



WageIndex Report India | October 2015



WageIndex Report India

Wages and working conditions on the formal
labour market in India

Prepared by Central European Labour Studies Institute, Bratislava, Paycheck India and Indian Institute of Management and WageIndicator Foundation, Amsterdam

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About the WageIndicator Foundation

WageIndicator Foundation (StichtingLoonwijzer) - www.wageindicator.org

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

The WageIndicator Foundation is assisted by world-renowned universities, trade unions and employers' organisations and currently operates in 80 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 organization reaching millions on a monthly basis. For more information please visit: WageIndicator.org. WageIndicator Foundation has offices in Amsterdam (HQ), Ahmedabad, Bratislava, Buenos Aires, Cape Town, Dar es Salaam, Maputo and Minsk.

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About Paycheck India

Paycheck India – www.paycheck.in

Paycheck India a research initiative at Indian Institute of Management Ahmedabad is part of WageIndicator, an organization that collects and shares data about wages, labour law and career in more than 80 countries. Paycheck India aims to bring transparency in the labour market by providing salary predictions for 1600 occupations in India through its Salary Checker. It also provides regular updates on state wise minimum wages in India, living wage calculation, labour laws and career advice.

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About IIMA

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

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About CELSI

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

CELSI is an independent non-profit research institute based in Bratislava, Slovakia. It fosters multidisciplinary research about the functioning of labour markets and institutions, work and organizations, business and society, and ethnicity and migration in the economic, social, and political

life of modern societies. Supported by its network of Research Fellows and Affiliates and a new Discussion Paper series, CELSI makes a contribution to the cutting-edge international scientific discourse. Hosting the Bratislava Office of the international WageIndicator project, CELSI provides expert data services.

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About Monster India

Monster India – 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 11 other cities of India viz., Mumbai, Delhi, Bangalore, Chennai, Pune, Kolkata, Ahmadabad, Baroda, Chandigarh, Jaipur and Cochin.

In 2014, Monster mPower Search was voted Product of the Year under the 'Online Job Portals category' in a survey of over 18000 people. 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 also initiated 'Rozgarduniya.com' - a job portal exclusively for jobseekers in rural India, in an alliance with ITC e-Choupal to enable in corporate India to connect with rural talent, thus removing the traditional barriers they face in this process.

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Key findings

- The **highest median gross hourly wage** has been again observed in the **Information and communication technology (ICT) sector**, reaching **₹346.42**.
- Relatively lucrative careers can be also found in the sector of **Financial services, banking and insurance**, where the median gross hourly wages stand at **₹300.23**.
- The lowest median gross hourly wage is earned in the **Education and research sector**, with wages at **₹205.29** per hour.
- Higher education, and especially a master's degree, really pay off in India. Employees with a master's degree earn on average **₹85 per hour more** than employees with a bachelor's degree and **₹198 per hour more** than employees with only secondary education.
- Based on data for the eight sectors covered by this report, the **gender pay gap** in India stands at **27%**. Men earn a median gross hourly wage of **₹288.68**, whereas women earn only a median gross wage of **₹207.85** per hour.
- Workers in domestically owned companies in India earn around **₹106** per hour less than workers in partially foreign-owned companies and around **₹233** per hour less than workers in wholly foreign-owned companies
- Median wages earned in companies rise with the size of the companies. Employees of companies with less than 10 employees earn in median only **₹137** gross per hour, whereas employees of very large companies with more than 5000 employees earn in median **₹335** gross per hour.
- Only **11.7%** of employees have received a **bonus for weekend or unsocial working hours** in the last month, and **9.4%** of employees have received a **bonus for overtime work**. Even though it's probably true that a large part of employees couldn't have been paid these bonuses simply because they didn't work overtime, weekend or unsocial working hours in the last month, bonuses for these are still being paid only to a very small part of all employees.
- Although **75.1%** of surveyed employees are **satisfied with their job**, only **55.4%** of surveyed employees are **satisfied with their pay**.
- Overall, **60.4%** of employees report being **satisfied with their life as a whole**.

1. Introduction

The labour market structure plays a vital role in shaping the economic development and growth of a certain country. The labour market policies, institutions, and patterns of employment in turn determine the structure of the labour market. Thus, it is essential to understand and study the labour market structure.

The population of India is growing very quickly. The Census of 2011 estimated the total population of India at 1.21 billion (Census of India, 2011) and the population in 2015 is estimated at 1.28 billion. However, the labour-force participation ratio in India is quite low at 56%, as compared to the world average of almost 64%. This is caused mainly by low female labour-participation rate, which stands at a mere 27%. Even though about 49% of workers are engaged in the agricultural sector in India, their contribution to output was merely 14% of total GDP. We cannot neglect the fact that nearly 92% of the workers are absorbed by informal employment and have almost no social protection, coupled with very low wages (Institute for Human Development, 2014).

Labour market segmentation is visible across sector, region, gender, caste, etc. *“Women in general are disadvantaged in the labour market. In addition to their low share in overall employment, greater proportions of them are engaged in low-productivity, low-income, insecure jobs in farms, and in the unorganized and informal sectors as compared to men”* (Institute for Human Development, 2014)

The Indian economy has been growing quickly in the last decades. The pace of GDP growth has been changing in the recent years: in 2011/12, the GDP growth rate reached 6.2%, but in 2012/13 the GDP growth hit a decade-long record low of 5.0%. However, the GDP growth rebounded back to higher levels in 2013/14 (6.9%) and 2014/15 (7.3%). This change of pace in GDP growth has significantly affected the height of wages in various sectors of the Indian economy.

In the last three years, the sectors experiencing the largest growth in India have been Transport, logistics and communication (average annual growth 10.4% in 2012-2015); Finance, banking and insurance (average growth 9.8%) and Construction (average growth 8.2%)¹. The spill-over effects of these sectors have been seen on the forward and backward linkage industries. This has eventually resulted in increasing productivity in several industries. In the past few years, India has also realized a rise in the unionization of the informal sector.

¹ Source: Government of India, 2012-2015 average figures calculated from annual growth figures available at: <https://data.gov.in/keywords/sector-wise-growth-rate-gdp>

2. About the dataset and definitions

The analysis presented in this report is based on the WageIndicator dataset covering the period of 2 years and 9 months, from January 2013 to September 2015. This report provides a comparison of wage and working conditions figures for three periods: calendar year 2013, calendar year 2014 and the first three quarters of 2015 (January – September 2015). The wage analysis is based on data collected from the Paycheck.in, Salary Calculator and Monster Salary Index from the aforementioned periods. The sample used for the analysis consists of 31,193 respondents, approximately 86.50% of which are men and the remaining 13.50% are women. The sample contains only employees; wages of self-employed people are excluded. Employees from different age groups, varied industries, and various hierarchical positions in their respective occupations are included in the sample.

WageIndicator and Paycheck India regularly survey and evaluate the Indian labour market. Being an online volunteer survey, the data is biased towards those people who have access to the internet and are inclined to complete the questionnaire. Because of this limitation, the data captures only the organized sector in India.

The data from the Indian labour market analyzed 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, research; Financial services, banking, insurance; Transport, logistics, communication; Construction and technical consultancy; Manufacturing. As the analyzed data comes from online surveys, it has some specific characteristics, such as the sectoral structure of collected observations: the majority of observations come from these three sectors: Financial services, banking, insurance (23%), Manufacturing (21%), and ICT (19%).

Figure 1: Sector decomposition of the Indian labour market

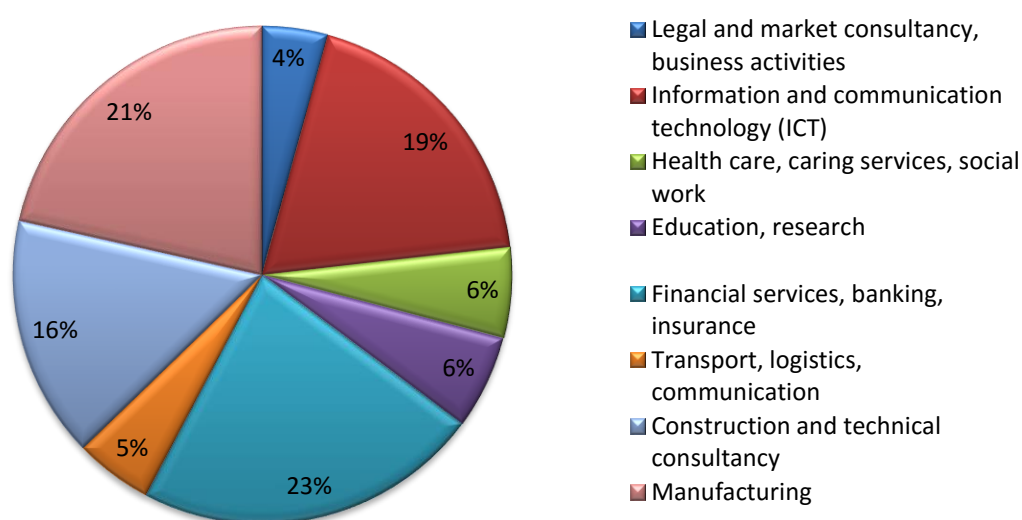


Figure 1: Sector decomposition of the Indian labour market, Source: WageIndicator

Gross hourly wage and bonuses – Gross hourly wage, for our purposes, is based and calculated on the grounds of gross wage and working hours reported by respondents. For

reporting, the median² of gross hourly wage is used. The dataset on which the calculations are based is already cleared of outliers.³

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” that has the same purchasing power as the US dollar has in the United States. The implied conversion rate used for India for year 2015 is 1:18.4, valid according to the latest World economic outlook (WEO) database of the IMF (April 2015).

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

$$Pay\ gap = \frac{Median\ wage_{male} - Median\ wage_{female}}{Median\ wage_{male}} * 100\%$$

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 ₹ is used.

² The median is the numeric value separating the upper half of a sample from its lower half. For example, by definition of the median wage 50% of the sample earn more and 50% earn less than the median wage.

³ Respondents reporting wage significantly lower or higher than usual

3. The Indian Labour Market – An Overview

3.1. Education

Level of education (Table 1) is observed to be one of the major factors influencing wages in India. In general, wages rise significantly with more years of education. The figures show that it really pays off having university education. Employees with a bachelor's degree or equivalent earn on average 86% more than employees with only secondary education. It pays off even more when one has a master's degree or equivalent (such graduates earn 35% more than bachelor's graduates and 151% more than secondary education employees). The sample for employees with only primary or no education, and for PhD. or higher education was too low to allow a meaningful comparison with other education groups.

Although the GDP growth rate in India was quite solid in the last two years (6.9% in 2013/14, 7.3% in 2014/15), the wages in India have risen only slightly, and the wage effects were not the same for different education groups. For employees with only secondary education, the hourly wage first decreased by ₹7.1 during 2014, however, in Q1-Q3/2015 it managed to rebound even slightly above the 2013 level. In case of bachelor's degree holders, the wage was still rising significantly in 2014, but decreased by ₹5.7 in Q1-Q3/2015. When comparing the wages of master's degree holders, it seems the slight wage decrease has occurred already in 2014 (by ₹5.2) and in Q1-Q3/2015 the wages already returned back to a rising trend (by ₹11.1).

Table 1: Median hourly wage with respect to educational attainment

Education level	Median gross hourly wage			
	2013	2014	Q1-Q3/2015	Mean
Secondary education	118.0	110.9	119.1	117.7
Bachelor's degree, three year degree or equivalent	211.7	230.9	225.2	219.4
Master's degree, four/five year degree or equivalent	297.7	292.5	303.6	295.4

Source: WageIndicator Foundation

3.2. Gender

Table 2 below illustrates the median hourly wage by gender and year. The overall median hourly wage on the Indian labour market was ₹278.2. However, gender continues to play a significant role in determining the wage on the Indian labour market. On average, men earn ₹288.7 per hour whereas female colleagues earn just ₹215.5, i.e. 25.4% less than men in our sample. Some reasons behind this gender pay gap could be preference for male employees over female employees, preference for promotion of male employees to supervisory positions, career breaks of women due to parenthood duties, and other socio-cultural factors (Varkkey & Korde, 2013).

Especially worth remarking, as seen in the table is the comparison by year in case of men and women. The unchanged median wage of ₹288.7 in all three years is not an error in the hourly wage calculation. This wage is equivalent to ₹50,000 earned per month and 40 hours of work every week. There are probably many employees with such contracted hours and wage, and as median is defined as the middle value, it was indeed observed many times in the middle of the samples for all the three years. One can only conclude that during the whole period the men's median wage didn't change. However, in case of women, one can see a slow increase in the median wage, which indicates a positive change towards more equal pay for men and women.

Table 2: Median hourly wage by gender and year

Gender	Sample	Median gross hourly wage			
		2013	2014	Q1-Q3/2015	Mean
Male	26,985	288.7	288.7	288.7	288.7
Female	4,210	210.4	218.8	219.4	215.5
Total	31,195	277.1	282.3	274.9	278.2

Source: WageIndicator Foundation

3.3. Supervisory position

Table 3 below presents a relative comparison between male and female supervisory positions and wages. Employees in supervisory positions earn in median much more (59%) than non-supervisors (₹ 348.9 vs. ₹ 219.4). When comparing the three years affected by slower economic growth, one may notice that while the wages of non-supervisors have decreased during this period, the wages of supervisors have nevertheless risen – for both genders. This shows that during economic slowdowns and crisis, it is only the usual, non-supervisor employees who take the toll, while the supervisors continue to earn more. This is not a good sign and it increases income inequality even more. The overall gender pay gap for supervisors (20.2%) and non-supervisors (22.2%) is nearly the same.

Table 3: Median hourly wage by supervisory positions

Year	2013		2014		Q1-Q3/2015		Mean	
	Yes	No	Yes	No	Yes	No	Yes	No
Supervisor								
Male	346.4	230.9	370.0	230.9	375.3	216.5	359.3	230.9
Female	277.1	181.1	288.7	184.8	288.7	178.6	288.0	179.6
Total	346.4	221.1	359.3	220.7	360.9	211.9	348.9	219.4

Source: WageIndicator Foundation

3.4. Tenure groups

Table 4 below illustrates the median wages by tenure groups. The table clearly shows that wages rise sharply with longer work experience. The wage difference is more than 50% in nearly every pair of consecutive tenure groups shown in Table 4. When comparing from the time perspective, one can see the impact of the slower economic growth: the wages of young employees with short tenure have decreased a bit, only in case of experienced workers with 11+ years of tenure experience the wages didn't go down, but neither went up.

Table 4: Wages by tenure groups

Years of experience	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Year	Share				Median gross hourly wage			
2013	7%	13%	18%	10%	138.6	203.2	333.6	481.1
2014	6%	10%	13%	8%	135.7	202.1	346.4	513.2
Q1-Q3/2015	3%	4%	5%	4%	127.6	195	317.6	513.2
Total	16%	27%	36%	21%	136.3	202.1	334.9	493.2

Source: WageIndicator Foundation

3.5. Ownership of company

A significant factor influencing wages is the nature of ownership of a company. As foreign-owned, multinational companies operate globally and can sell their products in high income countries, their revenues are usually much higher than revenues of domestic owned companies, who sell products especially on the Indian market.

Therefore, foreign-owned companies can afford to pay higher wages than domestic owned companies, and data collected by Wageindicator also confirms this. Employees working in domestic companies earn more than ₹100 per hour less than workers in firms partially owned by foreigners. Wholly foreign owned companies pay the highest wages: ₹127 per hour more than partly foreign owned companies and ₹227 per hour more than wholly domestic owned companies. From the time perspective, a wage decrease caused by the slowdown of the Indian economy can be observed in all three groups. The very large decrease between 2014 and Q1-Q3/2015 observed for partly foreign owned companies is mainly because of low sample in this category.

Table 5: Median wages per company ownership

Ownership of company		Median gross hourly wage			
Year	Percentage of sample	2013	2014	Q1-Q3/2015	Mean
Wholly domestic owned ⁴	57.1%	185.7	182.8	169.0	182.8
Partly domestic, partly foreign owned	15.6%	300.2	295.6	230.9	288.7
Wholly foreign owned	27.3%	418.3	415.0	411.5	415.7

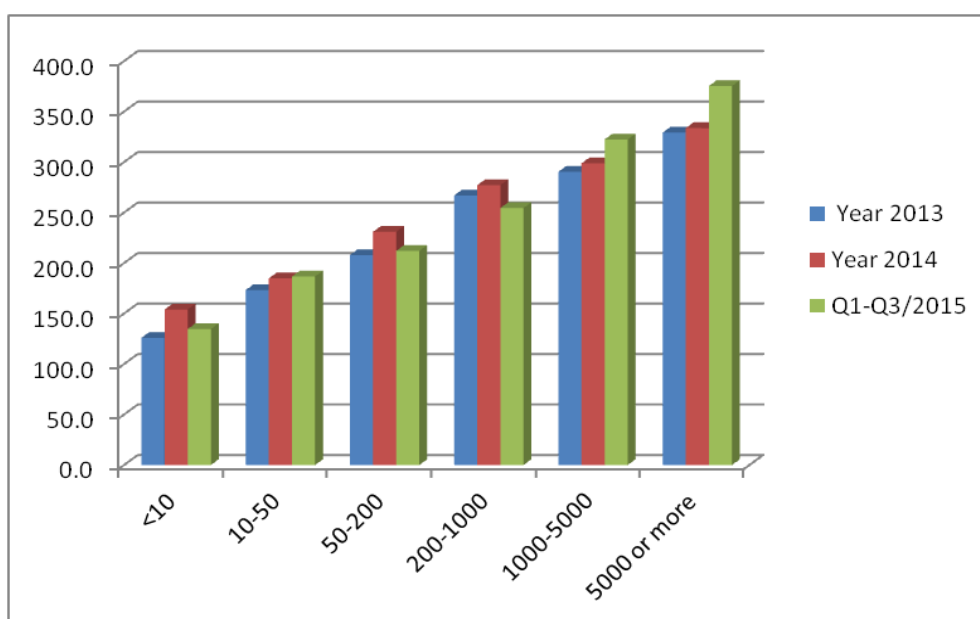
Source: WageIndicator Foundation

3.6. Size of company

As figure 1 illustrates, size of a company plays an important role in determining the wages. Generally, the larger the company, the higher wages its employees earn. The reasons for are that that many of the large companies are foreign-owned, and that companies first need to be successful in terms of revenue for a longer period in order to grow into large size (although, one may surely find a couple of exceptions). In Q1-Q3/2015, the median wage in small firms with less than 10 employees was just ₹134.7, in contract to large companies with more than 5,000 employees, where the wage reached a median of ₹375.3.

⁴ The Indian public sector is included in the “wholly domestic owned” category in this report.

Figure 1: Median gross hourly wages by company size (number of employees):



3.7. Bonus payments

Table 6 illustrates how many employees received bonuses in their last wage. It shows that very few firms acknowledge overtime work hours (9.4%) or weekend and unsocial work hours (11.7%) in terms of financial benefits. Most companies simply consider working beyond office hours as part of the job, and do not believe in compensating employees for extra hours⁵. However, the table clearly shows that while in 2013 the employers paid quite large bonuses, but just to a few people, since 2014 the same bonuses are paid off to much more people, but in lower amounts.

Table 6: Additional pay for extra work

Bonuses received in last wage			Median monthly benefit received					
Year / Percentage of sample	2013	%	2014	%	Q1-Q3/2015	%	Mean	%
Unsocial hours bonus / Weekend allowance	2000	8.5%	450	20.3%	500	22.9%	1100	11.7%
Overtime bonus	1450	7.5%	1000	14.3%	1100	16.5%	1200	9.4%

Source: WageIndicator Foundation

3.8. Job satisfaction

It is essential to understand and study satisfaction at work since workers spend almost 1/3rd of their time at work place (Guzi & Pedraza, 2013). The understanding of job satisfaction of workers for employers is also essential to control attrition rates (Varkkey & Korde, 2013). The analysis of job satisfaction shows that workers in India are relatively satisfied with their relationship with their colleagues and superiors (around $\frac{3}{4}$ of respondents). On the other hand, only slightly more than half of workers are satisfied with their pay. About 75% of Indian workers are satisfied with their job overall. From the time perspective, no significant change in any of the satisfaction level has occurred in the last three years.

⁵ While India has laws related to overtime payment for defined categories (e.g. factory workers), the respondents to the online surveys belonged to exempt category. Hence the observed trend.

One may also notice that around 60% of respondents reported to be satisfied with their life as a whole. However, this percentage cannot be compared with any of the job-related satisfaction questions, as the methodology to calculate the life satisfaction level is different (for explanation, see footnote 5 below the next table):

Table 7: Satisfaction with work and life

Satisfaction with	Satisfaction level		
	2013	2014	Q1-Q3/2015
Job	75.1%	74.3%	76.7%
Pay	56.7%	54.1%	52.7%
Commuting time	72.9%	73.3%	74.7%
Work-life balance	72.0%	70.4%	75.7%
Job security	68.8%	67.5%	67.1%
Work environment	73.2%	69.9%	73.4%
Working hours	76.7%	74.6%	76.8%
Relationship to colleagues	87.5%	84.6%	86.7%
Relationship to superiors	81.8%	79.8%	82.4%
Life as-a-whole⁶	61.1%	58.7%	61.1%

* *Source: WageIndicator Foundation*

Inter-sector comparison of the Indian labour market

Wages received by employees vary across sectors of employment. Table 8 illustrates the variation of wages in India across the eight sectors covered by this report. One can notice that ICT services companies pay by far the best wages, around ₹340 gross per hour. Relatively lucrative jobs can also be found in the financial service, banking and insurance sector, with gross hourly wages around ₹300. On the other hand, employees in education sector are paid the lowest wage, only slightly above ₹ 200 per hour. In the last 2 years and 9 months, wages have been rising slowly, but the impact of the slower economic growth on the wages has differed a lot across sectors: in some sectors the wages increased, in some other decreased. The largest wage increase can be found in the transport, logistics and communication sector, with wages rising by ₹ 22.7 since 2013. On the contrary, the largest wage decrease can be spotted in the Education and research sector, where the median wage fell by ₹ 12.6 since 2013. A more detailed breakdown of wages per sector follows in the next chapter.

Table 8: Wages by sector

⁶ 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.

Sector Year	Percentage of sample	Median gross hourly wage		
		2013	2014	Q1-Q3/2015
Construction, technical consultancy	15.7%	272.0	274.9	279.1
Education, research	6.1%	225.2	174.5	212.6
Financial services, banking, insurance	22.6%	294.5	307.9	307.9
Healthcare, caring services, social work	5.9%	216.5	240.6	220.4
ICT services	19.0%	346.4	346.4	337.3
Legal, market consultancy, business activities	4.2%	230.9	258.7	251.9
Manufacturing	21.5%	251.7	251.9	256.6
Transport, logistics, communication	5.0%	230.9	270.1	253.6
Total	100.0%	272.0	274.9	279.1

Source: WageIndicator Foundation

4. Sectoral overview

4.1. Construction, technical consultancy

According to Indian governmental data⁷, the Construction sector was growing quickly in recent years, experience an 8.0% growth in 2013/14 and 8.5% growth in 2014/15. In the construction and technical consultancy sector, the overall sample of observations was 4,905. The wages of employees in this sector are compared by several categories: education, gender, supervisory positions, tenure experience, size of companies and ownership structure of companies. Apart, the height of bonuses and data about job satisfaction is also provided. However, in some cases, the data sample was insufficient for some general conclusions.

The median gross hourly wages in this sector was ₹272.0 in 2013, ₹274.9 in 2014 and ₹279.1 in Q1-Q3/2015, meaning that this sector belongs among those where wages continued to rise, although much slower than the whole sector.

Education

Based on our sample from the above-mentioned period, it pays off having higher education also in this sector. Employees with only secondary education earn ₹144.3 per hour in median, much less than holders of the bachelor's degree (₹ 215.6 per hour) and twice less than holders of the master's degree (₹288.7 per hour).

The figures illustrated on Table 9 also provide a year-to-year wage comparison, which clearly shows that the smaller economic growth occurring in India since 2012 had different impacts on the wages of employees with different education. In case of workers with secondary education, the wages fell sharply by ₹ 36 per hour in 2014, and in 2015, no significant decrease was recorded. In case of bachelors, this decrease has occurred later: the wages still grew in 2014, but in 2015 they've decreased significantly by ₹ 44.2. For the case of masters, no decrease was recorded at all; their wages remained unchanged in 2013-2014, and in 2015, even a significant growth can be spotted. The reasons for this can be various, especially that master's degree holders are more qualified and less replaceable on the labour market than bachelor's degree holders or workers with secondary education. Therefore, when an economic slowdown arrives and employees are forced to reduce personal costs, the employees are reluctant to cut the wages of their experts and professionals with high education, and decide to lower the wages of less qualified workers first. It means that having higher education doesn't pay off only in terms of wage height, but also in terms of wage stability.

Table 9: Median hourly wage with respect to educational attainment

Education level	Median gross hourly wage			
	2013	2014	Q1-Q3/2015	Mean
Secondary education	173.2	136.8	134.7	144.3
Bachelor's degree, three year degree or equivalent	207.9	236.7	192.5	215.6
Master's degree, four/five year degree or equivalent	288.7	288.7	318.2	288.7

Source: WageIndicator Foundation

⁷ <https://data.gov.in/keywords/sector-wise-growth-rate-gdp>

Gender

A significant gender pay gap exists in this sector, as Table 10 illustrates. In the sample period, men earn ₹287.4 per hour whereas female colleagues earn just ₹214.7, i.e. 25.3% less than men in our sample. When comparing year-to-year, one might notice that men's wages remained more-or-less unchanged from 2013 till Q1-Q3/2015. In case of women, one may see an increase by ₹ 21 per hour in the last years. This also shows a decreasing trend in the gender pay gap, which reached 29% in 2013, but only 23% in Q1-Q3/2015, what is definitely good news in terms of gender equality.

Table 10: Median hourly wage by gender and year

Gender	Sample	Median gross hourly wage			
		2013	2014	Q1-Q3/2015	Mean
Male	4,341	286.3	282.3	288.7	287.4
Female	564	202.1	230.9	223.7	214.7
Total	4,905	272.0	274.9	279.1	275.6

Source: WageIndicator Foundation

Supervisory position

Table 11 below presents a relative comparison between workers by supervisory position and gender. Employees in supervisory positions earn in median much more than non-supervisors (₹ 340.6 vs. ₹ 213.6). When looking from the time perspective, one may notice that the wages of both supervisors and non-supervisors have risen a bit.

When comparing men's and women's wages, it is very positive that women's wages have increased significantly from 2013 to 2015 (by ₹ 35.4 for supervising women, by ₹ 41.0 for non-supervising women), while men's wages have increased only modestly (by ₹ 9.1 and ₹ 3.1 for the two groups), meaning that the overall gender pay gap has decreased in both supervisory position groups. However, the gender pay gap remains higher for non-supervisors (26.1%) than for non-supervisors (16.6%).

Table 11: Median hourly wage by supervisory positions

Year	2013		2014		Q1-Q3/2015		Mean	
	Yes	No	Yes	No	Yes	No	Yes	No
Supervisor								
Male	346.4	215.6	340.6	230.9	355.7	218.7	346.4	223.8
Female	277.7	151.5	303.4	171.9	313.1	192.5	288.7	165.3
Total	336.8	205.3	336.8	219.4	346.4	215.6	340.6	213.6

Source: WageIndicator Foundation

Tenure groups

When comparing wages by tenure groups, table 12 clearly shows that wages rise sharply with longer work experience. The wage difference is around 50% in every pair of consecutive tenure groups shown in Table 12. When comparing from the time perspective, it is very interesting that the wages have decreased the most for workers with the longest tenure (11+ years), and for workers with shorter tenures wages either decreased a bit or even slightly increased. A more detailed analyses and knowledge of the Indian real estate situation would be needed to explain this unusual phenomenon. Probably workers with short work experience in the construction industry use to perform much more simple tasks that are needed anyway, but the qualified knowledge of workers with long experience is necessary only when the real estate industry is booming.

Table 12: Wages by tenure groups

Years of experience	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Year	Share				Median gross hourly wage			
2013	7%	13%	17%	9%	136.9	203.2	312.7	513.2
2014	8%	11%	14%	7%	136.2	205.3	346.4	481.1
Q1-Q3/2015	3%	4%	5%	3%	119.8	210.4	318.2	434.6
Total	18%	27%	36%	20%	133.4	205.3	325.7	481.1

Source: WageIndicator Foundation

Ownership of company

The table below shows that employees working in domestic companies earn only ₹ 172 per hour, while employees of fully or partially foreign owned companies earn a huge 87% more (₹ 320.8 per hour). However, during the last years affected by slower economic growth, wages in wholly or partially foreign owned companies have decreased, but in domestic owned companies they have nevertheless increased.⁸

Table 13: Median wages per company ownership

Ownership of company		Median gross hourly wage			
Year	Percentage of sample	2013	2014	Q1-Q3/2015	Mean
Wholly domestic owned	67,4%	156.8	192.5	171.8	172.0
Wholly or partially foreign owned	32,6%	333.6	351.9	288.7	320.8

Source: WageIndicator Foundation

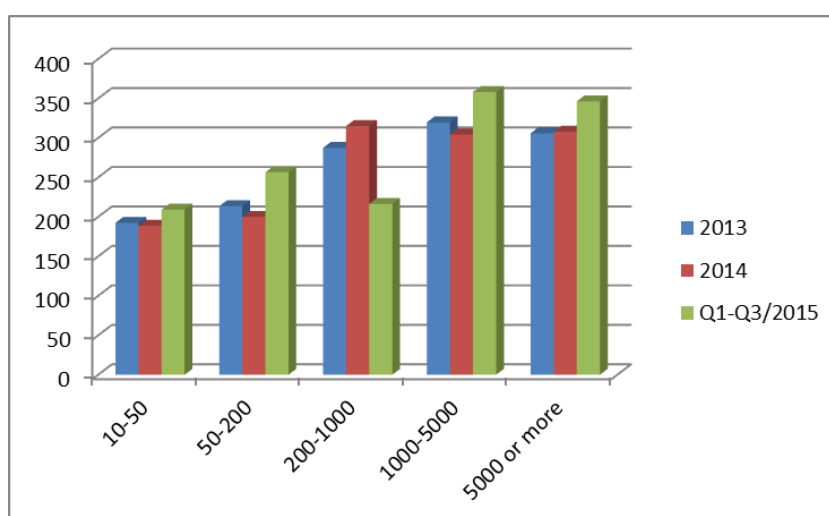
Size of company

Size of a company plays an important role in determining the wages also in this sector⁹. Generally, the larger the company, the higher wages its employees earn, although a few exceptions can be found. One such exception in this sector is that employees in companies with 1000-5000 employees earn more (₹ 322.4 per hour) than employees in companies with 5000+ employees (₹ 307.9 per hour). When looking at the graph, one will especially notice the large fall of wages in the companies with 200-1000 employees: in 2014 the median wage was ₹ 315 per hour, in Q1-Q3/2015 the wage fell sharply to only ₹ 217 per hour. However, such a result is caused by a low sample compared to the in previous years (410 observations in 2013, 278 observations in 2014, but only 128 observations in Q1-Q3/2015).

⁸ The sample in this sector doesn't allow to do a meaningful comparison of all three groups of company ownership. Therefore, merging observations from fully foreign owned and partially foreign owned companies was required.

⁹ The sample wasn't sufficient to provide a comparison of workers in the smallest companies (with 1-10 employees). Therefore, figure 2 illustrates only a comparison of wages for companies with at least 10 employees.

Figure 2: Median gross hourly wages by company size (number of employees):



Bonus payments

Table 14 shows that also in this sector just a few companies acknowledge weekend and unsocial work hours (10.5%) or overtime work hours (10.0%) in terms of financial benefits.¹⁰ However, one can easily see that the situation is improving a lot: as in 2013 bonuses for unsocial/weekend working hours or overtime work were received only by 7-8% of employees, in 2014 it rose to 12-18%, and in Q1-Q3/2015 it has risen into the 20-23% range.

Table 14: Additional pay for extra work

Bonuses received in last wage	Median monthly benefit received			
	2013	2014	Q1-Q3/2015	Mean
Percentage of sample by year				
Unsocial hours bonus / Weekend allowance	8.4%	13.2%	20.8%	10.5%
Overtime bonus	7.2%	12.8%	23.6%	10.0%

Source: WageIndicator Foundation

Job satisfaction

The analysis of job satisfaction shows that workers in the Indian Construction and technical consultancy sector are relatively satisfied with their relationship with their colleagues and superiors (figures move around 85% of respondents). But like was the case for Indian labour market overall, the thing the workers are least satisfied with is their salary, with which only around 55% of workers are satisfied with. About 75% of Indian workers in the Construction sector report being satisfied with their job overall. From the time perspective, changes occurring between the three years are minor.

One may again notice that only around 55% of respondents reported to be satisfied with their life as a whole.¹¹

¹⁰ In terms of bonuses received for unsocial working hours or overtime work in the last month, only a comparison of the percentage of employees who received them can be provided, as here the sample is sufficient. However, nearly none of the respondents answering yes on one of these two bonus questions answered how high bonus they received. Therefore, the really low sample doesn't allow us to meaningfully compare the median height of bonus received.

¹¹ As was explained previously, it doesn't mean that workers are much more satisfied with work related factors than their life as-a-whole, as the methodology to calculate the life satisfaction level is different (explanation is provided in footnote 5 on Page 13)

Table 15: Satisfaction with work and life

Satisfaction with	Satisfaction level		
	2013	2014	Q1-Q3/2015
Year			
Job	72.8%	75.8%	81.2%
Pay	55.7%	51.6%	55.7%
Commuting time	74.0%	69.1%	75.4%
Work-life balance	68.2%	69.7%	76.8%
Job security	68.9%	64.5%	67.1%
Work environment	73.2%	66.1%	75.7%
Working hours	73.8%	70.2%	76.8%
Relationship to colleagues	87.4%	86.8%	87.0%
Relationship to superiors	83.5%	82.0%	90.0%
Life as-a-whole*	54.9%	56.2%	56.6%

* See footnote 5 on page 13. Source: WageIndicator Foundation

4.2. Education, research

In the education and research sector, the overall sample of observations was only 1,902, meaning that the sample was not large enough to enable comparisons in many different categories of employees. The same categories of employee can be compared in most of the cases, but one may find exceptions where the data sample was simply insufficient to allow any meaningful comparison and findings.

The median gross hourly wages in this sector reached ₹225.2 in 2013, ₹174.5 in 2014 and ₹212.6 in Q1-Q3/2015, however, one must be aware that quite a low sample had significantly influenced these results.

Education

The data sample wasn't sufficient in case of employees with secondary education, the sample for bachelors is sufficient, but still low (367 observations). Therefore, only comparison of two education levels is possible: bachelors and masters. Nevertheless, it is clear that master's degree holders (₹225.7 per hour) earn in median much more than bachelor's degree holders (₹144.3 per hour).

Table 16 clearly shows that wages in the education and research sector have fallen significantly in 2014, regardless of the employees' education. However, in Q1-Q3/2015 the wages managed to rebound: they reached even ₹25 per hour more than the 2013 level for bachelors, and reached only ₹6 per hour less than in 2013 in case of masters. But it is important to have in mind that these findings have been concluded only from a small sample in case of bachelors, the results for masters are surely more reliable.

Table 16: Median hourly wage with respect to educational attainment

Education level	Median gross hourly wage			
	2013	2014	Q1-Q3/2015	Mean
Bachelor's degree, three year degree or equivalent	151.4	128.3	176.7	144.3
Master's degree, four/five year degree or equivalent	236.1	192.5	230.9	225.7

Source: WageIndicator Foundation

Gender

Like in all sectors, a quite large gender pay gap exists also in this one (22%). Men earn ₹ 220 per hour in median, whereas female colleagues earn just ₹ 171 per hour. For both genders, wages in this sector have decreased due to the economic slowdown in 2014, and started increasing again in Q1-Q3/2015. But wages of men haven't rebounded yet even to the 2013 levels, while wages of women have already surpassed the 2013 level. This is

clearly a good sign in terms of lowering the gender pay gap and enforcing pay equality for women.

Table 17: Median hourly wage by gender and year

Gender	Sample	Median gross hourly wage			
		2013	2014	Q1-Q3/2015	Mean
Male	1,430	240.6	186.5	216.5	220.0
Female	472	183.4	154.0	192.5	171.3
Total	1,902	225.2	174.5	212.6	205.3

Source: WageIndicator Foundation

Supervisory position

Table 18 below presents a relative comparison between workers by supervisory position and gender. Employees in supervisory positions earn in median much more than non-supervisors (₹ 251.4 vs. ₹ 174.5). When looking from the time perspective, in 2014 all the wages went down for all employees, but supervisors' wages managed to rebound much more quickly in Q1-Q3/2015. Therefore, the situation now is that wages for supervisors reach in median ₹ 17 more than in 2013, but wages of employees in non-supervisory positions remain still below by ₹33 from the 2013 level. In terms of gender, it is interesting that male supervisors and female non-supervisors are the groups whose wage have in fact risen. For female supervisors and male non-supervisors, the wages still didn't rebound to the 2013 level.¹²

Table 18: Median hourly wage by supervisory positions

Year	2013		2014		Q1-Q3/2015		Mean	
	Yes	No	Yes	No	Yes	No	Yes	No
Supervisor								
Male	274.9	215.6	240.6	160.4	285.4	168.7	261.7	182.7
Female	230.9	156.5	137.5	162.1	211.7	173.2	192.5	163.6
Total	259.8	202.1	216.0	161.7	277.1	169.4	251.4	174.5

Source: WageIndicator Foundation

Tenure groups

Also in this sector, wages rise with longer work experience. The only exception from this trend is the case of the two groups with longest work experience (6-10 years and 11+ years) in Q1-Q3/2015. However, small sample plays a key role in these findings, as the Q1-Q3/2015 period has the lowest sample. Therefore, when comparing from the time perspective, one may spot quite a curious thing that wages in some tenure groups have increased in the last 2,5 years, while in some other they have decreased. Therefore, it is better to compare only years 2013 and 2014: here we can see that wages for all tenure groups with less than 10 years of experience decreased, but wages of the most experienced workers (11+ years) have nevertheless risen. During the whole period in total, one can clearly see that tenure experience is one of the key factors influencing wage height: workers with 0-2 years of tenure earn in median only ₹128 per hour, but the most experienced workers earn ₹302 per hour, what is 2.35 times more.

¹² This conclusion may be biased by the small sample.

Table 19: Wages by tenure groups

Years of experience	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Year	Share				Median gross hourly wage			
2013	10%	14%	14%	9%	128.6	202.1	274.6	302.4
2014	10%	10%	11%	7%	106.2	182.2	226.4	313.1
Q1-Q3/2015	3%	4%	5%	3%	163.6	167.5	288.7	250.2
Total	23%	28%	30%	19%	128.6	202.1	274.6	302.4

Source: WageIndicator Foundation

Ownership of company

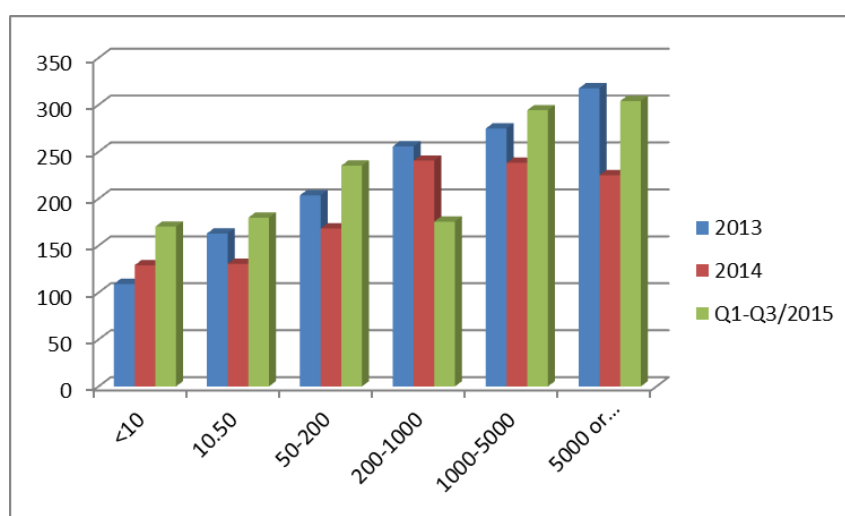
The education sector is specific in this case. A large majority of universities and educational institutions is domestically owned, either public or private. There are only few private foreign-owned educational institutions. Therefore, the sample for domestic owned companies is quite good enough (310 observations), but for foreign-owned educational institutions¹³ we have only 58 observations in the period. The median wage reported by employees of domestic owned company's totals ₹167.7 per hour, while the median wages of partially or fully owned companies reaches ₹279.1 per hour, so the wage difference is clear.

Size of company

Figure 3 shows a comparison of wages by company size. Size of a company plays an important role in determining the wages also in this sector. Generally, the larger the company, the higher wages its employees earn, although a few exceptions can be found. This trend is the most clear for observations from 2013, when the sample was the highest. For the Q1-Q3/2015 data, one may see that the median wages of employees in companies with 200-1000 employees (₹ 175.6 per hour) are smaller than of employees from companies sized 50-200 (235.2 per hour), but then the wages follow a rising trend again. When assessing the wages from the whole period (2013-Q3/2015), the median wage for workers in the smallest companies of less than 10 employees (₹130.9 per hour) is more than twice lower than for large companies with more than 5000 employees (₹288.7 per hour).

¹³ Wholly foreign-owned and partially foreign-owned educational institutions had to be merged together due to the low sample, which was only 58 for both.

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



Bonus payments

Most of the educational institutions in India don't have a general overtime policy. Therefore, the number of employees in the education and research sector receiving such bonuses was really low during the sample period: only 7.8% of employees reported receiving a bonus for weekend work or unsocial working hours in the last month, and only 5.2% reported receiving an overtime bonus.

Job satisfaction

When looking at the job satisfaction figures for workers in this sector, we may conclude that the employees are the most satisfied with their relationship with their colleagues, relationship with their superiors, and with their commuting time: 80% of employees reported being satisfied with this in Q1-Q3/2015. Again, the workers are least satisfied with their salary, but the satisfaction with salary is clearly rising. In 2013, only 46% of workers reported salary satisfaction, while in Q1-Q3/2015, this figure increased to 58%. About 75% of workers in the Education and research sector report being satisfied with their job overall.

In terms of satisfaction with life as-a-whole, the figure stood at 66% in 2013, then fell sharply to 52% in 2014, but has risen again in 2015 to 58%. The change in satisfaction with life overall actually follows how wages have changed in those years: in 2014, we've witnessed a decrease of the overall median wage in the sector, but in 2015 it recovered again. This shows that life satisfaction has a lot to do with how much people earn and in what conditions they work.¹⁴

¹⁴ Again, the satisfaction with life as-a-whole figures can't be put in comparison with the work related satisfaction questions, as the used methodology is different (explained in footnote 5 on page 13).

Table 20: Satisfaction with work and life

Satisfaction with	Satisfaction level		
	2013	2014	Q1-Q3/2015
Year	2013	2014	Q1-Q3/2015
Job	72.9	74.2	75.7
Pay	46.1	57.6	58.3
Commuting time	74.2	71.2	80.6
Work-life balance	71.0	71.4	71.4
Job security	58.0	42.6	65.7
Work environment	72.9	61.9	60.0
Working hours	76.3	76.9	68.6
Relationship to colleagues	84.2	77.3	80.0
Relationship to superiors	78.5	76.5	80.6
Life as-a-whole*	66.0	52.7	58.1

* See footnote 5 on page 13. Source: WageIndicator Foundation

4.3. Financial services, banking, insurance

According to Indian governmental data¹⁵, the Financial services, banking and insurance sector has been growing quickly in 2013/14 (9.5%) and in 2014/15 (10.0%) and is expected to keep growing at 10% in 2015/16. As this sector is still growing quickly in India and the wages in this sector have a rising trend.

In this sector, the overall sample of observations is 7,044. That is a large sample allowing meaningful comparisons of wages in all the categories of workers examined in this report. The median gross hourly wages in this sector didn't change significantly in the sample period: it stood at ₹294.5 in 2013, ₹307.9 in 2014 and in Q1-Q3/2015, it has remained unchanged at ₹307.9.

Education

In this sector, employees with secondary education earn ₹ 128.1 per hour in median, much less than holders of the bachelor's degree (₹ 240.6 per hour), but 2.5 times less than holders of the master's degree (₹ 320.8 per hour).

The figures illustrated on Table 21 also provide a year-to-year wage comparison. Wages in all three education groups follow the same pattern: they rose in 2014, but decreased again in Q1-Q3/2015. It means that the even though the sector has been growing as a whole, the wages keep experiencing some ups and downs, but generally have a rising trend.

Table 21: Median hourly wage with respect to educational attainment

Education level	Median gross hourly wage			
	2013	2014	Q1-Q3/2015	Mean
Secondary education	101.8	154.0	117.1	128.1
Bachelor's degree, three year degree or equivalent	230.9	256.6	246.9	240.6
Master's degree, four/five year degree or equivalent	317.6	333.6	324.8	320.8

Source: WageIndicator Foundation

Gender

Gender pay gap occurs also in this sector. In median, men earn ₹311.8 per hour whereas female colleagues earn just ₹256.6, 17.7% less than men in our sample. When comparing

¹⁵ <https://data.gov.in/keywords/sector-wise-growth-rate-gdp>

year-to-year, one might notice that wages of both sexes didn't change significantly. But, while men's wages grew in 2014 and fell a bit in Q1-Q3/2015, wages of women have been growing in both years. This is a good sign, showing a decreasing trend in the gender pay gap.

Table 22: Median hourly wage by gender and year

Gender	Sample	Median gross hourly wage			
		2013	2014	Q1-Q3/2015	Mean
Male	6,081	305.0	318.7	316.2	311.8
Female	963	254.0	259.8	266.9	256.6
Total	7,044	294.5	307.9	307.9	300.2

Source: WageIndicator Foundation

Supervisory position

As the table below illustrates, employees in supervisory positions earn in median much more than non-supervisors (₹ 387.4 per hour vs. ₹ 230.9 per hour). When looking from the time perspective, one may notice that while the wages of supervisors have been rising during this period, the wages of non-supervisors went down. This is one of the sectors where the effects of economic slowdowns aren't distributed fairly in terms of wages: the rising gap between supervisors and non-supervisory workers can lead to lower motivation of the common employees, which affects after some time the financial performance of the companies. Gender doesn't play a significant role in this, this trend of unequal wage effects felt by the two groups has been observed for both genders.

Table 23: Median hourly wage by supervisory positions

Year	2013		2014		Q1-Q3/2015		Mean	
	Yes	No	Yes	No	Yes	No	Yes	No
Supervisor								
Male	369.5	246.3	409.0	242.5	451.6	230.9	400.3	240.6
Female	315.9	205.3	375.3	207.9	381.1	173.2	347.1	205.3
Total	363.7	240.6	404.2	233.8	441.0	221.2	387.4	230.9

Source: WageIndicator Foundation

Tenure groups

Table 24 clearly shows that wages rise sharply with longer work experience. The wage difference is around 50% in every pair of consecutive tenure groups compared, meaning that workers with 0-2 years of experience (₹ 150.1 per hour) earn only 29% of the earnings of workers with 11+ years of experience (₹ 519.6 per hour). When comparing from the time perspective, it is interesting to see that wages have risen slightly for the two groups with longer tenure experience (6 years and more), but have decreased for the two groups with short tenure experience (up to 5 years). This confirms that more experienced workers in the financial sector are appreciated much more in terms of salary than low-experienced workers, who can be replaced easier.

Table 24: Wages by tenure groups

Years of experience	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Year	Share				Median gross hourly wage			
2013	7%	14%	20%	7%	150.1	216.5	354.5	513.2
2014	6%	11%	15%	7%	143.7	212.1	377.5	577.4
Q1-Q3/2015	3%	3%	5%	3%	123.3	207.9	359.3	519.6
Total	15%	28%	40%	17%	150.1	216.5	354.5	513.2

Source: WageIndicator Foundation

Ownership of company

The table below shows that employees working in domestic companies earn only ₹194.9 per hour, while employees of fully or partially foreign owned companies earned more than twice that figure (₹412.4 per hour).¹⁶ When looking from the time perspective, for both ownership groups we can see a reasonable increase of wages in 2014, but an even more important fall in Q1-Q3/2015, so the reported wages this year are in fact lower than wages reported in 2013.

Table 25: Median wages per company ownership

Ownership of company		Median gross hourly wage			
Year	Percentage of sample	2013	2014	Q1-Q3/2015	Mean
Wholly domestic owned	50.8%	192.5	205.3	176.6	194.9
Wholly or partially foreign owned	49.2%	392.6	479.3	357.3	412.4

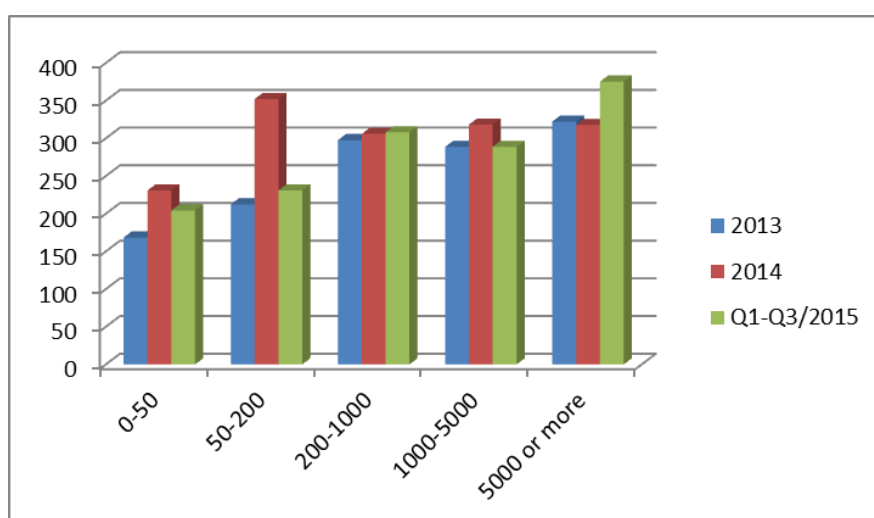
Source: WageIndicator Foundation

Size of company

The sample required merging the first two groups of company size, so figure 4 below provides a comparison of 5 different company sizes by number of employees: 0-50, 50-200, 200-1000, 1000-5000 and 5000+. As was the case previously, size of a company really plays an important role in determining the wages. Generally, the graph confirms that the larger the company, the higher wages its employees earn, although a few exceptions can be found. Also, wages have been stable in the three years, no major change can be seen between the years in any company size group. However, a clear exception is year 2014 for companies sized 50-200 employees. Wages have surpassed ₹350 per hour in this year, whereas in both 2013 and Q1-Q3/2015 they are more than ₹100 lower. The sample of observations was indeed good (338 in this outlier year), so this outlier has to be explained by some unusual structure of respondents (probably many employees from a well-paying company have filled the survey at one in this year) and one shall not consider this as proof of some revolutionary finding.

¹⁶ The sample in this sector doesn't allow to compare all three groups of company ownership. Therefore, merging observations from fully foreign owned and partially foreign owned companies was required.

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



Bonus payments

Like in other sector of Indian labour market, only quite a few firms acknowledge weekend and unsocial work hours (14.9%) or overtime work hours (9.7%) in terms of financial benefits.¹⁷ However, one may see that the situation is improving a lot, the percentage has risen more than twice in case of bonus for weekend/unsocial hours, and nearly four times in case of the overtime bonus.

Table 26: Additional pay for extra work

Bonuses received in last wage	Median monthly benefit received			
	2013	2014	Q1-Q3/2015	Mean
Percentage of sample by year				
Unsocial hours bonus / Weekend allowance	12.3%	23.0%	26.3%	14.9%
Overtime bonus	6.4%	20.9%	23.7%	9.7%

Source: WageIndicator Foundation

Job satisfaction

Again, the job-related things the workers are relatively satisfied with are: relationship with their colleagues, relationship with superiors and commuting time. However, a very low percentage of workers (46%) are satisfied with their pay, and the proportion of respondents being satisfied with their job overall (64%) is decreasing. This finding is a paradox, as the overall wages in this sector haven't experienced any reasonable decrease, and the sector is doing quite well in terms of growth.

61% of respondents reported being satisfied with their life as a whole, what can be considered a reasonable figure.¹⁸

¹⁷ Again, the sample is sufficient only for the percentage of employees who received these two types of bonuses. The number of respondents also answering the bonus height was too low.

¹⁸ As was explained previously, it doesn't mean that workers are much more satisfied with work related stuff than their life as-a-whole, as the methodology to calculate the life satisfaction level is different (explanation is provided in footnote 5 on Page 13).

Table 27: Satisfaction with work and life

Satisfaction with	Satisfaction level		
	2013	2014	Q1-Q3/2015
Year			
Job	75.3	70.2	64.3
Pay	55.2	45.7	45.8
Commuting time	70.5	69.8	77.5
Work-life balance	71.5	68.3	69.9
Job security	72.3	71.3	67.5
Work environment	69.7	67.8	71.3
Working hours	74.0	76.0	75.9
Relationship to colleagues	83.9	79.5	84.1
Relationship to superiors	77.8	76.6	81.5
Life as-a-whole*	61.5	57.0	61.3

* See footnote 5 on page 13. Source: WageIndicator Foundation

4.4. Healthcare, caring services, social work

In the sector of healthcare, caring services and social work, the overall sample of observations is 1,826. That is quite a small sample, which doesn't allow us to do many meaningful comparisons, so some of the comparisons had to be skipped.

Therefore, this sector wasn't affected that much in terms of wages like some other sector. The median gross hourly wages in this sector have fluctuated during the sample period: it stood at ₹216.5 in 2013, then rose to ₹240.6 in 2014 and in Q1-Q3/2015, it has decreased to ₹220.4.

Education

We can compare only wages of bachelors and master¹⁹, were the difference is clear: bachelors earn in median ₹54.9 per hour less than masters, but comparing it year-to-year, this figure has dropped from ₹68.1 in 2013 to ₹ 31.2 in Q1-Q3/2015. This difference was caused by the fact that while the wages of bachelors have increased in the sample period, the wages of masters have decreased. However, this finding may be biased by an unequal sample of observations (359 for bachelors and 1249 for masters).

Table 28: Median hourly wage with respect to educational attainment

Education level	Median gross hourly wage			
	2013	2014	Q1-Q3/2015	Mean
Bachelor's degree, three year degree or equivalent	176.5	200.9	199.7	192.5
Master's degree, four/five year degree or equivalent	244.6	250.2	230.9	247.4

Source: WageIndicator Foundation

Gender

A 26% gender pay gap exists in this sector, as men earn ₹ 240.6 per hour, but women only ₹ 178.3 per hour. When comparing year-to-year, it is clear that while men's wages decreased by ₹ 17 in the last couple of years, wages of women have risen sharply by ₹ 64 per hour. This illustrates a very positive trend in terms of equal pay for both genders in the Indian healthcare sector, however, one must not forget that the low sample (313 for women vs. 1513 for men) could have exaggerated this positive trend.

¹⁹ The low sample of observations for secondary education wasn't sufficient to meaningfully compare this category.

Table 29: Median hourly wage by gender and year

Gender	Sample	Median gross hourly wage			
		2013	2014	Q1-Q3/2015	Mean
Male	1,513	240.6	244.5	223.7	240.6
Female	313	154.0	179.3	218.0	178.3
Total	1,826	216.5	240.6	220.4	230.9

Source: WageIndicator Foundation

Supervisory position

Also in this sector, supervisors earn in median much more than non-supervisors (₹ 271.4 vs. ₹ 189.9). When comparing year-by-year, one may see that the wages of both supervisors and non-supervisors have risen significantly: by ₹ 44 in case of supervisors, and by ₹ 26 in case of non-supervisors. Table 30 below confirms this rising wage trend also for both genders. The largest wage increase in percent was recorded in the category of female supervisors (). However, the gender pay gap remains high: 28.4% for supervisors and 25.2% for non-supervisors.

Table 30: Median hourly wage by supervisory positions

Year	2013		2014		Q1-Q3/2015		Mean	
	Yes	No	Yes	No	Yes	No	Yes	No
Male	262.1	176.9	290.6	215.6	307.9	202.1	282.3	202.1
Female	202.1	128.3	196.7	166.5	288.7	169.4	204.5	153.0
Total	256.6	168.4	282.3	207.9	300.2	192.8	271.4	189.9

Source: WageIndicator Foundation

Tenure groups

It can't be any surprise that also in this sector wages rise very sharply with longer work experience. Workers with 0-2 years of tenure experience earn only ₹ 128.3 per hour, whereas the most experienced group of workers (11+ years) earns ₹ 369.5 per hour. When comparing from the time perspective, we see a wage increase in all tenure groups except for the group 3-5 years, where a minor decrease by was recorded.

Table 31: Wages by tenure groups

Years of experience	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Year	Share				Median gross hourly wage			
2013	9%	11%	17%	9%	128.3	196.7	258.2	359.3
2014	7%	12%	13%	7%	114.5	202.1	308.7	384.9
Q1-Q3/2015	2%	4%	5%	3%	148.1	188.6	307.9	368.7
Total	18%	27%	36%	19%	128.3	200.0	288.3	369.5

Source: WageIndicator Foundation

Ownership of company

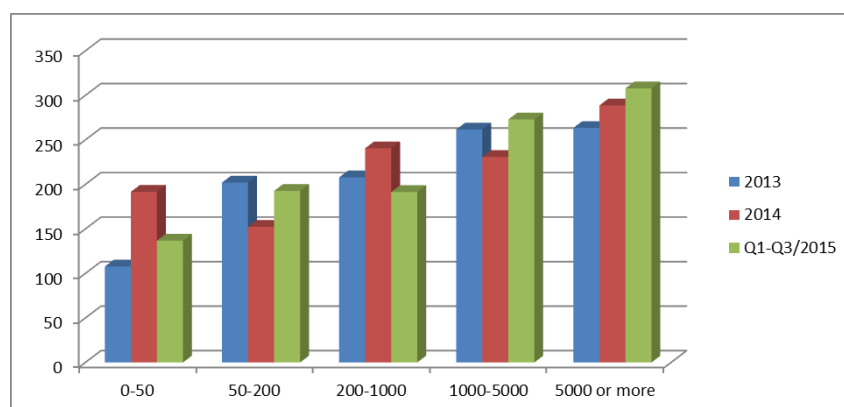
Employees in domestic owned companies (sample 146 observations) earn on average only ₹103.9 per hour, whereas employees of wholly or partially foreign owned companies (sample 70 observations) earn twice that amount (₹208.4 per hour).²⁰

²⁰ No further comparison of this kind of data can't be made for this sector due to the low sample.

Size of company

Also in this case, the two smallest group of companies by size had to be merged due to low sample. Employees working in small companies up to 50 employees (₹ 132.8 per hour) earn less than half what employees in companies with 5000+ employees earn (₹ 281.3 per hour). The general trend is the larger the company, the higher wages employees earn, and the differences in between the three years are quite low. An exception is year 2014 for the smallest companies: this must be an outlier caused by quite low sample (107 observations for this company size and year).

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



Bonus payments

As in other sectors, the percentage of employees receiving a bonus for weekend work or unsocial working hours (9.4%) or for overtime work (7.5%) is indeed very low. This is the only reasonable result that can be concluded from a low sample of respondents answering the two bonus questions (128 and 133).

Job satisfaction

A very large majority (96%) of workers report being satisfied with their relationship with their colleagues. Relationship with superiors (88%) and commuting time (84%) are again the other categories where workers report satisfaction. Again, wage is the key problem for most of the employees: only 48% of employees report being satisfied with their wage, which is significantly lower than in other sectors. Nevertheless, a large majority (76%) of Indian healthcare workers report being satisfied with their job. This is probably caused by the very good relationship with their colleagues, as the salary is not good. All the above-mentioned figures were from Q1-Q3/2015. When looking from the time perspective, a clearly rising trend is seen in most of the items (except pay and job security), which wasn't the case in other sectors.

The rising trend is also clear for satisfaction with life: while in 2013, only 51% of respondents reported being satisfied with their life as-a-whole, in 2014 the figure rose to 59%, and in Q1-Q3/2015 it has risen even more to 70%. In no other sector so far have we observed such a large satisfaction with life. This can probably be attributed to the important societal role medical doctors and healthcare workers play, even though the wage is not good.²¹

²¹ Again, the percentage of satisfaction with life and with the job related items can't be compared due to different methodology (explanation is provided in footnote 5 on Page 13)

Table 32: Satisfaction with work and life

Satisfaction with	Satisfaction level		
	2013	2014	Q1-Q3/2015
Year	2013	2014	Q1-Q3/2015
Job	73.4	70.5	76.0
Pay	44.4	55.6	48.1
Commuting time	66.7	82.9	84.0
Work-life balance	70.4	66.7	77.8
Job security	58.8	64.4	63.0
Work environment	65.4	67.4	81.5
Working hours	67.5	75.0	81.5
Relationship to colleagues	87.3	89.1	96.3
Relationship to superiors	82.5	82.6	88.5
Life as-a-whole*	51.2	58.8	70.0

* See methodological explanation in Table 7 on page 13. Source: WageIndicator Foundation

4.5. ICT services

In the sector of Information and communication technology (ICT) services, the overall sample of observations is 5,919, reasonable enough to provide reasonable results for comparisons in most of the categories of employees.

The median gross hourly wage in the ICT sector hasn't changed in 2013-2014. In both years, it reached ₹346.4. However, in Q1-Q3/2015, it has slightly decreased to ₹ 337.3, what is surprising considering the fact that the ICT sector is a quickly expanding one and ICT specialists are now sought by companies in nearly all economic sectors.

Education

In this sector, the sample of workers with only secondary education was too low to allow any comparison. Therefore, we can only compare the median hourly wages of ICT services workers holding a bachelor's degree (₹ 268.2 per hour) and a master's degree, but 2.5 times less than holders of the master's degree (₹ 359.3 per hour), that is 34% more than bachelors.

The figures illustrated on Table 33 also provide a year-to-year wage comparison. Quite Wages of bachelors have decreased slightly by ₹ 16 per hour since 2013. Wages of masters remained virtually unchanged. We may conclude that overall there was no significant change in the wages of both education groups in the sector of ICT services.

Table 33: Median hourly wage with respect to educational attainment

Education level	Median gross hourly wage			
	2013	2014	Q1-Q3/2015	Mean
Bachelor's degree, three year degree or equivalent	283.6	259.8	267.4	268.2
Master's degree, four/five year degree or equivalent	359.3	360.9	358.0	359.3

Source: WageIndicator Foundation

Gender

The ICT sector is strongly male dominated, the sample of females makes only 11.3% of the overall sample. The low proportion of women working in this sector can be the main cause of the huge gender pay gap existing in this sector (34%). In median, men earn ₹360.9 per hour whereas women earn only ₹239.6 per hour. The big gender pay gap is also caused by the fact, that while men's wages have increased a bit from 2013-2015, wages of women have recorded a significant decrease by ₹55. This must've significantly increased the gender pay gap of this sample. One must however have in mind that the

sample of women's observations is really low, so the women's wage figures have a high volatility and the reliability of these data is therefore questionable.

Table 34: Median hourly wage by gender and year

Gender	Sample	Median gross hourly wage			
		2013	2014	Q1-Q3/2015	Mean
Male	2,581	359.3	369.5	375.3	360.9
Female	329	261.7	230.9	206.9	239.6
Total	2,910	346.4	346.4	337.3	346.4

Source: WageIndicator Foundation

Supervisory position

Employees in supervisory positions earn in total much more than employees in non-supervisory positions (₹ 461.9 per hour vs. ₹ 254.0 per hour). When looking from the time perspective, we again see that while the wages of supervisors have slightly risen during this period, the wages of non-supervisors have slightly fallen. This sector also belong among those where the effects of economic slowdown wasn't distributed fairly between supervisors and common workers in terms of wages. As the overall sample of females is very low in the ICT sector, the yearly breakdown of female wages by supervisory position can't be published due to low sample (therefore the female row is empty in the table below). As was already concluded, the gender pay gap in this sector is very high. However, the gender pay gap for non-supervisors (28%) is lower than for supervisors (42%).

Table 35: Median hourly wage by supervisory positions

Year	2013		2014		Q1-Q3/2015		Mean	
	Yes	No	Yes	No	Yes	No	Yes	No
Supervisor								
Male	456.4	259.8	472.2	259.8	524.4	241.2	461.9	259.8
Female							325.3	203.5
Total	451.9	256.6	461.9	256.6	461.9	233.5	461.9	254.0

Source: WageIndicator Foundation

Tenure groups

We can again see a sharp rise of wages of workers with longer work experience. The wage difference is around 50% in every pair of consecutive tenure groups compared, meaning that workers with 0-2 years of experience (₹ 144.3 per hour) earn in fact 4.4 times less than of workers with 11+ years of experience (₹ 635.1 per hour). When comparing from the time perspective, we can see that the median wages of employees with the shortest work experience haven't changed, and the wages of all the other tenure groups have increased only marginally.

Table 36: Wages by tenure groups

Years of experience	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Year	Share				Median gross hourly wage			
2013	6%	13%	21%	10%	144.3	207.9	383.2	618.4
2014	5%	10%	14%	8%	144.3	230.9	402.1	641.5
Q1-Q3/2015	2%	4%	5%	4%	137.8	204.8	376.0	645.5
Total	13%	26%	40%	21%	144.3	219.4	386.8	635.1

Source: WageIndicator Foundation

Ownership of company

The sample for this question and in this sector allows us to compare only two groups of company ownership: wholly domestic owned and fully or partially foreign owned companies.

Table 37 below shows that employees working in domestic companies earn only ₹ 261.2 per hour, while employees of fully or partially foreign owned companies earn 88% more (₹ 490.8 per hour). In the year-to-year comparison, it is important to point out what has happened last year (Q1-Q3/2015). While the wages of wholly domestic owned companies have decreased significantly by ₹ 70 per hour, the wages of wholly or partially foreign owned companies have increased by more than ₹ 80 per hour. This means the pay gap in the ICT sector between domestic and foreign-owned companies is growing.

Table 37: Median wages per company ownership

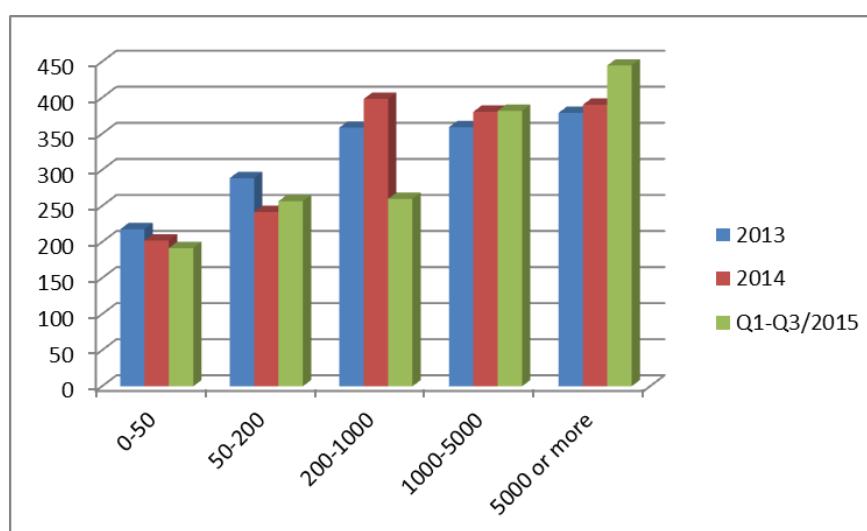
Ownership of company		Median gross hourly wage			
Year	Percentage of sample	2013	2014	Q1-Q3/2015	Mean
Wholly domestic owned	46.4%	272.5	276.0	206.6	261.2
Wholly or partially foreign owned	53.6%	490.8	461.9	543.4	490.8

Source: WageIndicator Foundation

Size of company

The sample allows us to compare 5 different company size groups: 0-50, 50-200, 200-1000, 1000-5000 and 5000+ employees. Generally, the graph confirms that the larger the company, the higher wages its employees earn, although the correlation is not so clear like in other sectors. Employees working in companies with less than 0-50 earned only in median ₹ 202.1 per hour during the whole sample period, whereas employees working in the largest companies with 5000+ employees earned nearly twice that much (₹ 393.5 per hour) during the same period. One may also see that while in case of the smaller companies the wages have decreased slightly in the three years, in case of the largest companies the wages have still been slightly increasing. A large exception in the case of companies with 200-1000 employees in Q1-Q3/2015: in this case, a large ₹ 140 per hour decrease of wages has been recorded (based on 138 observations). This must be just a small exception in the general trend described above.

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



Bonus payments

In terms of bonuses received for unsocial working hours or overtime work in the last month, again only a comparison of the percentage of employees who received them can be provided, as here the sample is sufficient. Like in other, only quite a few firms acknowledge weekend and unsocial working hours (13.8%) or overtime working hours (7.0%) in terms of financial benefits. However, since 2013 the situation has improved and the percentage of workers receiving these bonuses has risen.

Table 38: Additional pay for extra work

Bonuses received in last wage	Median monthly benefit received			
Percentage of sample by year	2013	2014	Q1-Q3/2015	Mean
Unsocial hours bonus / Weekend allowance	10.6%	26.9%	18.2%	13.8%
Overtime bonus	5.7%	12.6%	7.8%	7.0%

Source: WageIndicator Foundation

Job satisfaction

In the ICT services sector, the three job-related things the workers most satisfied with are the relationship with their colleagues, working hours and the relationship with their superiors. With all these things more than 80% of employees have reported satisfaction. More than 80% are also satisfied with their job overall, and these figures are rising. The least satisfying thing of the ICT sector employees is again the wage (58%). However, for pay satisfaction we can't see any rising trend.

Good news is that the number of respondents reporting being satisfied with their life as a whole is rising, from 63.6% in 2013 to 69.6% in Q1-Q3/2015. It is no surprise, considering the wages ICT specialists earn.²²

Table 39: Satisfaction with work and life

Satisfaction with	Satisfaction level		
Year	2013	2014	Q1-Q3/2015
Job	76.1	73.9	81.5
Pay	59.2	52.5	58.3
Commuting time	70.1	76.9	79.4
Work-life balance	71.5	73.3	79.8
Job security	71.6	69.0	73.6
Work environment	75.9	73.5	76.9
Working hours	79.6	72.7	85.9
Relationship to colleagues	89.3	84.2	88.4
Relationship to superiors	80.9	78.0	83.7
Life as-a-whole*	63.6	60.9	69.6

* See footnote 5 on page 13. Source: WageIndicator Foundation

4.6. Legal and market consultancy, business activities

The overall sample for this sector is the lowest from the eight sectors of this report: only 1,325 observations. Therefore, many of the tables and comparisons for various categories of workers couldn't be provided in detail. The median gross hourly wage has recorded a slight overall increase during the sample period. In 2013, it has been ₹ 230.9, in 2014 it reached ₹258.7 in 2014, but in Q1-Q3/2015 decreased a bit to ₹ 251.9. The wages in this sector weren't much affected by slower economic growth occurring in India since 2012.

Education

²² As was already explained, the figure doesn't mean that workers are much more satisfied with work related stuff than their life as-a-whole, as the methodology to calculate the life satisfaction level is different (explanation is provided in footnote 5 on Page 13).

As the sample for this sector is small, only wages of bachelor's degree holders and master's degree holders can be compared. Holders of only a bachelor's degree (₹ 192.5 per hour) in fact earn less than holders of the master's degree (₹ 259.8 per hour), although this difference is not as high as in many other sectors.

The figures illustrated on Table 40 also provide a year-to-year wage comparison. Wages of bachelors have been rising, during the last two years they have risen by ₹ 63 per hour. But in the case of masters, the wages have remained more-or-less without change, so the wage difference between legal and market consultancy workers with bachelor's and master's degree must have decreased. This indicates that in this sector also the bachelor's degree can be well applied in work experience.

Table 40: Median hourly wage with respect to educational attainment

Education level	Median gross hourly wage			
	2013	2014	Q1-Q3/2015	Mean
Bachelor's degree, three year degree or equivalent	162.0	205.3	225.4	192.5
Master's degree, four/five year degree or equivalent	256.6	273.9	259.8	259.8

Source: WageIndicator Foundation

Gender

The gender pay gap is significant also in this sector. During the whole sample period, men report a median hourly wage of ₹ 256.6 per hour, whereas women report a median wage of ₹ 206.6 per hour. This represents a 24.2% gender pay gap. When comparing year-to-year, one must have in mind the low sample of women (only 268 observations), which doesn't allow a year-to-year comparison. But in case of men, we see a wage increase.

Table 41: Median hourly wage by gender and year

Gender	Sample	Median gross hourly wage			
		2013	2014	Q1-Q3/2015	Mean
Male	1,057	241.5	266.2	260.2	256.6
Female	268				206.6
Total	1,325	230.9	258.7	251.9	248.3

Source: WageIndicator Foundation

Supervisory position

Also in this sector, employees working in supervisory roles earn in median much more than employees without supervisory roles (₹ 302.0 per hour vs. ₹ 188.7 per hour). When looking from the time perspective, the sample wasn't large enough to enable a meaningful comparison for both genders. Therefore, only figures for all employees are provided, where we can clearly see a minor decrease in wages of both supervisors and non-supervisors in Q1-Q3/2015 compared to 2013. However, in the middle year 2014, the wages have increased a bit.

Table 42: Median hourly wage by supervisory positions

Year	2013	2014	Q1-Q3/2015	Mean
------	------	------	------------	------

Supervisor	Yes	No	Yes	No	Yes	No	Yes	No
Male							307.9	196.3
Female							261.1	161.7
Total	288.7	187.0	317.6	192.5	281.8	179.0	302.0	188.7

Source: WageIndicator Foundation

Tenure groups

Table 43 again illustrates that wages rise sharply with longer work experience. While workers with 0-2 years of experience earn only ₹150.1 per hour in median, wages of workers with 11+ years of experience reach ₹424.4 per hour. When comparing from the time perspective, one may notice that wages of workers with 11+ years of experience make up only 11% of the already small sample. Therefore, this group isn't included in the year-to-year comparison of wages by tenure. When comparing the remaining three groups with up to 10 years of experience, we may notice that while wages for the groups 3-5 and 6-10 have increased reasonable (by about ₹ 50 per hour), wages of the least experienced workers have indeed decreased. However, data for Q1-Q3/2015 comes from a low sample, so it can be biased.

Table 43: Wages by tenure groups

Years of experience	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Year	Share				Median gross hourly wage			
2013	10%	16%	15%	6%	144.3	198.9	288.7	
2014	10%	12%	13%	4%	134.4	181.5	354.1	
Q1-Q3/2015	4%	5%	4%	2%	118.0	245.4	328.1	
Total	24%	32%	32%	11%	136.0	195.0	323.3	424.4

Source: WageIndicator Foundation

Ownership of company

The sample in this sector doesn't allow to compare the wages year-by-year. However, we can reasonably compare all the three ownership groups. Wages for employees in domestic owned companies (₹ 150.6 per hour) are more than three times lower than wages in wholly foreign owned companies (₹ 473.4 per hour). Wages in partially domestic and partially foreign owned companies lies somewhere in between at ₹ 262.4 per hour.

Table 44: Median wages per company ownership

Ownership of company	Median gross hourly wage	
Year	Percentage of sample	Mean
Wholly domestic owned	59.2%	150.6
Partially foreign owned	17.6%	262.4
Wholly foreign owned	23.2%	473.4

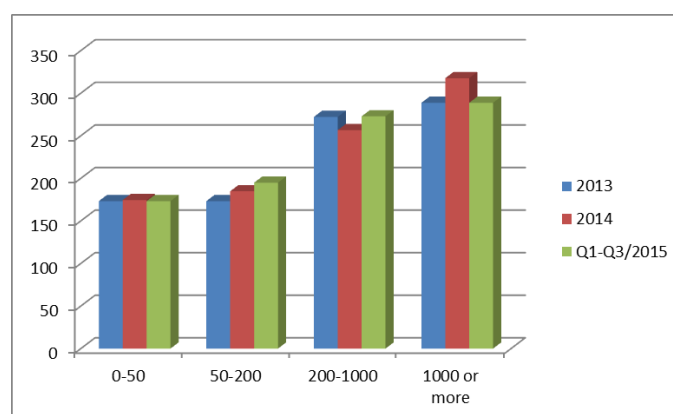
Source: WageIndicator Foundation

Size of company

The low sample allows us to compare wages only in for company size groups: 0-50, 50-200, 200-1000 and 1000+ employees. As was the case previously, size of a company really plays an important role in determining the wages: the larger company size, the larger are the wages. It is important to note for this sector that the wage differences between company sizes are much smaller than was the case in other sectors. Employees of companies with less than 50 employees reached 173.5 in the whole sample period,

while wages in companies with more than 1000 employees reached 303.0 per hour. The figures for the individual years are virtually the same, no major change in wages has occurred in the last three years in any of the company size groups.

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



Bonus payments

The sample of respondents answering the questions about weekend/unsocial working hours (165) and overtime work (170) is really low. We can only conclude that from the whole sample period, only 7.9% of respondents reported receiving a bonus for weekend/unsocial working hours in the last month. In case of bonus for overtime work, this percentage was only 9.4%. This sector is no exception, only a small part of Indian workers receive such benefits. No other reasonable findings can be concluded from such a low sample.

Job satisfaction

Again, relationship with colleagues and superiors are the job-related categories the employees of the Legal and market consultancy sector are the most satisfied with (more than 80%). In this sector, also a lot of employees (77.5%) are satisfied with their work-life balance, and this figure has been rising in the last three years. This is quite a surprising finding considering that working in the legal sector usually requires working long hours. The salary is again the job-related category the employees are the least satisfied with: only 51% of workers in the legal sector report satisfaction with their pay.

However, the case of satisfaction with life as-a-whole is not so positive: while in 2013 61% of respondents reported being satisfied with their life as a whole, this figure has fallen to 55% in Q1-Q3/2015.²³

Table 45: Satisfaction with work and life

²³ As was explained previously, these figures don't mean that workers are much more satisfied with work related stuff than their life as-a-whole, as the methodology to calculate the life satisfaction level is different (explanation is provided in footnote 5 on Page 13).

Satisfaction with	Satisfaction level		
	2013	2014	Q1-Q3/2015
Year	2013	2014	Q1-Q3/2015
Job	73.9	75.4	83.3
Pay	46.0	55.4	51.2
Commuting time	69.4	77.4	74.4
Work-life balance	69.8	71.7	77.5
Job security	56.5	63.6	60.0
Work environment	65.5	77.2	76.9
Working hours	74.4	81.8	65.0
Relationship to colleagues	85.7	84.2	82.5
Relationship to superiors	88.1	75.9	80.0
Life as-a-whole*	61.5	60.0	54.8

* See footnote 5 on page 13. Source: WageIndicator Foundation

4.7. Manufacturing

In the Indian manufacturing sector, the overall sample of observations is 6,698.²⁴ The median gross hourly wages in this sector have risen only marginally during the sample period: from ₹ 251.7 in 2013 through ₹ 251.9 in 2014 to ₹ 256.6 in Q1-Q3/2015. This sector has been very stable in terms of wages.

Education

As can be seen in this sector, the employees with a secondary education earn the lowest median hourly wage (₹109.1). Employees who hold a Bachelor's degree earn a median hourly wage of ₹204.5 (almost double the hourly wage of a secondary education employee holder), whilst employees with a Master's degree earn 2.5 times the median hourly wage of employees with a secondary education (₹277.1).

Data presented in previous education level tables for different sectors show the same pattern of growth from years 2013-2014 and in most of cases, there is a slight decrease in median hourly wage from Q1-Q3 of 2015. Wages for employees with bachelor's degree suffered the harshest changes throughout the years; an increase of ₹33 from 2013-2014 and then a decrease of ₹43.3 from 2014 to Q1-Q3/2015. However, the wage development in the other two education levels was different. Wages of workers with only secondary education decreased a bit in the first year, but increased by ₹30 in Q1-Q3 of 2015. Wages of Master's degree holders education decreased by ₹23 in 2014, but increased by ₹13 in Q1-Q3 of 2015.

Table 46: Median hourly wage with respect to educational attainment

Education level	Median gross hourly wage			
	2013	2014	Q1-Q3/2015	Mean
Secondary education	102.2	97.5	127.5	109.1
Bachelor's degree, three year degree or equivalent	197.3	230.9	187.6	204.5
Master's degree, four/five year degree or equivalent	287.4	264.6	273.9	277.1

Source: WageIndicator Foundation

²⁴ However, even this sample didn't enable us to publish meaningful comparisons for all the categories of workers that we examine in this report, but most of the figures could be used and are published below.

Gender

The average hourly wage for men is ₹ 259.8 and women ₹ 192.5. This is a difference in wages of ₹ 67.3, amounting to a 34.9% Gender pay gap. This Gender pay gap makes the Manufacturing sector the one with the highest Gender pay gap among the sectors covered by this report.

By observing table 47, it can be noticed that men's wages have increased slightly over the years (a yearly average of ₹ 2.45), whilst women's wages have decreased from 2013 to 2014 and then increased in Q1-Q3/2015. This trend indicates widening of the Gender pay gap in favor of men. One of the reasons for such bad wage treatment of women is that the Manufacturing sector is highly male-dominated, as the sample of observation also confirms.

Table 47: Median hourly wage by gender and year

Gender	Sample	Median gross hourly wage			
		2013	2014	Q1-Q3/2015	Mean
Male	6,022	256.6	259.8	261.5	259.8
Female	676	212.1	184.8	187.6	192.5
Total	6,698	251.7	251.9	256.6	254.0

Source: WageIndicator Foundation

Supervisory position

Table 48 illustrates the wages for employees in supervisory and non-supervisory positions. The salaries are higher for supervisors than non-supervisors (₹ 288.7 vs ₹ 202.7). Looking closely at the table, the median hourly wage for supervisors was rising from 2013-2014 and decreased in the Q1-Q3/2015, whilst for employees in non-supervisory positions, wages decreased an average of ₹ 7.85 during the considered years. Within the manufacturing sector, there is an imbalance between employees in supervisory positions with non-supervisory ones, which as a result can have negative effects over motivational aspects of workers and therefore impact financial performance for companies within this sector. Another aspect to consider is the unbalance in samples between genders, which is has higher numbers for males instead of females, however, gender inequality does not play a significant role within this sector because it is observed that the unequal wage affects both genders within the analyzed work groups.

Table 48: Median hourly wage by supervisory positions

Year	2013		2014		Q1-Q3/2015		Mean	
	Yes	No	Yes	No	Yes	No	Yes	No
Supervisor								
Male	288.7	208.0	317.6	205.3	307.9	202.1	294.6	205.3
Female	254.0	212.1	216.5	161.9	230.9	168.7	226.1	173.2
Total	288.7	208.2	307.9	200.9	298.9	192.5	288.7	202.7

Source: WageIndicator Foundation

Tenure groups

Table 49 shows the wages according to the years of work experience. While workers with 0-2 years of experience earn a median gross hourly wage of ₹ 123.2 per hour, employees with 11+ years of experience earn ₹ 409 per hour, this is a 231% difference. The wage difference is obvious amongst the tenure groups with an average of 50% difference amongst them. The highest percent difference amongst consecutive groups (58.7%) exists amongst the 3-5 years and the 6-10 years of work experience. The lowest share observed in the table is for those employees with 0-2 years of experience (only 14%), making the other 3 groups important to analyze for the year to year basis. The year which reported the highest increase in hourly wage was 2014 with ₹ 115.5 from 3-5 to 6-10 and ₹ 161.6 from 6-10 to 11+. The case is similar for the 2013 and Q1-Q3/2015, whereas the years of experience are higher, wages increase and confirms that more experienced workers are economically compensated than lower-experienced workers.

Table 49: Wages by tenure groups

Years of experience	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Year	Share				Median gross hourly wage			
2013	6%	11%	16%	15%	120.3	184.8	282.3	360.9
2014	6%	9%	10%	11%	133.4	173.2	288.7	450.3
Q1-Q3/2015	3%	4%	6%	5%	116.3	168.4	264.6	451.1
Total	14%	24%	32%	30%	123.2	174.5	277.1	409.0

Source: WageIndicator Foundation

Ownership of company

In order to do a meaningful comparison of all three groups of company ownership the observations were merged from fully foreign owned and partially foreign owned companies.

The following table shows that employees in domestic owned companies earn ₹ 167.4 per hour, whilst employees from wholly or partially foreign owned companies earn ₹ 280.1 per hour, this is a difference of 67% between the groups. For both groups, the period comprising 2013 and 2014 presented an increase in hourly wages; ₹ 0.7 (0.4%) for wholly domestic owned companies and ₹ 6.9 (2.4%) for wholly or partially foreign owned companies. On the other hand, 2014 to Q1-Q3/2015 presented a decrease in hourly wages; ₹ 13.2 for the first group and ₹ 50.8 for the latter.

Table 50: Median wages per company ownership

Ownership of company		Median gross hourly wage			
Year	Percentage of sample	2013	2014	Q1-Q3/2015	Mean
Wholly domestic owned	58.9%	167.7	168.4	155.2	167.4
Wholly or partially foreign owned	41.1%	288.7	295.6	244.8	280.1

Source: WageIndicator Foundation

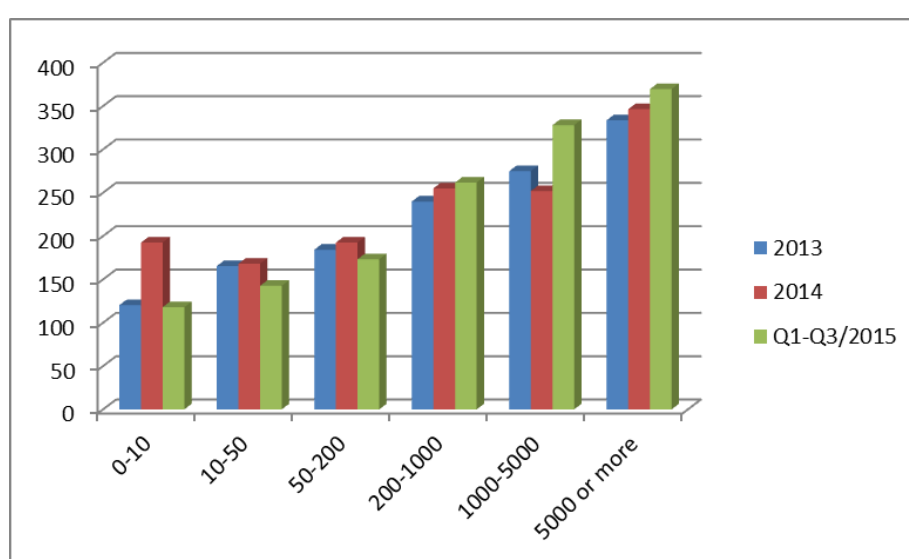
Size of company

The following figure shows groups of companies arranged according to their number of employees and the relationship these groups have with earned hourly wages. As a result of the arrangement, 6 different groups were established; 0-10, 10-50, 50-200, 200-1000, 1000-5000 and 5000+ employees. In the case of this sector and previously analyzed ones, wages depend highly on the size of the companies and number of employees, generally larger companies (with a larger number of employees) pay higher hourly wages, although there may be some exceptions like group 0-10 employees. Group 1 (0-10 employees)

earned the highest hourly wage from 2013 to 2014 (₹71.9), however suffered the highest decrease in wage from all the groups from 2014 to Q1-Q3/2015 (₹74.6). This large changes in wages can be explained by the fact that the earnings of small manufacturing companies with 0-10 employees are really dependent on each order or contract they manage to get, so their revenue and employees' earnings fluctuate much more year-to-year than in larger companies. The highest increase in hourly wage earned was from 2014 to Q1-Q3/2015 by group 5 (₹76.1). The lowest recorded increase in hourly wage was group 2 from 2013 to 2014 with only ₹2.7.

Groups 1, 2 and 3 experienced a growth in wage from 2013-2014 and a decrease from 2014 to Q1-Q3/2015. Groups 4, and 6 increased their wages during the considered years and finally group 5 of 1000-5000 employees was different from the common identified trends: decreased ₹ 23 from the years 2013-2014 and increased ₹76 in between 2014 to Q1-Q3/2015.

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



Bonus payments

In terms of bonuses received for unsocial working hours or overtime work in the last month, again only a comparison of the percentage of employees who received them can be provided, as here the sample is sufficient. The number of respondent answering the bonus height was low, but for those answering yes/no to the bonus questions the sample is reasonable.

Like in other sectors of the Indian labour market, not all firms acknowledge overtime work hours (11.4%) or weekend and unsocial work hours (9.3%) in terms of financial benefits. The percentage of employees receiving an unsocial hours bonus increased more than double from 2013 to 2014 (12%) and 3.2% from 2014 to Q1-Q3/2015. For the overtime bonus case, there was an increase of 2.5% from 2013 to 2014 and 3.9% between 2014 and Q1-Q3/2015, which indicates an improvement in the financial benefits for employees that work over the required hours.

Table 51: Additional pay for extra work

Bonuses received in last wage	Median monthly benefit received			
	2013	2014	Q1-Q3/2015	Mean
Percentage of sample by year				
Unsocial hours bonus / Weekend allowance	5.6%	17.7%	20.9%	9.3%
Overtime bonus	10.3%	12.8%	16.7%	11.4%

Source: WageIndicator Foundation

Job satisfaction

The job aspects that are considered by employees in the Indian Manufacturing sector as relatively satisfactory are once again the relationships to superiors (79% in Q1-Q3/2015), relationship to colleagues (87.7% in Q1-Q3/2015) and the working hours (73.7 % in Q1-Q3/2015). The percentage of satisfaction has slightly decreased for these three aspects from 2013 to Q1-Q3/2015. Once again a very low percentage of workers report being satisfied with their pay (only 50.3% in Q1-Q3/2015).

It is important to mention that for most of the considered aspects of satisfaction amongst workers from 2013 to Q1-Q3/2015, the percent of satisfaction has decreased slightly. In terms of job satisfaction, employees for the manufacturing sector have changed very little over the years.

In total, an average of 60% of employees are satisfied with their life as-a-whole.²⁵ (. This 60% satisfaction positions the manufacturing sector in a decent position compared to other Indian labour sectors. Overall, the wages in this sector have steadily been increasing over the years with only a few minor fluctuations and decreases.

Table 52: Satisfaction with work and life

Satisfaction with	Satisfaction level		
	2013	2014	Q1-Q3/2015
Year	2013	2014	Q1-Q3/2015
Job	76.6	76.9	76.2
Pay	62.2	58.6	50.3
Commuting time	78.2	71.5	66.7
Work-life balance	75.0	69.6	74.2
Job security	70.3	71.3	65.6
Work environment	75.5	71.7	71.2
Working hours	79.4	74.4	73.7
Relationship to colleagues	89.2	87.9	87.8
Relationship to superiors	84.7	83.3	79.0
Life as-a-whole*	62.2	60.7	57.1

* See footnote 5 on page 13. Source: WageIndicator Foundation

4.8. Transport, logistics, communications

In the sector of transport, logistics and communication, the overall sample of observations is 1,574. That is quite a low sample allowing meaningful comparisons of wages in only some of the categories of workers.

The median gross hourly wages in this sector went up and down in the three years of the sample period: it stood at ₹ 230.9 in 2013, rose to ₹ 270.1 in 2014 and in Q1-Q3/2015, it has fallen a bit to ₹ 253.6.

Education

Within this sector, the employees with a bachelor's degree education earn a total of ₹ 196.6 per hour whilst those with a master's education level earn a total of ₹ 274.4 per hour, this is 35.5% lower for the bachelor's degree.

The data illustrated in Table 53 provides a wage comparison from years 2013 to Q1-Q3/2015. For the group with a bachelor's degree, there was no change in hourly wage from 2013 to 2014, but there was an increase from year 2014 to Q1-Q3/2015. For the group with a Master's degree, there was an increase in hourly wage from 2013 to 2014,

²⁵ This cipher doesn't mean that employees are more satisfied with other work related aspects, the methodology to calculate the life satisfaction level is different (for explanation, see footnote 5 on Page 13).

but a decrease from 2014 to Q1-Q3/2015. This phenomenon indicates that the slow economic growth taking place in India for this sector has impacted more the employees who hold a Master's degree and not the case of the lower educated ones.

Table 53: Median hourly wage with respect to educational attainment

Education level	Median gross hourly wage			
	2013	2014	Q1-Q3/2015	Mean
Bachelor's degree, three year degree or equivalent	189.1	189.1	225.8	196.6
Master's degree, four/five year degree or equivalent	252.3	307.9	259.8	274.4

Source: WageIndicator Foundation

Gender

There is also Gender pay gap within the sector of transport, logistics and communications, where male employees earn ₹255 per hour and women's wage is ₹209.7 per hour (difference of ₹45.3 less for women, responding to a 17.7% gender pay gap).

Taking a closer look at Table 54, we can compare the year-to-year wages for men and women and in both cases they increased from 2013 to 2014 and then decreased in Q1-Q3/2015. The Gender pay gap for 2013 was ₹ 48.1, in 2014 it was ₹ 8.1 (caused by an extraordinarily high wage figure for women, coming from a low sample) and in Q1-Q3/2015 it reached ₹ 37.5. This trend indicates that there is in fact a decrease in the gender pay gap existent within this sector.

Table 54: Median hourly wage by gender and year

Gender	Sample	Median gross hourly wage			
		2013	2014	Q1-Q3/2015	Mean
Male	1,368	240.6	270.8	254.0	255.0
Female	206	192.5	262.7	216.5	209.7
Total	1,574	230.9	270.1	253.6	250.5

Source: WageIndicator Foundation

Supervisory position

Table 55 shows the median hourly wage for male and females in supervisory and non-supervisory positions. In this sector, women earn higher wages per hour in supervisory positions than men (₹ 307.9 vs ₹ 303.5), confirming that in some exceptional cases, women can indeed earn more than men. For the case of non-supervisory positions, male employees earn higher hourly wages than women (₹ 205.3 vs ₹ 181.2).

The sample of observations wasn't sufficient enough to provide a reasonable year-to-year comparison of wages by supervisory position and by genders. However, a year-to-year comparison only by supervisory position, regardless of gender, can be published. The median hourly wages for supervisory positions are higher and increased by ₹ 60.8 from 2013 to 2014 and then decreased by ₹ 73 in Q1-Q3/2015. For non-supervisory positions the hourly wage decreased by ₹ 12.2 from 2013-2014 and then increased by ₹ 41 in Q1-Q3/2015.

Economic slowdowns in this sector aren't distributed fairly in terms of wages and therefore may lower employee motivation because of the rising gap between the groups.

It should also be mentioned that gender doesn't play a significant role in the trend of unequal wage effects because this factor affects both genders.

Table 55: Median hourly wage by supervisory positions

Year	2013		2014		Q1-Q3/2015		Mean	
	Yes	No	Yes	No	Yes	No	Yes	No
Supervisor								

Male							303.5	205.3
Female							307.9	181.2
Total	272.0	202.1	332.8	189.9	259.8	230.9	303.7	202.1

Source: WageIndicator Foundation

Tenure groups

Table 56 shows that there has been an increase in median gross hourly wage for most tenure groups from 2013 to 2014 and then a decrease in Q1-Q3/2015. As can be observed from the wages by tenure groups of other sectors, wages increase considerably as the years of experience increase. The 11+ years of experience group for this sector is the only one that does not decrease during the considered years, but increases more than ₹ 60 per hour each year. The highest registered increase in hourly wage is for 11+ from 2014 to Q1-Q3/2015 by ₹150.3. It is interesting to observe that the considerable increase in hourly wages happens for the tenure groups that consist of 6+ years of experience and the highest decrease in hourly wages is for the 0-2 group (₹ 18 after 2014). As in previously analyzed sectors, these figures confirm that the higher the years of experience, the better the financial remuneration (wages) for employees.

Table 56: Wages by tenure groups

Years of experience	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Year	Share				Median gross hourly wage			
2013	9%	14%	15%	9%	128.3	194.0	307.9	357.6
2014	6%	9%	14%	7%	129.6	196.3	317.6	427.7
Q1-Q3/2015	2%	4%	7%	4%	111.6	193.4	256.6	577.4
Total	16%	27%	37%	20%	128.3	195.0	304.8	427.7

Source: WageIndicator Foundation

Ownership of company

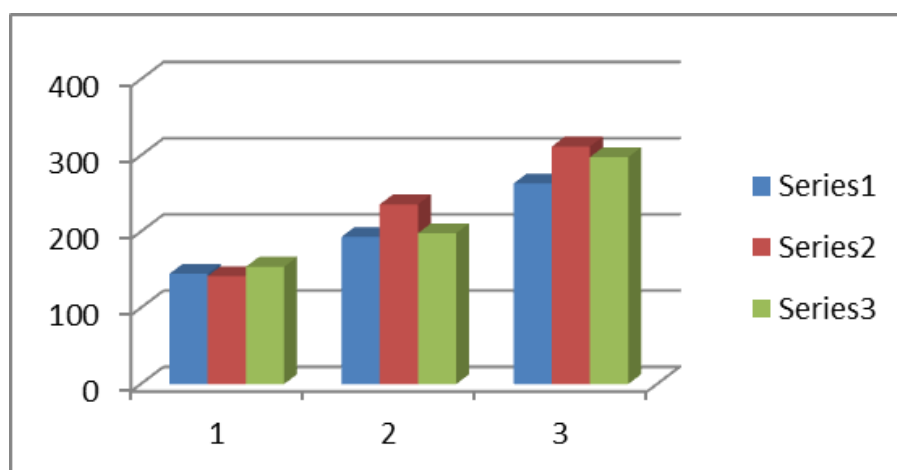
The small sample for this sector is not sufficient to provide a year-by-year comparison for this. All that can be concluded is that during the whole sample period, the median wage of employees working in domestic owned companies was ₹166.9 per hour (based on 171 observations), and the median wage for employees of wholly or partially foreign owned companies was 2.5 times more (₹ 423.4 per hour, based on 157 observations).²⁶

Size of company

The sample required merging groups of company size, figure 8 provides a comparison of 3 different company sizes according to the number of employees: 0-50, 50-1000, 1000+. As previous cases, the size of the company is critical in terms of employee wages. By observing the figure it can be said that the bigger the size of the company, the higher the hourly wages for employees, however there can be exceptions. Wages for group 1 have slightly decreased (₹ 3) from 2013 to 2014 and slightly increased (₹ 12.3) from 2014 to Q1-Q3/2015. For groups 2 and 3 the trend was that the hourly wages increased ₹43.2 and ₹48.6 respectively from 2013 to 2014 and then decreased ₹37.8 and ₹13.9 respectively between 2014 to Q1-Q3/2015.

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

²⁶ However, one must bear in mind that also this finding comes from a small sample, and therefore can be biased.



Bonus payments

The sample for both bonuses questions is too low to provide a reasonable year-to-year comparison. In case of the bonus for weekend/unsocial hours work, 16.0% of the 206 respondents reported receiving it. For the overtime work bonus, 14.6% out of 200 respondents reported they received it. The percentage of workers receiving such a bonus in the last month is indeed low, like was the case in all other sectors of the Indian labour market. However, one must have in mind that the sample in this sector was quite low.

Job satisfaction

Once again, the job-related aspects with which employees are relatively more satisfied are relationship to superiors (79.8%), relationship to colleagues (85.5%) and working hours (77.5%). These percentages were calculated as the average from the year-to-year analysis. A low percentage of employees is satisfied with their wages (only 55.5% average), however, this cipher is higher than the manufacturing sector and others within the Indian labour sectors analysed in this report. Employee satisfaction with the job overall has slightly increased on the year-to-year basis, which indicates improvement in different aspects and hence can have a positive impact over employee motivation and efficiency.

For the whole sample period, 56.5% of employees are satisfied with their life as-a-whole situation, the differences by year are low in this case. However, the satisfaction is not amongst the highest when compared with other sectors.²⁷

Table 57: Satisfaction with work and life

²⁷ As was explained previously, it doesn't mean that workers are much more satisfied with work related stuff than their life as-a-whole, as the methodology to calculate the life satisfaction level is different (explanation is provided in footnote 5 on Page 13).

Satisfaction with		Satisfaction level	
Year	2013	2014	Q1-Q3/2015
Job	72.3	73.4	75.0
Pay	53.6	60.0	52.8
Commuting time	72.2	78.7	73.5
Work-life balance	73.3	70.8	79.4
Job security	65.1	67.7	61.1
Work environment	72.2	63.1	74.3
Working hours	73.1	80.0	79.4
Relationship to colleagues	87.2	84.4	84.8
Relationship to superiors	80.4	79.7	79.4
Life as-a-whole*	56.9	54.1	59.6

* See footnote 5 on page 13. Source: WageIndicator Foundation

5. Worldwide comparison of occupations

The WageIndicator database allows for wage comparisons across different occupational groups and across various countries in the European Union, former Soviet Union area, and the Americas. Furthermore, the analysis also takes into account a few Asian and African countries. The analysis compares wages across three important occupation groups, containing many different occupations across many sectors: Managers, Professionals and Technical and associate professionals. These occupation groups cover especially high-skilled and median-skilled jobs. Most observations come from these occupations groups, as internet survey respondents are especially educated people working in high or medium skilled jobs.

Due to different price levels in the above countries, the gross median hourly wage is compared across these countries in PPP (purchasing power parity) in international US dollars. The PPP gross wage figures express the wage equivalent in US dollars, which would have the same purchasing power in the United States as the actual wage in local currency has in the particular countries.

The sample period from which the data was compared remains the same: January 2013 to September 2015. As the inflation rate differs among countries, PPP conversion rates for each year separately (2013, 2014 and 2015 estimate) from the IMF's latest WEO database were used.

The international comparison of median gross hourly wages shows that Indian educated workers are not significantly worse-off than workers in the most developed European countries or the US. The figures also show that these Indian workers are not only better-off than Latin American and African countries, but also better-off than some countries in central and Eastern Europe (the former Eastern bloc). Nevertheless, that is also a reflection of relatively low cost of living in India²⁸, which makes it possible to afford a decent lifestyle with relatively modest income. Furthermore, the wages for these high skilled and medium skilled workers are not necessarily reflective of the situation of the entire labour force.

Country	Managers	Professionals	Technicians and associate professionals
Angola	6.51	5.89	2.70
Argentina	18.51	13.86	10.15
Azerbaijan	12.59	8.96	10.72
Belarus	7.18	5.54	5.60
Belgium	25.94	20.21	18.58
Brazil	13.60	12.57	6.93
Chile	25.16	16.16	9.51
Colombia	16.38	10.28	6.50
Costa Rica	14.63	9.44	5.68
Czech Republic	15.70	12.83	10.20
Egypt	11.45	9.89	6.29
Finland	26.56	20.97	17.80
France	27.69	23.39	16.61
Germany	22.58	27.42	21.86
Ghana	10.33	8.46	5.66

²⁸ Paycheck.in Cost of Living survey can be found at <http://www.paycheck.in/main/salary/cost-of-living-survey>. WageIndicator uses the collected cost of living data to calculate the Living wages and Wages in context, which WageIndicator publishes in an online map: <http://www.wageindicator.org/main/salary/living-wage/living-wage-map>

Guatemala	16.98	11.15	6.81
Honduras	9.49	7.20	5.38
Hungary	13.65	8.11	8.25
India	20.82	16.12	12.60
Indonesia	8.92	5.87	5.13
Italy	26.55	19.41	17.17
Kazakhstan	9.60	7.22	6.20
Kenya	12.58	8.43	6.39
Madagascar	6.25	4.48	3.86
Mexico	15.79	10.10	6.93
Netherlands	26.84	20.80	18.44
Nicaragua	8.80	6.68	4.55
Pakistan	10.72	8.37	6.53
Paraguay	12.26	9.73	6.80
Peru	25.48	12.97	8.11
Portugal	14.31	11.45	7.63
Senegal	8.81	8.68	5.73
Slovakia	13.83	11.20	9.9
South Africa	22.76	20.81	14.6
Spain	26.98	18.85	15.60
Sri Lanka	8.86	6.37	4.23
Sweden	26.53	22.37	19.90
Tanzania	16.52	9.59	5.89
Ukraine	6.60	5.50	4.34
United Kingdom	21.49	19.69	16.3
United States	26.74	26.54	17.71
Vietnam	8.74	5.10	4.97

Source: WageIndicator (2012-2014); Purchasing power parity adjustment based on the IMF's latest WEO database (April 2015), which provides PPP figures for calendar years 2013, 2014 and and estimation from early 2015.

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

6. Conclusion

This report looked into overall median wages in India's economy, as well as median wages by several key sectors. These sectors included 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; transport, logistics, and communication.

From January to September 2015, the leading sector in terms of wages is ICT, with ₹ 337.3 per hour being the median value. The lowest median wages of ₹ 212.6 belong to the education and research sector, which is 37% less than median wages in the ICT sector. However, this study has shown that education pays off very well in India in financial terms, as holders of master's degree earn ₹ 295.4 per hour in median, what is much more than workers with only secondary education (₹ 117.7 per hour). With the booming demand for education in India, the demand for qualified teachers and professors could potentially push the wages in the education and research sector higher.

The changing pace of economic growth in India has an impact on how the wages evolve from the time perspective. From 2013 to 2015, wages have risen in 6 out of the 8 sectors covered by this report. However, this increase was rather small, the largest percentage wage increase was recorded in the Transport, logistics and communications sector (9.8 %). Paradoxically, the only 2 sectors where the wages have slightly decreased in 2013-2015 are the one with the highest wages (ICT services, decrease by 2.6%) and the one with the lowest wages (Education and research, decrease by 5.6%). Although the wages have been in most cases rising, the report has shown that bonuses for weekend work and overtime work are really not prevalent forms of compensation in India, as only about 10% of employees received these bonuses.

This report has shown that the size of the company, as determined by the number of employees, is positively associated with higher wages. In other words, larger companies pay higher wages than smaller ones. There is also a clear difference in higher median wages paid by foreign firms compared to lower median wages paid by domestic firms. Taking higher wages as a signal for greater efficiency in foreign firms, there is scope for further integration of processes and methods between both types of firms.

Median wages for females continue to lag behind male median wages in every sector. The highest gender pay gap was recorded in the Manufacturing sector (34.9%). The lowest gender pay gap was recorded in the sectors of Financial services, banking and insurance and Transport, logistics, communication, equally standing at 17.7%.

APPENDIX 1 - Typical occupations in analyzed industries

1. Construction, Technical Consultancy				
Construction supervisors	Civil engineers	Mechanical engineers	Electrical engineers	Building architects
2. Education, Research				
Education methods specialists	Secondary education teachers	Primary school teachers	University and higher education teachers	Teaching professionals not elsewhere classified
3. Financial services, banking, insurance				
Financial analysts	Accounting associate professionals	Accountants	Financial and insurance services branch managers	Credit and loan officers
4. Healthcare, caring services				
Health service managers	Specialist medical practitioners	Technical and medical sales professionals	Generalist medical practitioners	Nursing professionals
5. ICT				
Systems analysts	Software developers	Software and applications developers	Information and communication technology engineers	Systems administrators
6. Legal and market consultancy, business				
Personnel and careers professionals	Legal and related associate professionals	Advertising and marketing professionals	Sales and marketing managers	Business services and administration managers

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

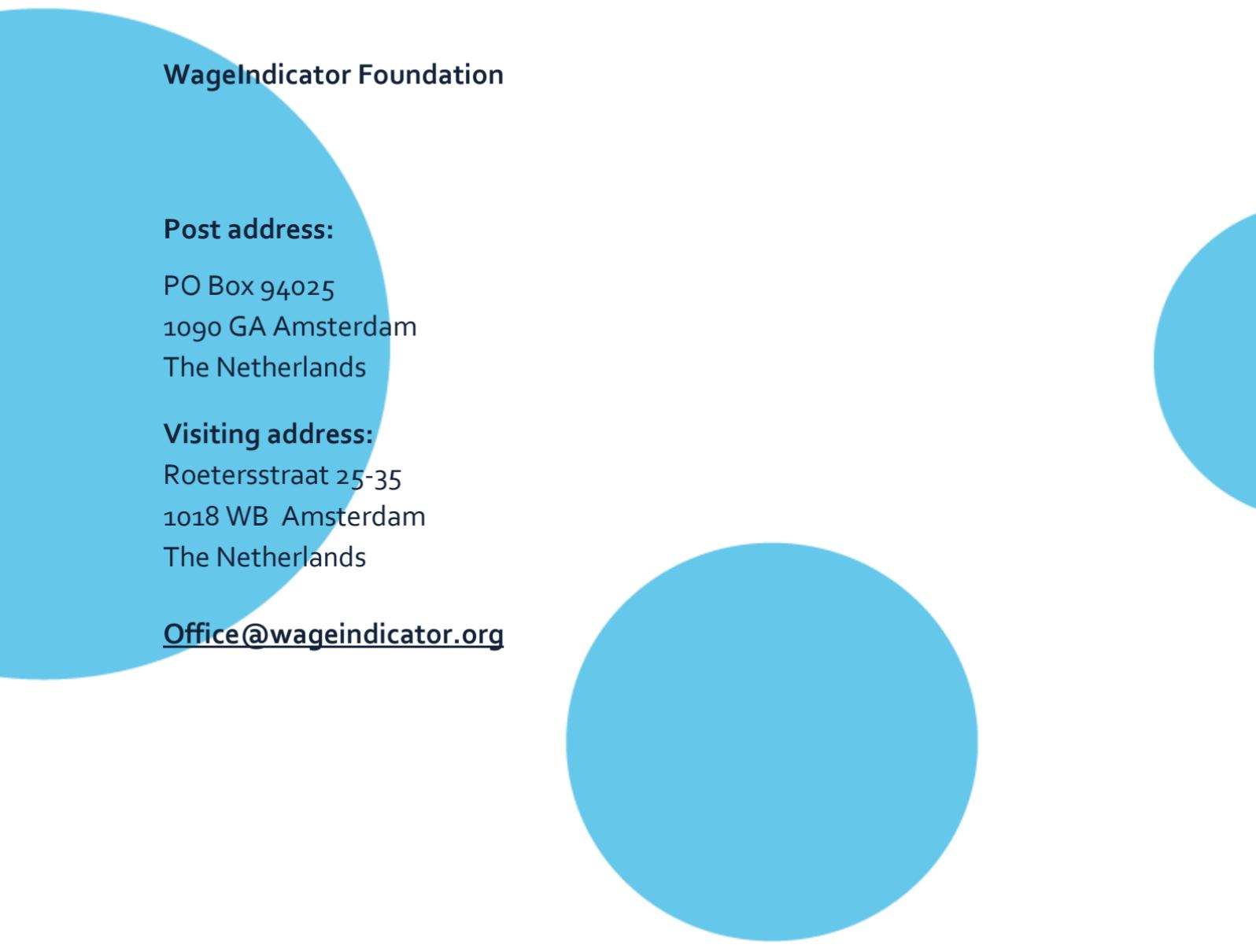
8. Transport, logistics, communication				
Telecommunications engineers	Clearing and forwarding agents	Stock clerks	Freight handlers	Supply, distribution and related managers

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The page features several large, light blue circles of varying sizes. One large circle is on the left, partially overlapping the contact information. Another large circle is in the lower right. A smaller circle is on the far right edge. These circles serve as a decorative background element.

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The logo consists of three dark blue circles of different sizes arranged in a horizontal line. The largest circle is on the left, a medium-sized circle is in the middle, and a small circle is on the right.

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