

As in other sectors, wages in ICT rose significantly with the years of participation in the labour market. On average, they increase by 66.0% between 2 and 3 years of experience, by 79.3% between 5 and 6 and by 62.5% between 10 and 11 years of service. Hourly median wages grew for all employees in 2016 except for job beginners and again went up for those employees with less than 5 years of experience in 2017. Job beginners were paid 5.3% (INR 7.2) more in 2017 than in 2015,

employees with 3 to 5 years of service received a raise of 15.7% (INR 32.7). Those with more than 6 years of experience were still paid significantly more in 2017 than in 2015, despite their wage cuts. Consequently, the relative wage gap between job beginners and 'seniors' slightly went down from 373.7% (INR 512.4) in 2015 to 365.5% (INR 527.4) in 2017 – The absolute one fell by INR 15.

Table 39: Wages by tenure groups

Source: WageIndicator Foundation

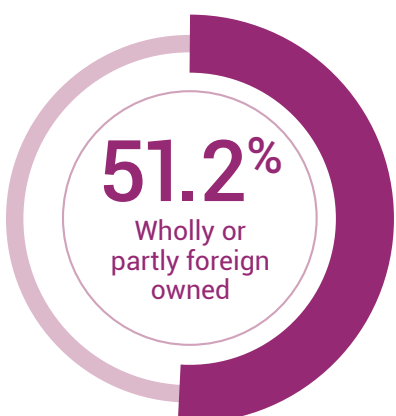
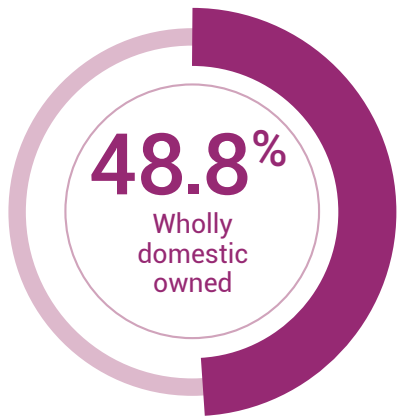
Years of experience	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Year	Share of sample				Median gross hourly wage			
2015	5%	8%	11%	8%	137.1	207.9	369.5	649.5
2016	2%	4%	5%	3%	131.2	236.1	449.1	673.6
2017	16%	14%	16%	8%	144.3	240.6	409.0	671.7
Total	22%	26%	32%	20%	137.5	228.2	409.2	664.9

Ownership of company

Again one can notice that employees in domestic companies earn significantly less (- 63.4%; -INR 400.3) than those in wholly or partially foreign owned ones. The gap has slightly shrunk in 2016 with the former receiving 63.1% (INR 353.7) less per hour in 2015 and

50.6% (INR 263.0) in 2016. In 2017 with the increase in wages in non-domestic companies it grew to 71.7% (INR 584.1). Wages for both categories rose between 2015 and 2017, but, again, this growth was stronger in foreign owned companies.

Table 40: Median wages per company ownership
Median gross hourly wage



2015	206.6	560.3
2016	256.6	519.6
2017	231.0	815.1
Mean	231.4	631.7

Source: WageIndicator Foundation

Size of company

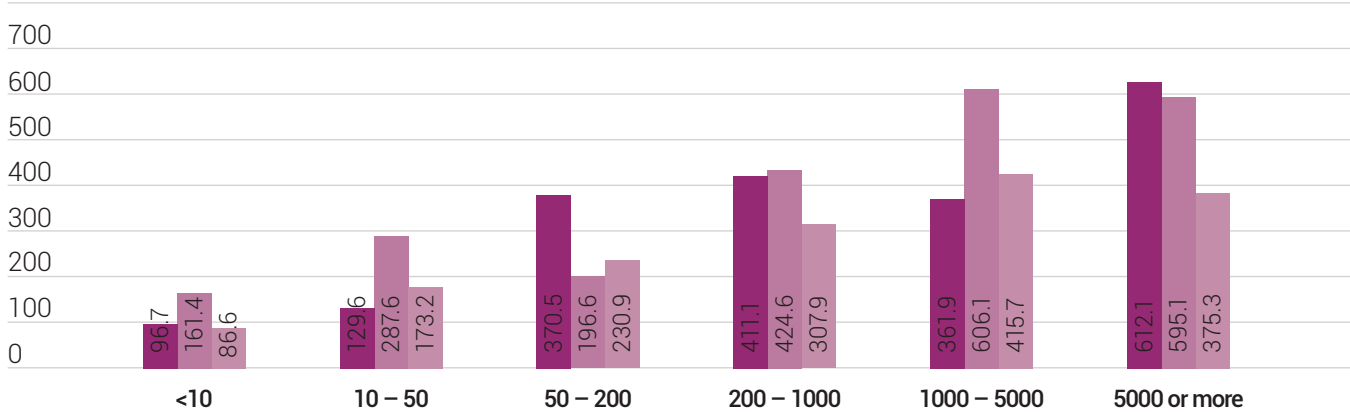
Figure 7 shows again that wages rise with companies' size. While we see some exceptions in 2016, in 2015 only companies with 200 to 1000 employees paid higher wages than the following category and in 2017 hourly wages in companies with 5000+ employees

were slightly lower than for those with 1000-5000 employees. In most categories median hourly wages first grew in 2016 to then fall in 2017. Companies with 50-200 employees are the exceptions as wages fell in 2016 and grew in 2017.

Figure 7: Median gross hourly wages by company size (number of employees):

Source: WageIndicator Foundation

2015 2016 2017



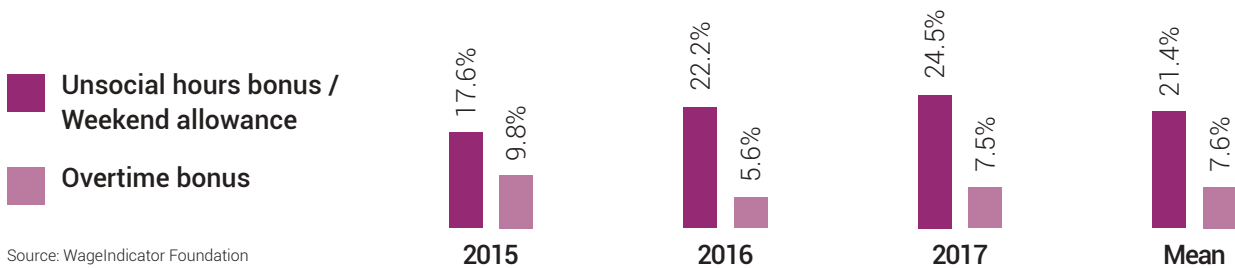
Bonus payments

While the share of employees receiving Unsocial hours bonuses/ Weekend allowances grew by 6.9 percentage points from 17.6% to 24.5% between 2015 and 2017 the share of those acquiring Overtime bonuses gradually dropped by 2.3 percentage points to only 7.5%. As

noted in previous reports, the ICT sector is known for being time consuming due to its stark growth rate. This might one of the reasons for Overtime bonuses not being paid adequately.

Table 41: Additional pay for extra work

Bonus received in last wage – Median monthly benefit received



Source: WageIndicator Foundation



4.6. 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 461 participants, i.e. 4.0% of the overall data intake. Therefore, some of the tables and comparisons are not provided in detail.

According to the respondents, the median gross hourly wage decreased during the sample period. It stood at INR 248.7 in 2015, at INR 277.1 in 2016 and at INR 173.2 in 2017.

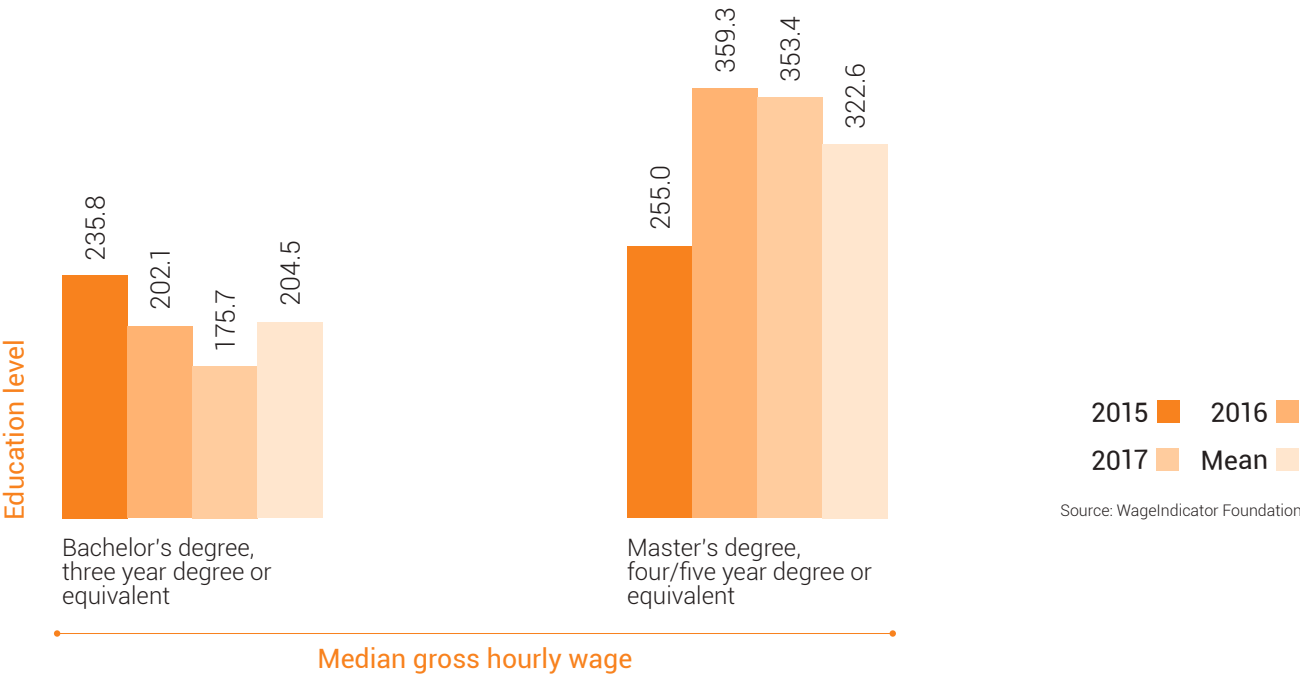
Education

Table 43 shows the median hourly wages in relation to employees' level of education. Again, as the sample for this sector is small, only wages of employees holding a bachelor's or master's degree or equivalent will be compared.

In 2015, it stood at only 8.1% (INR 19.2) to then grow strongly to 77.8% (INR 157.2) in 2016 and again slightly to 100.1% (INR 177.7) in 2017. The importance of ever higher education grows in the Legal and Market Consultancy and Business Activities sector: Wages for bachelor graduates fell by 25.5% (INR 60.2) and those for master graduates increased by 27.8% (INR 98.4).

On average, master degree holders earn 58.7% (INR 118.1) more per hour than bachelor graduates. However, the wage gap has increased over the years.

Table 43: Median hourly wage with respect to educational attainment



Job satisfaction

As in most other sectors, employees in the ICT sector are most satisfied with their relationships at work: Relationships with colleagues and supervisors are rated slightly above 90%. Moreover, pay scoring lowest while steadily decreasing reconfirms employees' general and growing dissatisfaction with wages in India. Mirroring the extreme conditions in this sector,

more than half of the categories lost some percentage points in 2016: Job-, pay-, commuting time-, work-life balance-, working hours- and life as-a-whole-satisfaction. As mentioned, satisfaction with pay but also commuting time continues to go down in 2017 while the other categories saw a slight improvement.⁴⁶

Table 42: Satisfaction with work and life

Source: WageIndicator Foundation

Satisfaction with	Share of respondents satisfied		
	2015	2016	2017
Year			
Job	80.9	73.6	75.0
Pay	60.4	49.1	48.9
Commuting time	78.5	75.0	73.2
Work-life balance	80.1	67.9	76.3
Job security	73.1	83.0	75.4
Work environment	79.0	86.8	82.6
Working hours	86.5	75.5	79.1
Relationship to colleagues	89.1	93.6	93.2
Relationship to superiors	82.7	93.6	90.2
Life as-a-whole*	70.1	61.1	65.1

⁴⁶For all the job-related satisfaction questions, respondents are asked to rate their satisfaction level on a scale from 1 – highly dissatisfied to 5 – highly satisfied. For the satisfaction with life as-a-whole question, respondents are asked to rate on a scale from 1 to 10. To assess a percentage of satisfied respondents in terms of yes/no, WageIndicator considers answers from 3 to 5 on the five-point scale as satisfied (60% of the 5 options) and answers from 6 to 10 on the ten-point scale as satisfied (50% of the 10 options). Due to this different number and percentage of options considered satisfied, one may not compare the results of the satisfaction with life question and any of the job-related satisfaction questions.

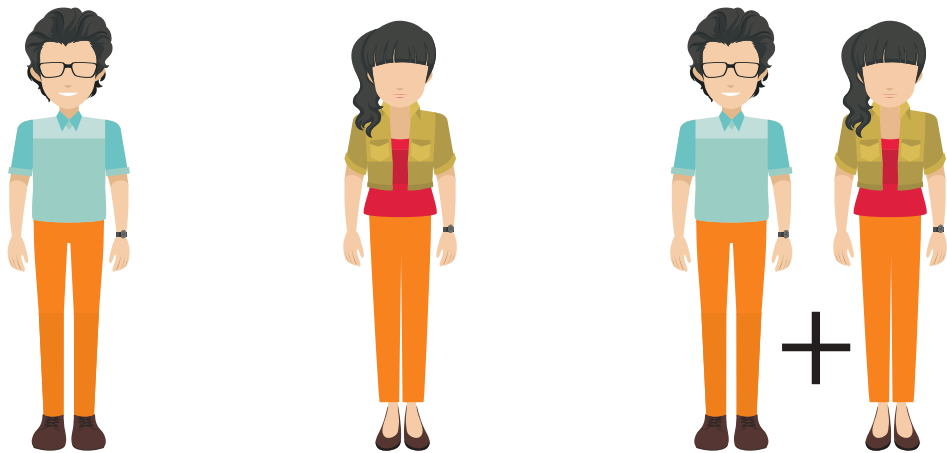


Gender

Female employees are paid 24.3% (INR 57.2) less on average. The gender pay gap has moved from 28.0% (INR 72.6) in 2015 to 42.4% (INR 122.4) in 2016 and

inverted in 2017 with women earning 14.8% (INR 23.5) more than men. 2017 has, thus, been the most equal year in this sector.

Table 44: Median hourly wage by gender and year
Median gross hourly wage



Source: WageIndicator Foundation

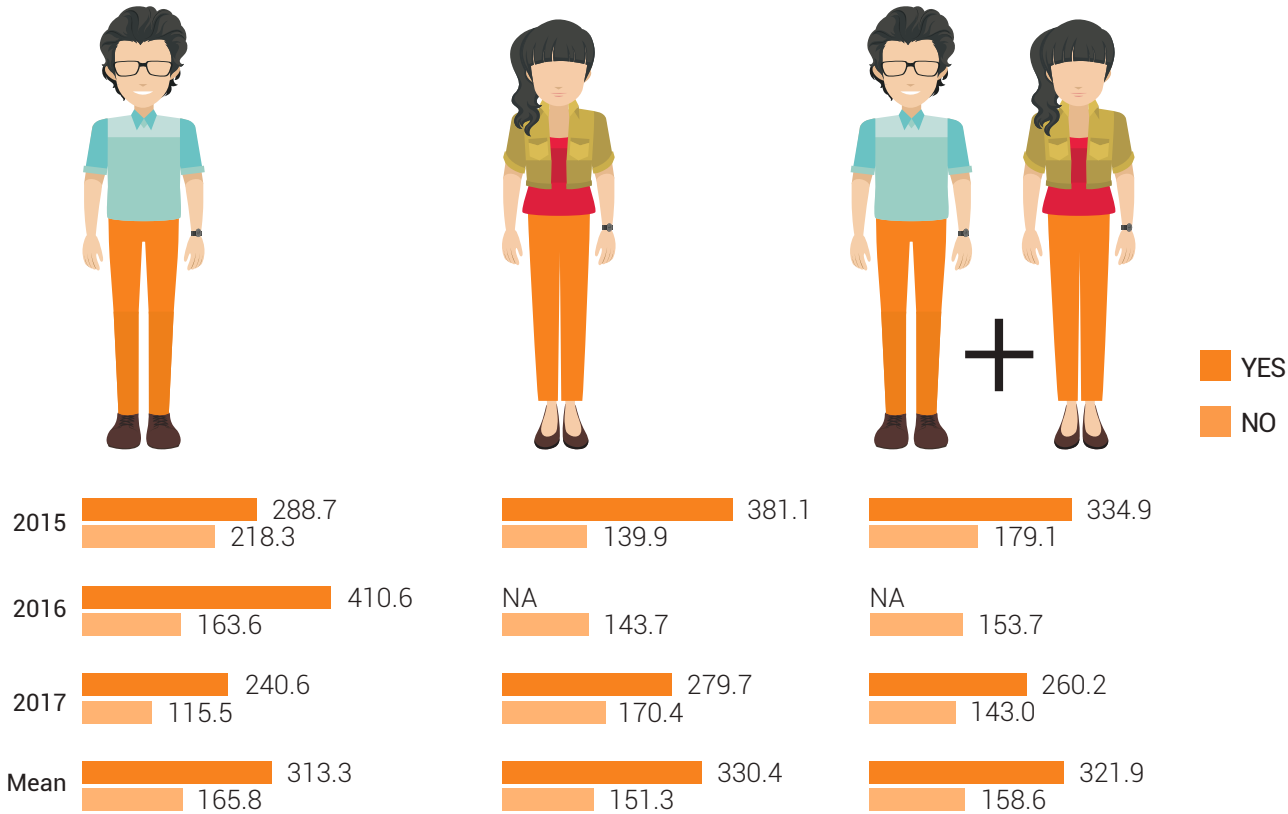
2015	259.8	187.2	223.5
2016	288.7	166.3	227.5
2017	158.8	182.3	178.6
Mean	235.8	178.6	207.2
Sample	355	106	461

Supervisory position

In this sector, supervisory employees earn twice the hourly wages (+ INR 163.3) of their underlings. In relative terms, the gap has remained more or less stable in the investigated period, standing at 87.0% (INR 155.8) in 2015 and at 82.0% (INR 117.2) in 2017. Wages for female supervisors went down by 26.6% between 2015 and 2017, those for male ones increased and

then shrank by nearly 50% in 2017. This lead to a trend towards harmonisation as female supervisors used to earn 32.0% more than male ones in 2015 and 16.3% more in 2017. Non-supervisory women were underpaid by 35.9% in 2015 and earned 47.5% (INR 54.9) more than their male counterparts in 2017.

Table 45: Median hourly wage by supervisory positions



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

Tenure groups

Relative wage changes between the different years of service in the Legal and Market Consultancy and Business Activities sector are biggest between 2 and 3 years of service with 125% (INR 123.2). In absolute terms, the largest increase of INR 253.1 (91.5%) is received between 10 and 11 years in the labour market. Employees are paid another 18.8% (INR 43.8) when moving from 5 to 6 years of service. Generally, wages for all groups except for 3 to 5 years of employment first went up in 2016 to then fall below

2015-levels in 2017. This decrease was strongest for those with the most years in the market: The 11+ category. Here, wages first increased from INR 577.4 to INR 760.2 (+ 31.7%; + INR 182.8) and then shrank by INR 509.0 (67.0%) to INR 251.2. All in all, more years of service still lead to higher wages. However, hourly wages between 3 and 10 years in the market are similar and wage volatility seems to be greatest for the 'seniors' with 11+ years.

Table 46: Wages by tenure groups

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

Years of experience	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Year	Median gross hourly wage							
2015	16%	18%	15%	7%	115.5	272.8	288.7	577.4
2016	6%	7%	9%	3%	129.9	223.2	300.2	760.2
2017	8%	3%	3%	5%	83	202	240.57	251.2
Total	29%	29%	28%	14%	109.5	232.7	276.5	529.6

Ownership of company

Survey responses in this sector and category are too few to allow for a yearly comparison. Therefore, only means are compared. On average, employees in

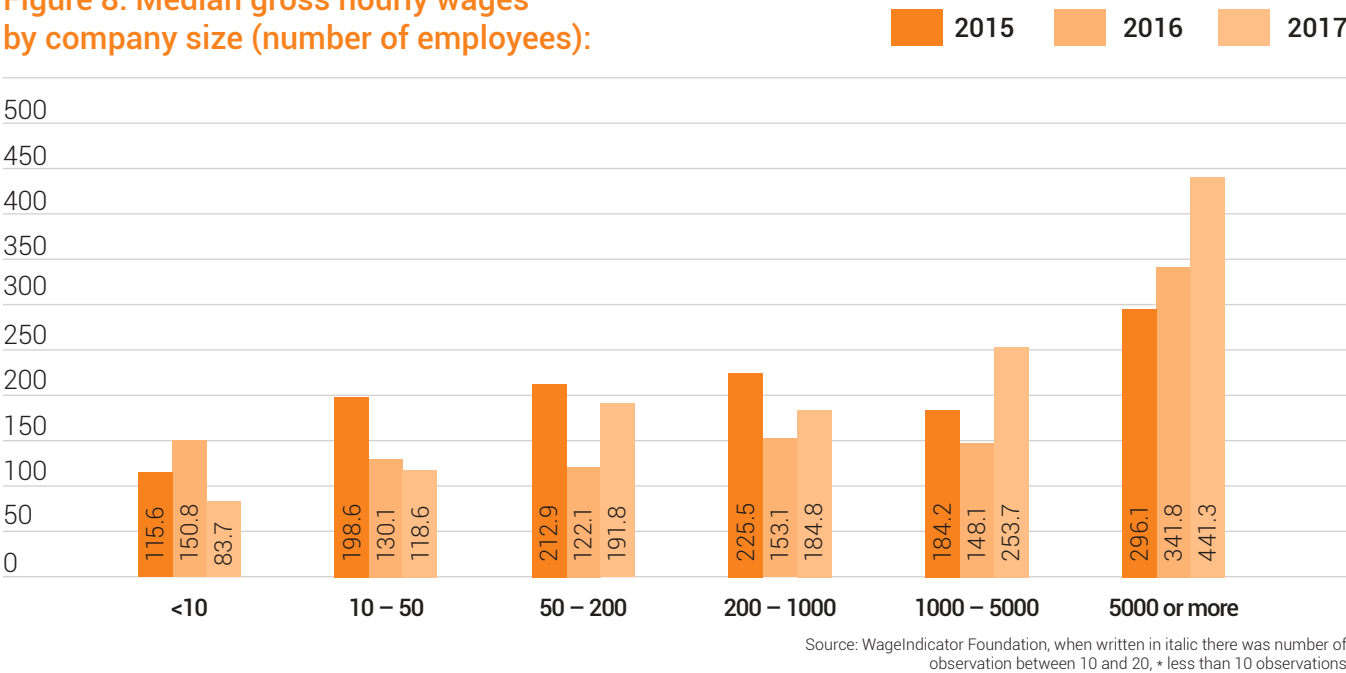
wholly foreign or partially foreign owned companies own INR 736.4. Wholly domestically owned companies pay INR 198.5.

Size of company

The trend towards larger companies paying higher median hourly wages was most clear in 2017. Wages in companies with less than 1000 employees decreased when compared to the 2015-levels and increased for the two highest categories. The highest

wages are paid in companies with more than 5000 employees and stand at INR 440 per hour. Lowest wages can be found in companies with less than 10 employees with INR 80, closely followed by those in the 10 to 50 category with INR 110.

Figure 8: Median gross hourly wages by company size (number of employees):



Bonus payments

Observations were again too few in 2016 and 2017. On average, 19.5% of employees received an Unsocial

hour's bonus or a Weekend allowance compared to 11.6% being paid extra for Overtime.

Job satisfaction

As in other categories employees' satisfaction in the Legal and Market Consultancy and Business Activities sector is highest with their relationships with colleagues followed by those with superiors and, with the same score, with the work environment. Also in this sector pay ranks lowest, however, with satisfaction levels of 63.6% it is much higher than for the general sample and over the years it continued to grow. Most values again dropped in 2016: Job, commuting time,

work-life balance, work environment, working hours, the relationship to colleagues and life as-a-whole.⁴⁷ Work-life balance and life as-a-whole satisfaction experienced the biggest conversions. In 2016, both sank by more than 20% to then rise by more than 25% in 2017. A similar growth was seen for work-life balance, the relationship with colleagues and to a slightly smaller extent for the work environment.

Table 47: Satisfaction with work and life

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

Satisfaction with	Share of respondents satisfied		
Year	2015	2016	2017
Job	80.9	72.2	81.8
Pay	54.3	54.5	63.6
Commuting time	75.0	63.6	72.7
Work-life balance	77.8	54.5	80.0
Job security	62.2	81.8	80.0
Work environment	77.3	63.6	88.9*
Working hours	66.7	63.6	66.7*
Relationship to colleagues	82.2	75.0	100*
Relationship to superiors	80.0	87.5	88.9*
Life as-a-whole*	57.4	36.4	66.7*

⁴⁷For all the job-related satisfaction questions, respondents are asked to rate their satisfaction level on a scale from 1 – highly dissatisfied to 5 – highly satisfied. For the satisfaction with life as-a-whole question, respondents are asked to rate on a scale from 1 to 10. To assess a percentage of satisfied respondents in terms of yes/no, WageIndicator considers answers from 3 to 5 on the five-point scale as satisfied (60% of the 5 options) and answers from 6 to 10 on the ten-point scale as satisfied (50% of the 10 options). Due to this different number and percentage of options considered satisfied, one may not compare the results of the satisfaction with life question and any of the job-related satisfaction questions.



4.7. Manufacturing

The Manufacturing sector grew by 7.7% in 2017. The Gross Value Added at basic constant prices based on 2011-12 increased by 7.9% in the financial year 2016-2017 to USD 311.6 billion.⁴⁸ More than 30 million people work in the (organised and unorganised) sector. It is the biggest private sector employer in the country and is considered the engine of growth with the majority of India's available workforce being semi-skilled. An enlargement in this sector is expected to kickstart growth especially in rural

Education

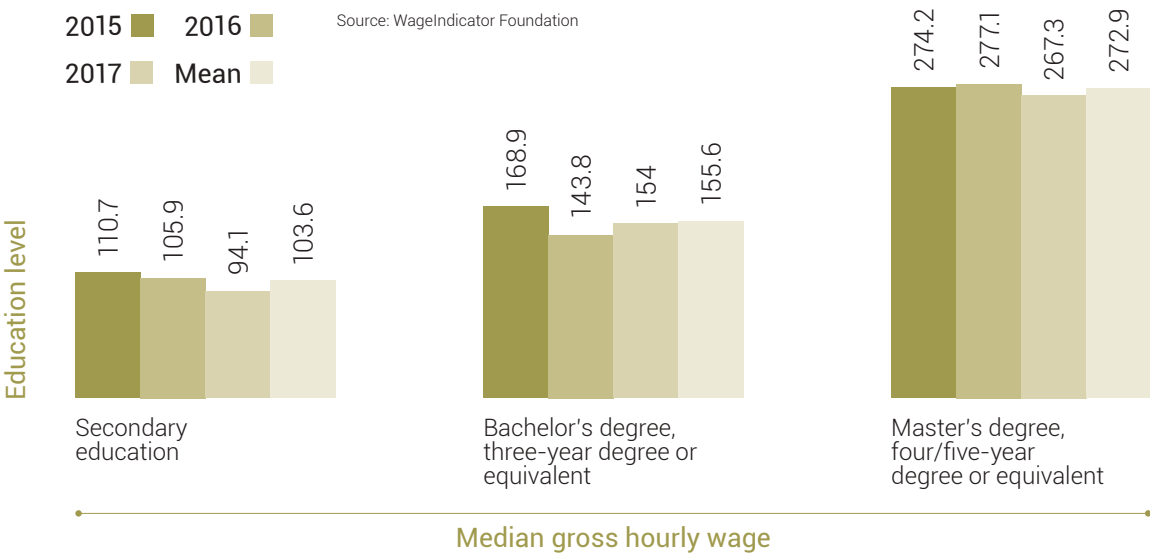
Due to the higher number of responses, information only for secondary education can be included in this sector. On average, wage increases for bachelor graduates are relatively low with an additional INR 52.0 (50.2%) per hour. Master's degree holders, on the other hand, receive another 75.4% (INR 117.3) per

areas and, thus, to create an alternative to farming.⁴⁹ As already mentioned, to expand the manufacturing sector's share of GDP from 16% to 25% by 2022 while simultaneously creating 100 million new jobs the Indian government, moreover, has launched the Make in India initiative in 2014.

The median gross hourly wages in this sector went from INR 252.1 in 2015 to INR 211.7 in 2016 and INR 230.9 in 2017. The overall share of observations is 32%, making it the second largest one (4061 participants).

hour and 163.4% (INR 169.3) more than employees with secondary education only. Wage levels in 2017 are slightly lower than in 2015. Wage stability seems higher for employees with at least a bachelor degree as losses were biggest for those with secondary education only (-15.0%).

Table 48: Median hourly wage with respect to educational attainment

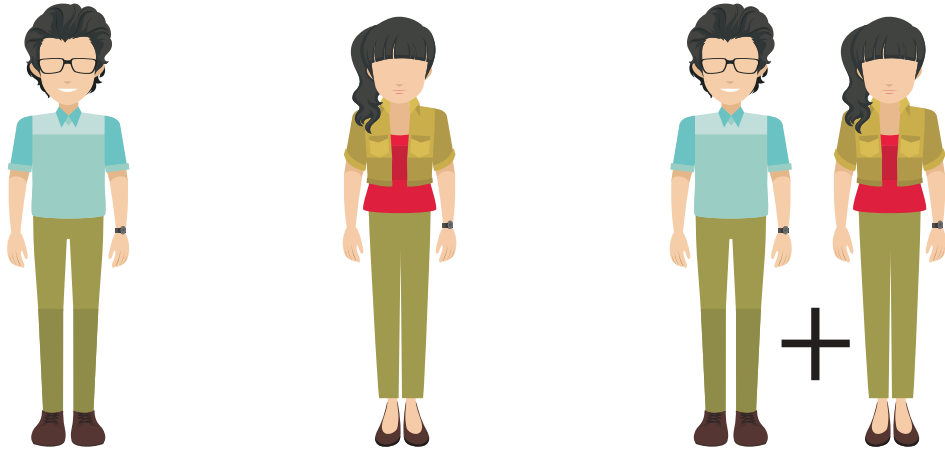


Gender

As Table 49 demonstrates, participants from the Manufacturing sector were predominantly male. Out of the 4,061 participants only 664 (16.4%) were female. Women in this sector received 77.8% of men's hourly wages. The gender pay gap, therefore, amounts to 22.3% (INR 52.8). With wages moving towards harmonisation, over the years, it has gradually

decreased from 36.8% (INR 95.6) in 2015 to 13.3% (INR 28.9) in 2016 and 14.4% (INR 33.9) in 2017. This sector did not follow the general wage cuts in 2017: Wages for male employees were already cut in 2016 and relaxed again in 2017 while those for female employees increased steadily.

Table 49: Median hourly wage by gender and year
Median gross hourly wage



Source: WageIndicator Foundation

2015	259.8	164.2	212.0
2016	216.5	187.6	202.1
2017	235.5	201.6	218.6
Mean	237.3	184.5	210.9
Sample	3,397	664	4,061

⁴⁸IBEF (2017): Manufacturing Sector in India. Available at: <https://www.ibef.org/industry/manufacturing-sector-india.aspx>.
⁴⁹IBEF (2017): Manufacturing. Available at: <https://www.ibef.org/download/Manufacturing-July-2017.pdf>.

Supervisory position

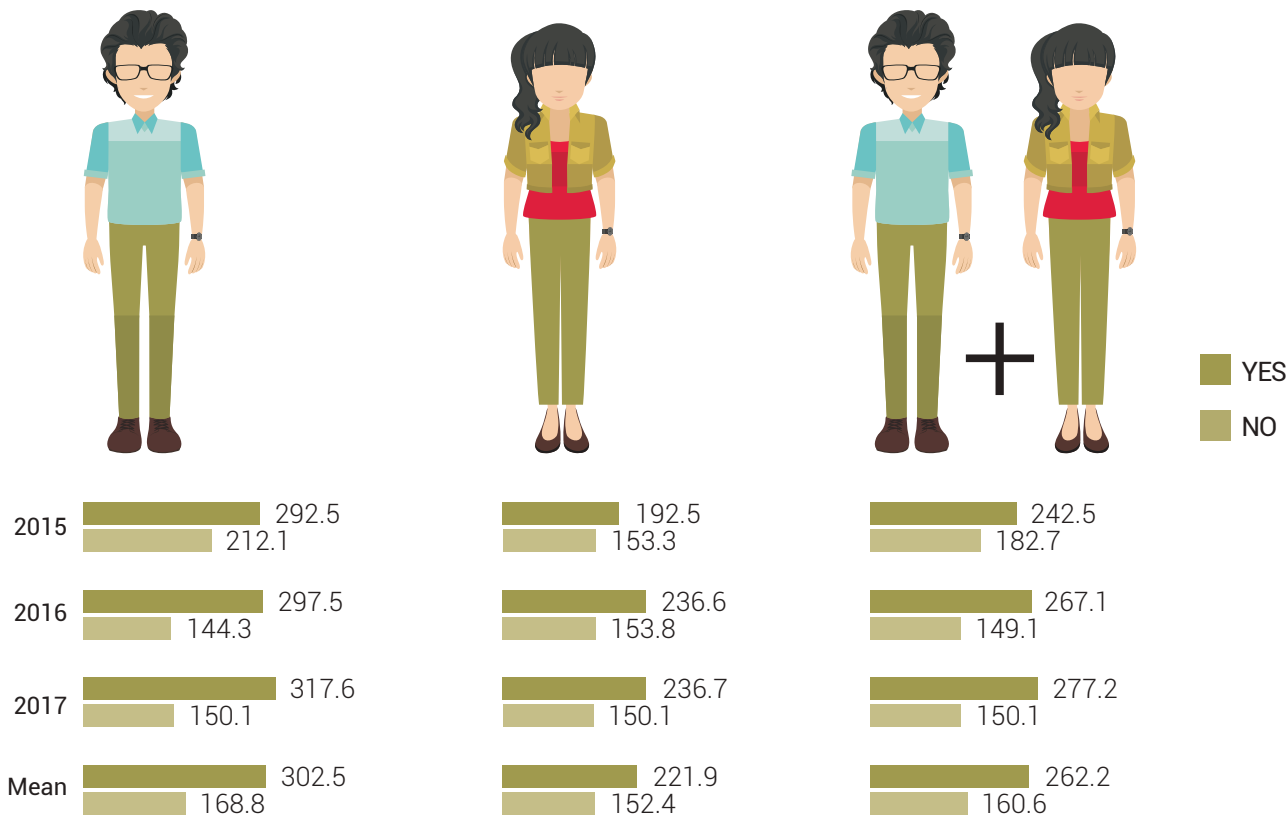
On average, supervisors are paid INR 101.6 (63.3%) more than non-supervisors. The wage difference between supervisors and non-supervisors was largest in 2017 when the former earned close to double of the latter: 84.7% amounting to INR 127.1. The values for 2015 and 2016 were 32.7% (INR 59.8) and 79.1% (INR 118), respectively.

Female supervisors receive INR 80.6 (26.6%) less than male ones. Wages are more equal for underlings with female ones being underpaid by 9.7% (INR 16.4). Due to the large gender pay gap at supervisory level, that

between female supervisors and ordinary employees is smaller than that for male employees standing at 31.3% and 44.2%, respectively.

As hourly wages slightly increased for male supervisors and more strongly for female ones between 2015 and 2017, the gender pay gap at supervisory level went down by 8.7 percentage points (INR 23.7) from 34.2% (INR 100.0) in 2015 to 25.5% (INR 80.9) in 2017. At non-supervisory level, wages harmonised and the gender pay gap disappeared in 2017.

Table 50: Median hourly wage by supervisory positions



Source: WageIndicator Foundation

Tenure groups

In the Manufacturing sector, relative wage increases are smallest between the two categories with the least experience with 44.4% (INR 49.2). When moving to the two highest categories wage boosts are around 65%, standing at 67.5% (INR 108) between 5 and 6 years and at 62.9% (INR 168.6) when joining the 11+ years of service group. Wages decreased regardless of the years in the labour market in 2016, however, while generally

shrinkages were rather marginal those for employees with 11+ years of experience declined sharply by one fourth (INR 114.89) to INR 329.9. In 2017, wages went up again and clustered around the 2015-values. Again, the 11+ category constituted the exception with a strong increase in hourly wages by INR 205.6 (+62.3%) to INR 535.5. Consequently, the importance of more than 11 years of participation in the labour market rose.

Table 51: Wages by tenure groups

Source: WageIndicator Foundation

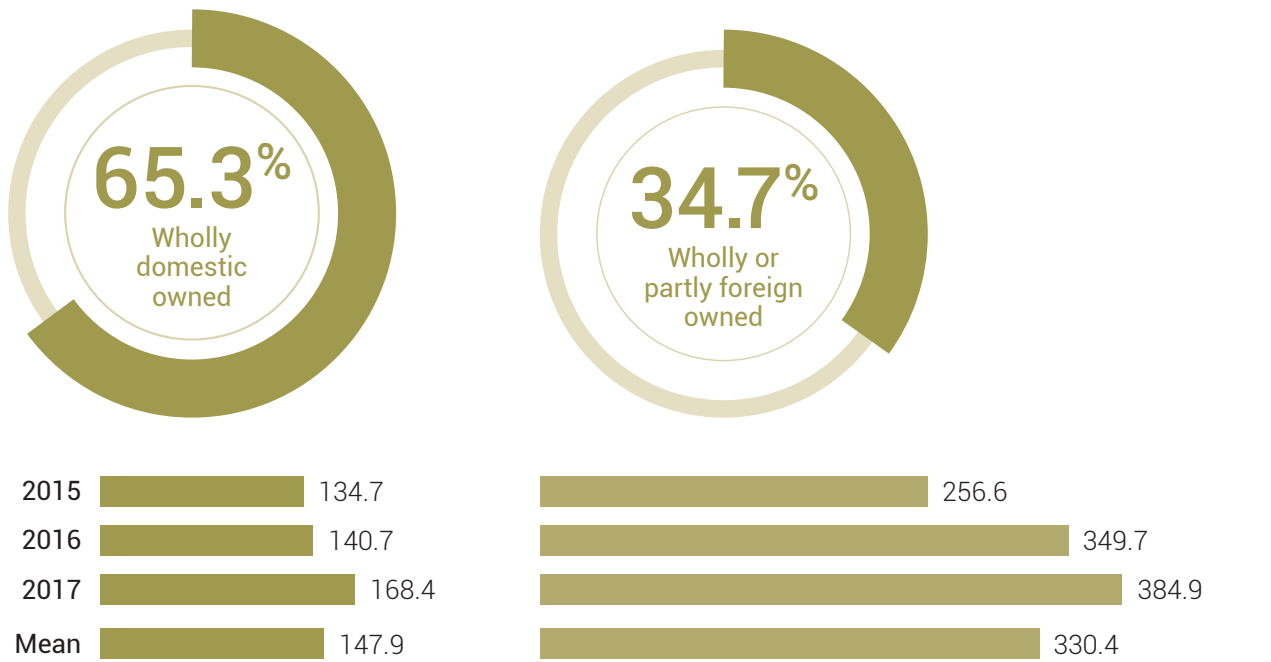
Years of experience	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Year	Share of sample				Median gross hourly wage			
2015	6%	8%	13%	10%	115.5	164.2	269.2	444.7
2016	2%	4%	6%	6%	106.9	154.6	246.3	329.9
2017	12%	9%	13%	12%	110.18	161.5	288.7	535.5
Total	20%	21%	32%	28%	110.9	160.1	268.1	436.7

Ownership of company

Company ownership's effect on hourly wages in the Manufacturing sector resembles that in other sectors. Employees in wholly or partially foreign owned companies earn more than twice as much (+123.4%; + INR 182.5) than those in wholly domestically owned ones. Interestingly, wages have steadily gone up between 2015 and 2017 for both groups. However the

employees in foreign companies witnessed a stronger increase in 2016 than those in domestic companies solely, a year later, in 2017. The overall raise was stronger for the former with 50.0% versus 25.0%. In absolute terms foreign companies' raises outperformed those in domestic companies by more than 100%: INR 33.7 compared to INR 128.3.

Table 52: Median wages per company ownership
Median gross hourly wage



Source: WageIndicator Foundation

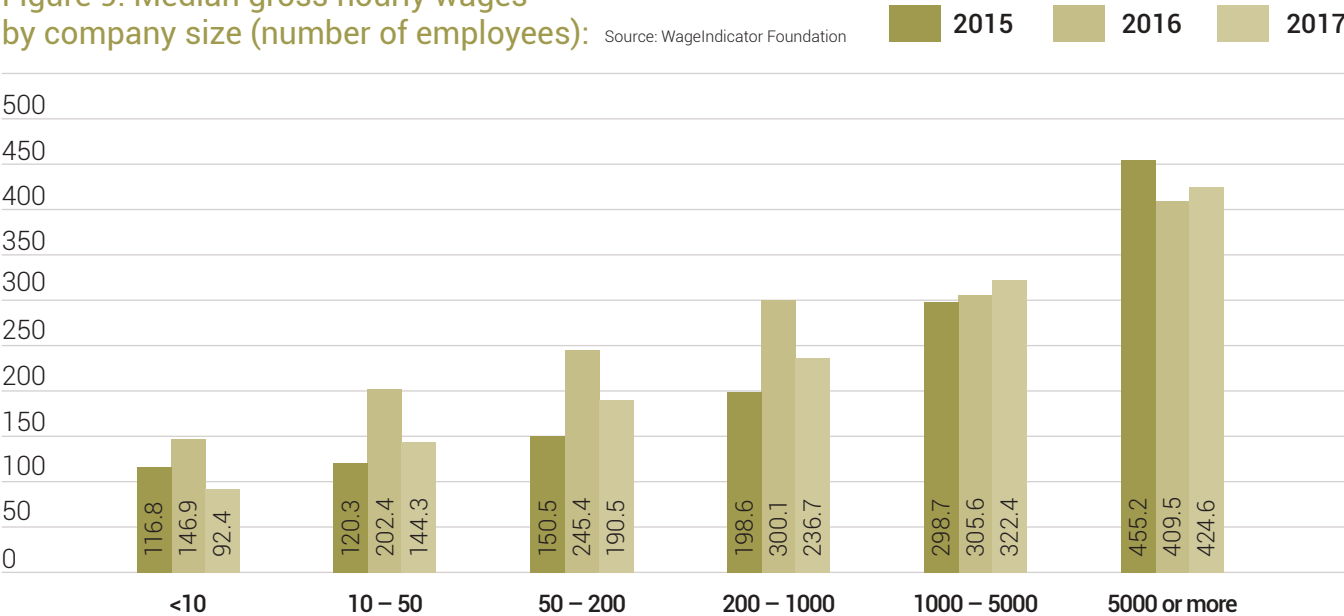
Size of company

When looking at hourly wages in relation to companies' size, a clear trend towards bigger companies paying higher wages can be identified. In 2016, wage levels increased by maximum INR 90 in companies with less than 200 employees and slightly in those with

1000-5000. They rose most strongly by approximately INR 110 in companies with 200-1000 employees. 2017-wage-levels were higher than those in 2015 except for the smallest and largest company sizes.

Figure 9: Median gross hourly wages by company size (number of employees):

Source: WageIndicator Foundation

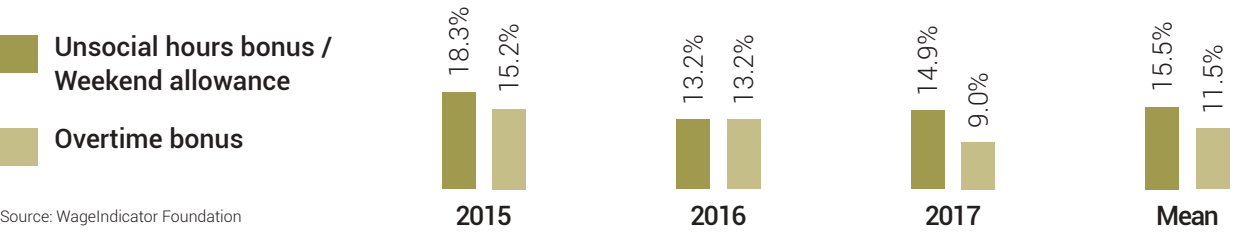


Bonus payments

As in other sectors the share of employees receiving Unsocial hours bonuses/ Weekend allowances exceeds that of employees gaining Overtime bonuses. However, with 5.9% the difference is more marginal than in most other cases. During the period investigated in

this report the share decreased in both categories of additional pay for extra work. Simultaneously, values for Unsocial hours bonus / Weekend allowance seem to go up again as they were lowest in 2016 and slightly reposed in 2017.

Table 53: Additional pay for extra work
Bonus received in last wage – Median monthly benefit received



Source: WageIndicator Foundation

Job satisfaction

Reconfirming findings from the general sample and the subsections, also in the Manufacturing sector employees are most satisfied with their relationships at work: Colleagues come first followed by their supervisors. However, both values are slightly lower than in most other sectors. Surprisingly, overall job-satisfaction is above 80% and scores third. Moreover,

values for life as-a-whole satisfaction are uncommonly high in 2017 with 70.4%.⁵⁰ All in all, it can be seen that, despite some variations in 2016, all wages went up when comparing satisfaction-levels between 2015 and 2017. Pay, as usually, scores lowest remaining around 50%.

Table 54: Satisfaction with work and life

Source: WageIndicator Foundation

Satisfaction with	Share of respondents satisfied		
Year	2015	2016	2017
Job	75.3	75.9	82.0
Pay	50.8	53.5	50.9
Commuting time	65.9	71.4	73.0
Work-life balance	72.9	69.0	74.9
Job security	66.1	78.3	72.6
Work environment	71.8	73.8	73.9
Working hours	74.6	81.0	81.1
Relationship to colleagues	87.1	89.3	91.2
Relationship to superiors	79.5	82.4	86.1
Life as-a-whole*	58.8	54.0	70.4

⁵⁰For all the job-related satisfaction questions, respondents are asked to rate their satisfaction level on a scale from 1 – highly dissatisfied to 5 – highly satisfied. For the satisfaction with life as-a-whole question, respondents are asked to rate on a scale from 1 to 10. To assess a percentage of satisfied respondents in terms of yes/no, WageIndicator considers answers from 3 to 5 on the five-point scale as satisfied (60% of the 5 options) and answers from 6 to 10 on the ten-point scale as satisfied (50% of the 10 options). Due to this different number and percentage of options considered satisfied, one may not compare the results of the satisfaction with life question and any of the job-related satisfaction questions.

4.8. Transport, Logistics and Communications

According to data from the Ministry of Statistics and Programme Implementation and the Planning Commission, Government of India, the share of the Trade, hotels, transport, communication and services sector amounted to 18.46% of GDP in the financial year 2016-17.⁵¹ Infrastructure and penetration of information technology is still insufficient for tackling operational inefficiencies. The sector remains fragmented. Additionally, the delay in the implementation of the new Goods and Services Tax introducing a rate of 18 per cent for most services without any reference to abatement

has affected logistics providers' and end users' readiness. Previously, abatements were available when transporting goods via road, rail and sea. For the financial year 2017-18 India's government allocated INR 64,900 crore to national highways' development.⁵²

The median gross hourly wages in the sector moved from INR 259.8 in 2015 to 257.4 in 2016 and to INR 133.1 in 2017. They were the lowest paid last year.

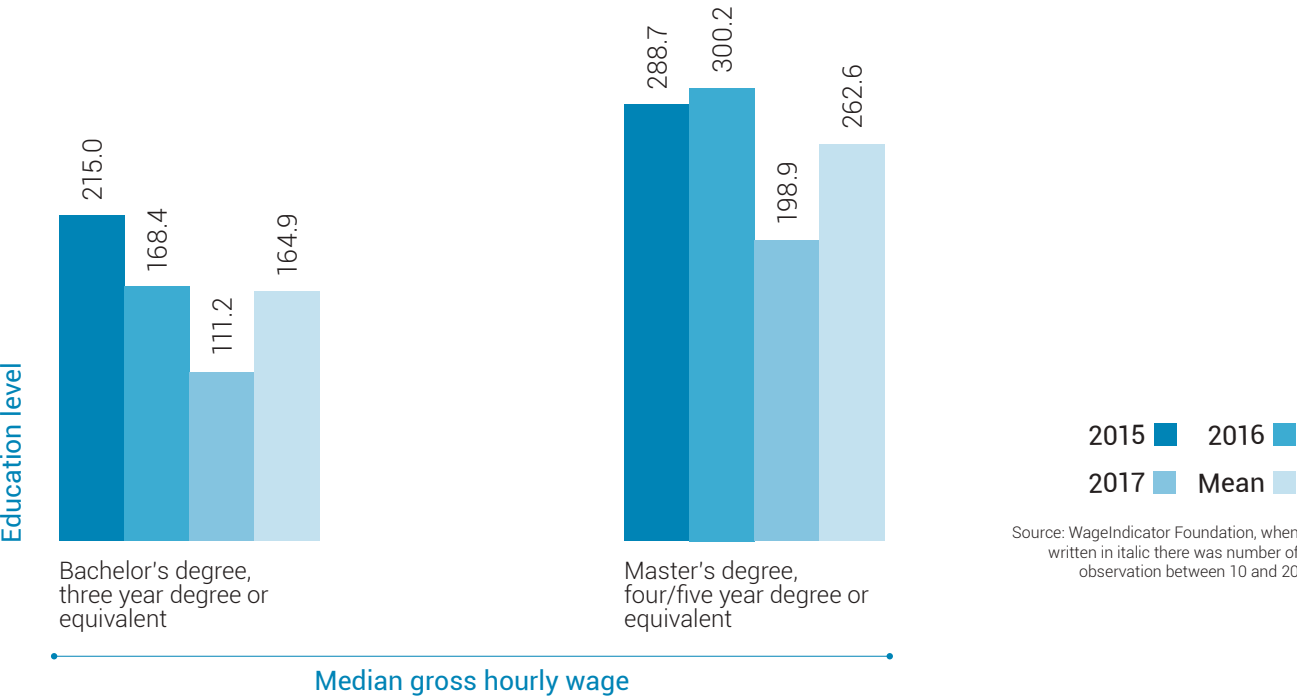
In the sector of Transport, logistics and communication, the overall sample of observations is only 1002 participants (5.0% of all respondents). The reliability of conclusions drawn from the data is again limited.

Education

Once more reducing the comparable categories to bachelor and master graduates, it can be recorded that education makes a difference. Master degree holders earn, on average, another INR 97.3 (59.0%). These additional payments have moved from INR 73.7

(34.3%) in 2015 to INR 131.8 (78.3 %) in 2016 and to INR 87.7 (78.9%) in 2017. Consequently, employees with only a bachelor certificate miss out especially in times of wage reductions, even though their wages already started to decrease in 2016.

Table 55: Median hourly wage with respect to educational attainment



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

⁵¹Statistics Time (2017): Sector-wise contribution of GDP of India. Available at: <http://statisticstimes.com/economy/sectorwise-gdp-contribution-of-india.php>.

⁵²KPMG (2017): Transport and Logistics. Union Budget 2017-18. Post-Budget sectoral point of view. Available at: <https://home.kpmg.com/content/dam/kpmg/in/pdf/2017/02/Transport-and-Logistics.pdf>.

In the Transport, Logistics and Communications sector the average gender pay gap is 1.0%, i.e. it is the only sector where wages can be called equal. However, it should be noted that women's wages were 7.7% lower in 2016, men's 15.1% in 2017. Male

Supervisory position

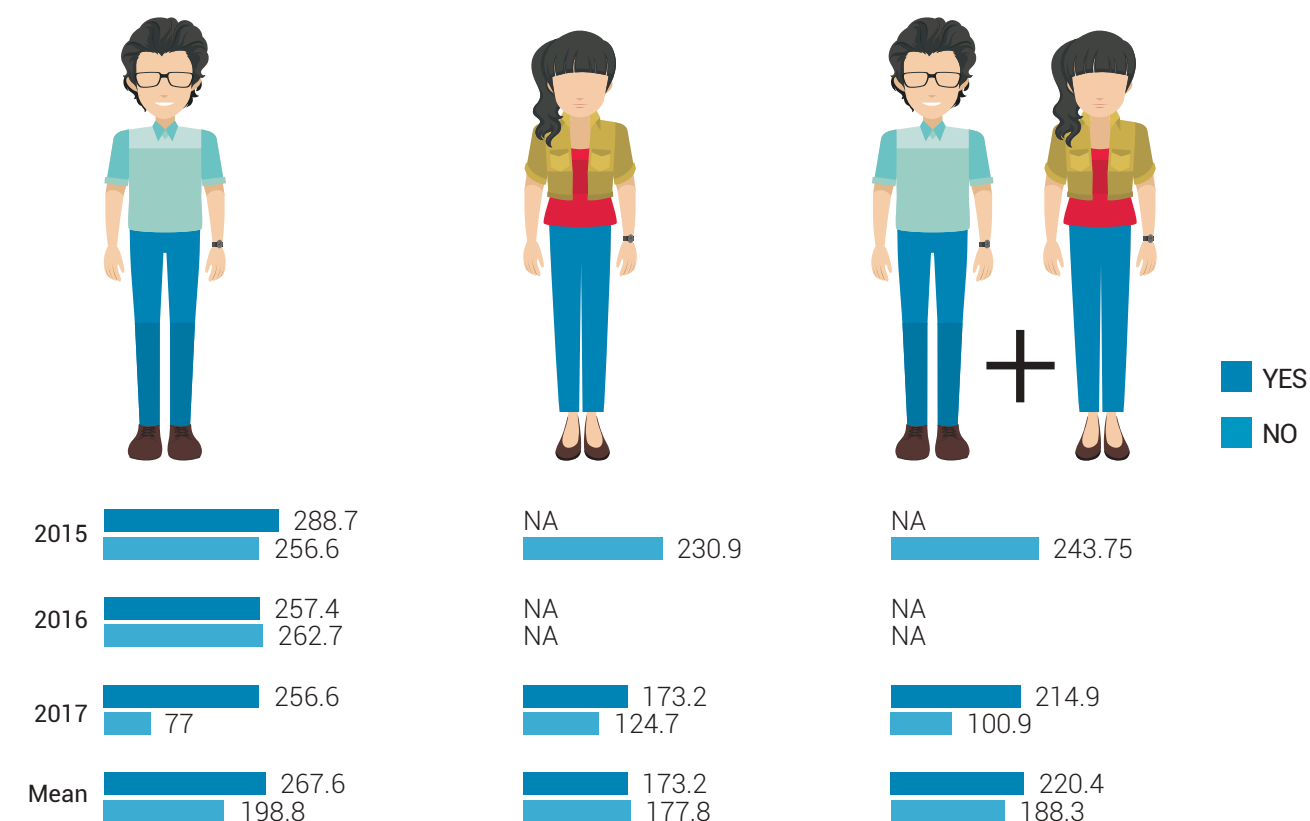
Earning 17.0% more than ordinary employees, supervisors are paid an additional INR 32.1 per hour. While wage differences for non-supervisors and supervisors cannot be compared for 2015 and 2016, in 2017 they amounted to 113.0% (INR 114.0).

(INR 94.4) per hour. Ordinary female employees received 10.6% (INR 21.0) less than male ones. Wages for male supervisors only decreased by INR 32.1 over time to INR 256.6. In subordinate positions both genders saw wage reductions between 2015 and 2017. However, decreases seem to have been much stronger for male employees.

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

	2015	2016	2017	Mean	Sample
Male	259.8	264.4	132.8	219.0	547
Female	265.6	244.1	156.5	222.1	64
Combined	262.7	254.3	156.5	220.5	611

Table 57: Median hourly wage by supervisory positions



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

Also in the Transport, Logistics and Communications sector wages grow significantly with the years of service. The consecutive differences amount to +33.9% (+INR 44.9) when reaching 3 years in the market, to +32.5% (+INR 57.7) between 5 and 6 years of experience and +96.7% (+INR 227.2) when joining the 'seniors' with 11+ years of participation in the labour market. The most important changes, thus, take place between 10 and 11 years.

During the years covered in this report, the additional wage between 2 and 3 years went up to 57.2% while that for 11+ years increased even stronger, to 238.6%. Wage boosts after at least 11 years in the labour market first fell from 90.5% in 2015 to 35.6% in 2016. Reasons for this are also the halved hourly wages between 6 and 10 years of service in 2017. The importance of a long working life of more than 11 years, therefore, grew between 2015 and 2017.

Table 58: Wages by tenure groups

Years of experience	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Year	Share of sample				Median gross hourly wage			
2015	7%	13%	23%	11%	119.6	177.7	286.4	545.6
2016	2%	7%	5%	5%	205.5	240.6	283.9	384.9
2017	9%	5%	6%	7%	72.2	113.5	134.7	456.1
Total	18%	25%	34%	23%	132.4	177.3	235.0	462.2

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

Ownership of company

The small sample for this sector is not sufficient to provide a year-by-year comparison. All that can be concluded is that during the whole sample period, the median wage of employees working in domestically owned companies was INR 129.9 per hour (based on

75 observations), and the median wage for employees of wholly or partially foreign owned companies was INR 369.5 per hour (based on 61 observations). However, one must bear in mind that even these findings can be biased due to the small sample.

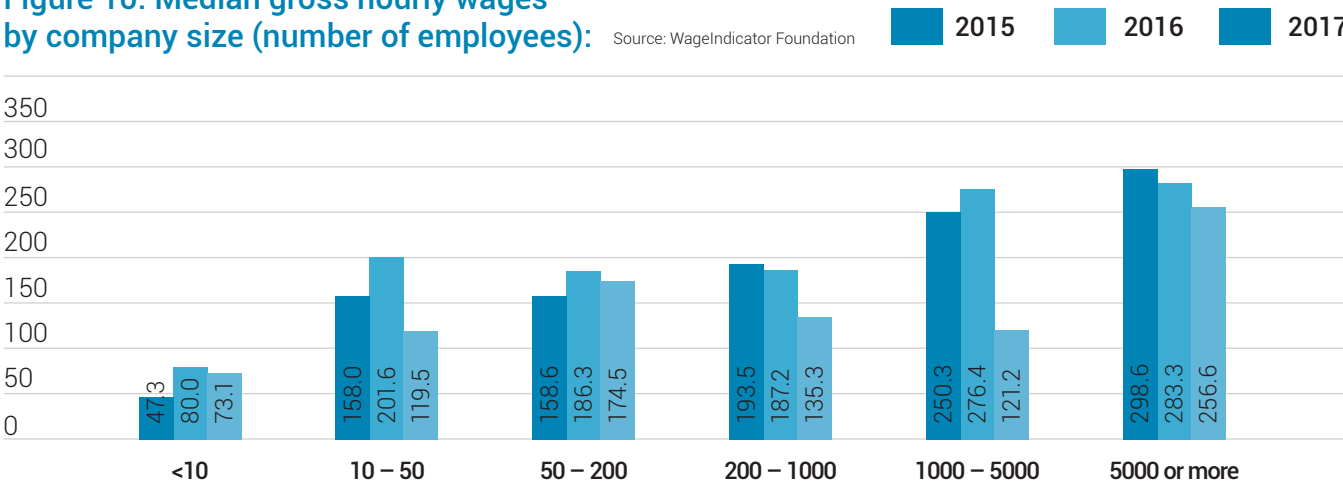
Size of company

Contrary to the previous years, a positive correlation between increasing company size and higher wages is less obvious in 2017. Compared to 2016 and in most cases also 2015 wages have dropped. The third and especially second largest company sizes and

companies with between 10 and 50 employees saw the strongest cuts in 2017. Companies with 10-50, 200-1000 and 1000-5000 employees pay more or less equal wages with INR 120. Highest wages were paid in the 5000+ category standing at INR 250.

Figure 10: Median gross hourly wages by company size (number of employees):

Source: WageIndicator Foundation



Bonus payments

Similar to other sectors, the share of employees receiving Unsocial hours bonuses/ Weekend allowances surpasses that of employees acquiring Overtime bonuses. In the Transport, Logistics and Communications sector the former are paid nearly thrice as often as the latter. Between 2015 and 2017,

however, both shares decreased strongly, after a rise in 2016. Consequently, less than half as many employees received Unsocial hours bonuses/ Weekend allowances in 2017 and solely around one third of those receiving Overtime bonuses in 2015 could still count on them in 2017.

Table 59: Additional pay for extra work

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

Bonuses received in last wage	Median monthly benefit received			
	2015	2016	2017	Mean
Unsocial hours bonus / Weekend allowance	18.3%	13.2%	14.9%	15.5%
Overtime bonus	15.2%	10.3%	9.0%	11.5%



Job satisfaction

Regarding satisfaction with work and life, the picture drawn in the sector of Transport, Logistics and Communications in 2017 greatly differs from that in other sectors. It is not relationships with colleagues and superiors that are the most satisfactory. Instead, overall job-satisfaction and satisfaction with the work environment score highest standing at 94.1%. Further highlighting the differences to the general sample and other subsections, pay does not rank lowest but is

undercut by life as-a-whole satisfaction.⁵³ However, it should still be noted that pay came out second-last jointly with work-life balance-satisfaction (64.7%).

That being said, these differences have only occurred in the two foregoing years as responses from 2015 are similar to those in the other sectors: Relationships with colleagues ranked first, pay constituted the bottom-placed item.

Table 60: Satisfaction with work and life

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

Satisfaction with	Share of respondents satisfied		
	2015	2016	2017
Year			
Job	74.4	75.0	94.4
Pay	48.7	50.0	61.1
Commuting time	75.7	73.7	66.7
Work-life balance	78.4	78.9	72.2
Job security	60.5	60.0	83.3
Work environment	78.9	74.4	88.9
Working hours	83.8	81.6	83.3
Relationship to colleagues	88.9	86.5	87.5
Relationship to superiors	83.8	81.6	93.8
Life as-a-whole*	54.0	58.0	77.8

⁵³For all the job-related satisfaction questions, respondents are asked to rate their satisfaction level on a scale from 1 – highly dissatisfied to 5 – highly satisfied. For the satisfaction with life as-a-whole question, respondents are asked to rate on a scale from 1 to 10. To assess a percentage of satisfied respondents in terms of yes/no, WageIndicator considers answers from 3 to 5 on the five-point scale as satisfied (60% of the 5 options) and answers from 6 to 10 on the ten-point scale as satisfied (50% of the 10 options). Due to this different number and percentage of options considered satisfied, one may not compare the results of the satisfaction with life question and any of the job-related satisfaction questions.

Worldwide comparison of occupations

Various occupational groups in differing regions and their respective countries are covered by the WageIndicator database. This includes the European Union, the former Soviet Union area, the Americas and some Asian and African countries. Through this wide coverage, wages paid on the Indian labour market can be compared to wages worldwide. The three occupational groups analysed are Managers, Professionals and Technical and associate professionals; each of them consists of a multitude of occupations from different sectors. Most occupations come from these groups as access to a computer and the participation in internet surveys is required to gather the data which are higher in high-skilled and medium-skilled environments.

To make the gross median hourly wage comparable regarding the differing price levels in the countries investigated, Purchasing Power Parity (PPP) is used in USD. Consequently, gross wage figures provide their wage equivalent in USD. The actual purchasing power with the wage earned in a local currency, thus, equals the relative purchasing power in the United States.

The sample period for data gathering was January 2015 through October 2017. PPP conversion rates were taken from the IMF's latest WEO database and used separately for each year to adjust for the varying inflation rate across countries and time (2015, 2016 and 2017 estimates).

Except for Zimbabwe and the United States in 2016, PPP has decreased in all countries. India's PPP has declined over the years from 17.28 in 2015 to 12.44 in 2016 and to 7.78 in 2017. While Indian Managers, Technicians and associate professionals came out midway in previous years, in 2017, their position was closer to the lower end of the spectrum. The comfort of life in India for the medium- or high-skilled groups analysed in this section diminishes year by year and India's PPP resembles that of countries like Angola, Azerbaijan, Egypt, Ghana and Hungary.

India still outperforms its Asian neighbours, most of the developing and Eastern European countries. On the other hand, it is outperformed by Peru and Chile. The countries with the top PPP remain mostly (Western) European countries, the US, Argentina and South Africa. The poorest performers in 2017 with a PPP of less than 5 were Kenya, Madagascar, Ukraine, Zimbabwe, Pakistan, Indonesia, El Salvador, Sri Lanka and, lastly, Zambia.

Additionally, it should be noted that the values presented in this table may not mirror the PPP of the whole labour force and, thus, their living standard. PPP for low-skilled workers is probably much lower as wage differences between the different educational levels and supervisory and non-supervisory positions in this were pivotal.⁵⁴



Table 61: Global comparison of PPP

Country	Managers	Professionals	Technicians and associate professionals
Angola	11.36	10.28	7.22
Azerbaijan	7.99	6.44	7.22
Argentina	46.99	32.29	21.47
Austria	29.31	21.36	18.95
Belgium	26.06	19.29	17.36
Brazil	14.72	13.54	6.72
Belarus	7.63	5.90	5.67
Sri Lanka	7.30	4.94	3.65
Chile	23.88	14.04	8.61
Colombia	16.19	9.50	5.29
Costa Rica	13.33	9.20	5.90
Czech Republic	17.17	13.05	11.16
Denmark	25.12	23.20	20.58
El Salvador	14.47	8.68	4.95
Finland	25.54	20.01	16.92
France	25.55	20.43	15.71
Germany	22.83	24.92	20.77
Ghana	17.32	11.55	7.22
Guatemala	12.80	8.45	5.10
Honduras	10.29	8.77	5.85
Hungary	11.46	9.19	7.64
India	17.28	12.44	7.78
Indonesia	5.48	3.39	3.12
Italy	23.63	15.32	12.76
Kazakhstan	8.20	5.84	5.19
Kenya	10.38	6.61	4.91
Luxembourg	24.64	21.6	18.14
Madagascar	5.32	4.20	2.85
Mexico	15.84	8.91	6.36
Mozambique	9.64	8.61	5.82
Netherlands	25.23	19.44	17.5
Nicaragua	11.34	6.86	5.27
Pakistan	8.65	6.34	4.62
Paraguay	11.93	8.28	5.15
Peru	23.91	12.65	8.26
Portugal	12.75	9.95	6.80
Romania	10.74	6.37	5.10
Russian Federation	12.05	8.79	6.89
Senegal	8.38	6.66	5.26
Slovakia	15.64	11.63	9.70
South Africa	24.97	22.29	13.54
Zimbabwe	4.18	4.68	3.37
Spain	23.80	15.55	11.51
Sweden	27.30	21.07	18.76
Ukraine	6.53	5.49	4.61
Egypt	12.82	7.88	7.32
United Kingdom	22.74	20.20	15.54
Tanzania	12.35	8.16	5.77
United States	26.79	28.87	17.50
Zambia	0.02	0.01	0.01

Source: WageIndicator (2015-2017); Purchasing power parity adjustment based on the IMF's latest WEO database (April 2017), which provides PPP figures for calendar years 2015, 2016 and estimation from early 2017

Note: Only results for countries with more than 100 observations in each of the three occupation groups are reported.



Conclusion

This report analysed median wages in India's formal economy and its sectors. The 8 sectors examined were Construction and technical consultancy; Education and research; Financial services, banking, and insurance; Healthcare, caring services, and social work; ICT services; Legal and market consultancy, business activities; Manufacturing; and Transport, logistics, and communication.

Median wages in 2017 have decreased slightly in the lower tenure groups and remained stable for workers with more years of experience. In the tenure group with 0-2 years of experience the average median wage across all sectors was 108.3, while in 2015 it was INR 115.1 and in 2016 it was INR 122.5. Employees with 3-5 years of experience earned median wage of INR 183.8 in 2017, which meant a decrease from the median of INR 209.5 in 2016 and a return to the levels of 2015 with INR 189.3.

In the tenure group of workers with 6-10 years of experience, wages have risen since 2015, when the median was INR 296.6. In 2017 the median for this tenure group was 314.7, which meant a slight decrease compared to INR 333.2 in 2016. Wages in the highest tenure group of employees with 11 and more years of experience remain stable. While in 2015 the median was at INR 498.1, in 2016 and 2017 it was INR 505.

Besides tenure, the educational level could be identified as a key determinant for hourly wages. On average, in India, bachelor graduates earn INR 132.8 per hour. This is nearly twice the hourly wage of an employee with secondary education only (INR 58.5). Master degree holders receive an additional 69.9% per hour with INR 270.6. In 2017, the wage-gap has grown to master's degree holders being paid more than 4.5 times more and bachelor degree holders being paid more than double than secondary education graduates per hour. Again highlighting the importance of higher education in the Indian labour market, relative wage decreases were lowest for master graduates and highest for employees with secondary education only. This again highlights the growing importance of graduating not only in a bachelor's but in a master's programme.

The overall gender pay gap remained at 23.1% (INR 52.8) on average between 2015 and 2017 but decreased from 28.5% in 2015 to 20.0% in 2017. Further analysis, reflecting the distribution of the sample, shows that gender pay gap increases with more years of tenure and higher education. Moreover, it should be noted that women are underrepresented in the Indian working force (amounting to approximately one fourth

of it) and they are underrepresented also in our sample where men represent more than 80%. While men with 0-2 years of tenure earned 7.8% higher median wages than women, in tenure group of 6-10 years of experience, the pay gap was 15.3%. Men with 11 and more years of tenure earned 25% higher median wages than women.

Men with Bachelor's degree earned on average 16% higher median wages than women in years 2015, 2016 and 2017. Master's degree holders experience even higher pay gap. Men with Master's degree or the equivalent have on average earned 33.7% higher median wages than women. In 2017 the pay gap rose to 40% in this education group. Indian labour market seems to complicate women's advancement towards financial independence. The smallest gap in 2017 could be found in the Construction and technical consultancy sector where male employees earned 3.8% (INR 4.8) more per hour. The largest gap of 32.5% (INR 53.3) was identified in the Healthcare, Caring services and Social Work sector.

Reconfirming findings from previous reports, companies' size impacts hourly median wages: They rise with growing numbers of employees in all sectors. Company ownership, therefore, constitutes another variable strongly influencing wages. In most cases partly or wholly foreign owned companies paid more than twice as much per hour as wholly domestically owned companies. Requirements for an employment in at least partially foreign firms should be investigated to get a clearer picture of how the different indicators interact with each other.

The share of employees acquiring additional pay for extra work in terms of unsocial working hours bonuses / weekend allowances or overtime bonuses has risen slightly, in some cases to around 25%. Still this means it is not the norm. One possible explanation is that employees could simply stick to their set hours. However, with the increasing growth in most of India's sectors this is not very likely.

In 2017, employees were most satisfied with the relationship with their colleagues scoring 92.5%. Pay-satisfaction came in last after a continuing decrease to 48.6%. Indicating a rather satisfying work life, pay and life-as-a-whole-satisfaction were the only other values below the 70% benchmark. Job satisfaction (with the exception of pay) rose over the years observed in all categories - job security (+6.4 percentage points) and life-as-a-whole-satisfaction (+6.5 percentage points) saw the strongest increases between 2015 and 2017.

Appendix

APPENDIX 1 - Typical occupations in analysed industries

Construction, Technical Consultancy				
Construction supervisors	Civil engineers	Mechanical engineers	Electrical engineers	Building architects
Education, Research				
Education methods specialist	Secondary education teachers	Primary school teachers	University & higher education teachers	teaching professionals not elsewhere classified
Financial services, banking insurance				
Financial analysts	Accounting associate professionals	Accountants	Financial & insurance services branch managers	Credit & loans officers
Healthcare, caring services				
Health service managers	Specialist medical practitioners	Technical & medical sales professionals	Generalist medical practitioners	Nursing professionals
ICT				
Systems analysts	Software developers	Software & applications developers	Information & communication technology engineers	Systems administrators
Legal and market consultancy, business				
Personnel & careers professionals	Legal & related associate professionals	Advertising & marketing professionals	Sales & marketing managers	Business services & administration managers
Manufacturing				
Manufacturing supervisors	Mechanical engineers	Motor vehicle mechanics & repairers	Industrial & production engineers	manufacturing managers
Transport, logistics, communication				
Telecommunications engineers	Clearing & forwarding agents	Stock clerks	Freight handlers	Supply, distribution & related managers

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