



WageIndex Report India

Wages and Working Conditions on the Formal Labour Market in India

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

Bibliographic Information:

WageIndicator Foundation (2019). WageIndex Report India. Central European Labour Studies Institute, Bratislava, Paycheck India, Indian Institute of Management Ahmedabad and WageIndicator Foundation, Amsterdam.

Authors: Gabriele Medas, Jakub Kostolný, Magdaléna Janečková, Central European Labour Studies Institute (CELSI), Bratislava, Prof. Biju Varkkey, Paycheck India and Indian Institute of Management Ahmedabad, Rupa Korde, Paycheck India and FLAME University, Pune and WageIndicator Foundation.

Acknowledgement: This paper uses data collected on behalf of the agreement between Monster India, WageIndicator Foundation and Indian Institute of Management, Ahmedabad. The data have been used with the permission of the WageIndicator Foundation.

Special thanks: Martin Kahanec (CELSI), Khushi Mehta (Paycheck.in), Paulien Osse (WageIndicator Foundation), (MonsterIndia.com), Kea Tijdens (University of Amsterdam/AIAS).

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 125 countries, with 60 new countries in the pipeline. Their international staff consists of some 100 specialists spread over the whole world. The foundation has strong relationships with Monster since 2003. The WageIndicator Foundation is a global organisation reaching millions on a monthly basis. For more information please visit: WageIndicator.org. WageIndicator Foundation has offices in Amsterdam (HQ), Ahmedabad, Bratislava, Buenos Aires, Cape Town, Dar es Salaam, Maputo and Venice.

WageIndicator Foundation, Nieuwe Achtergracht 166, 1018 WV Amsterdam, The Netherlands
office@wageindicator.org

About Paycheck India

Paycheck India - www.paycheck.in

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

Email: paycheck@iimaac.in

About IIMA

Indian Institute of Management Ahmedabad (IIMA) - www.iima.ac.in

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

About CELSI

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

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

Central European Labour
Studies Institute (CELSI)
Zvolenská 29
821 09 Bratislava
Slovakia
info@celsi.sk

About Monster India

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

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

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

To learn more about Monster India visit:

www.monsterindia.com | www.facebook.com/monsterindia | https://twitter.com/monster_india

Disclaimer

This report is a part of standard reports published annually by WageIndicator based on the data collected through WageIndicator's continuous voluntary web survey (paycheck.in). This report uses the standard WageIndicator Report Template, as a result of which some parts of the report (acknowledgements, methodology, definitions, variables analysed, etc.) remain common across all reports.

Contents

1	INTRODUCTION	1
2	ABOUT THE DATASET AND DEFINITIONS.....	1
3	THE INDIAN LABOUR MARKET – AN OVERVIEW	3
	3.1. Education	3
	3.2. Gender	3
	3.3. Supervisory position	4
	3.4. Tenure groups.....	5
	3.5. Ownership of company	6
	3.7. Bonus payments	7
	3.8. Job satisfaction	7
	3.9. Inter-sector comparison of the Indian labour market	8
4	SECTORAL OVERVIEW	10
	4.1. Construction and Technical Consultancy	10
	Education	10
	Gender	10
	Supervisory position	11
	Tenure groups	11
	Ownership of company	11
	Size of company	12
	Bonus payments	12
	Job satisfaction	13
	4.2. Education and Research	13
	Education	13
	Gender	14
	Supervisory position	14
	Tenure groups	15
	Ownership of company	15
	Size of company	16
	Bonus payments	16
	Job satisfaction	16
	4.3. Financial Services, Banking and Insurance	17
	Education	17
	Gender	18
	Supervisory position	18
	Tenure groups	18

Ownership of company	19
Size of company	19
Bonus payments	20
Job satisfaction	20
4.4. Healthcare, Caring services and Social Work	21
Education	21
Gender	21
Supervisory position	22
Tenure groups	22
Ownership of company	23
Size of company	23
Bonus payments	24
Job satisfaction	24
4.5. Information and Communication Technology Services.....	24
Education	24
Gender	25
Supervisory position	25
Tenure groups	26
Ownership of company	26
Size of company	27
Bonus payments	27
Job satisfaction	28
4.6. Legal and Market Consultancy and Business Activities	28
Education	28
Gender	29
Supervisory position	29
Tenure groups	30
Ownership of company	30
Size of company	30
Bonus payments	31
Job satisfaction	31
4.7. Manufacturing.....	32
Education	32
Gender	32
Supervisory position	33
Tenure groups	33
Ownership of company	34
Size of company	34
Bonus payments	35
Job satisfaction	35

4.8. Transport, Logistics and Communications.....	44
Education	36
Gender	36
Supervisory position	37
Tenure groups	37
Size of company	38
5 WORLDWIDE COMPARISON OF OCCUPATIONS.....	40
6 CONCLUSION	42
7 APPENDIX	44
8 BIBLIOGRAPHY	46

Key findings

- Based on the data of the eight sectors covered in this report, highest median gross hourly wages in 2018 were paid in the **ICT services sector** (which is also the most represented sector in terms of respondents: 39%) standing at **INR 382.5** and improving by **INR 64.9** from 2017 (**INR 317.6**).
- Median wages **in 2018** show a **general improvement** from the previous year (in six of the eight studied sectors: Construction, technical consultancy; Financial services, banking, insurance; Healthcare, caring services, social work; ICT services; Legal market consultancy, business activities; Transport, logistic, communication), with the only exception of Education and Research and Manufacturing.
- The total median wages of all sectors **in 2018** improved in absolute terms of **INR 46.2** from **2017** (INR 265.6 in 2018 vs. INR 219.4 in 2017). Despite the recovery in the last year, wages in **2018** are still lower in all sectors when compared to **2016**.
- The sector scoring the **lowest wages is Education and research, with INR 139.7**. Low wages are paid also for the Transport, logistics, communication sector with **INR 158.2**. In 2017 the Transport sector had scored the lowest median gross hourly wages with **INR 133.1**.
- In 2018, bachelor graduates earned INR 162.54 on average and received **82.6%** more than workers with secondary education (INR 89.01). Workers with a master's degree earned **103.7%** more than holders of bachelor degrees and **272%** more than workers with secondary education. Compared to 2017, the wages are higher, however, showing the importance of higher education, the difference in wages between a worker with a master's and bachelor's degree is constantly growing: from **47%** in 2016 it rose to **50.9%** in 2017 and to **103.7%** in 2018.
- India's overall **gender pay gap** was **22.5% in 2018**. In **2016** men earned **24.9% (INR 86)** more than women. The trend slowed down in **2017 to 20.0% (INR 46.2)** but it rose again to **22.5% in 2018 (INR 64.95)**. Further analysis, reflecting the distribution of the sample, shows that gender pay gap increases with more years of tenure and higher education. Moreover, it should be noted that women are underrepresented in the Indian working force (approximately 1/4th) and they are underrepresented also in our sample where men represent more than 80%.
- In 2018 men and women with **0-2 years of tenure** earned almost identical median wages (**INR 121.25 vs. INR 120,28** respectively), improving by **6.8** percentage points the wage gap recorded in **2017 (1% vs. 7.8%)**. In tenure group of **3-5 years of experience**, the pay gap is still quite moderate with **3%**. Wages inequalities become more blatant in the last tenure groups with more years of work experience. In **tenure group of 6-10 years** of service men earned **13% (vs. 15.3% in 2017)** higher median wages than women, while men with **11 or more years of tenure** earned **10%** more than women. Data of 2018 still show a positive trend of wage gap decrease from 2017 for the **+11 years' tenure** group, with an improvement of **15 percentage points (25% in 2017 vs. 10% in 2018)**.
- The tenure group of **3-5 years of experience** showed almost no pay gap in the sample data for 2016, 2017 and 2018.
- In 2018, non-supervisors were paid **37,3% (INR 121.56)** less than supervisors. The gap between the two categories is quite stable when compared to 2017 when non-supervisors were paid **42.8% (INR 118.9)** less than supervisors.
- With wages of **INR 137.47** per hour, employees in **wholly domestically owned companies** earned only **41.73%** of wages paid in **wholly or partly foreign owned companies** with an hourly wage of **INR 329.39**. The absolute difference

in wages based on company ownership decreased in 2018. While in 2017 the difference was INR 280, in 2018 it was INR 192.

- Median hourly wages rise with employee strength of the company, i.e., the more employees, the higher the wages. Lowest wages of approximately **INR 92** were paid in companies with <10 employees, those with 5000+ employees were paid best with **INR 415** per hour.
- In 2018 only **17%** of employees received a **bonus for weekend or unsocial working hours** and only **15% for overtime work**. Bonus for Unsocial hours slightly decreased from 2017 (**19.3%**) while for **overtime work** it increased by **3.2** percentage points (**11.8%**).
- Regarding the **Satisfaction with work and life survey**, **75%** indicated being happy about **Job satisfaction**. This value slightly decreased from **2017** when the **satisfaction rate was 78.9%**. Employees were most satisfied with the **Relationship with colleagues: 92%** whereas the satisfaction with the **Relationship with superiors** scored a remarkable **86.7%**.
- As seen also in previous years, **pay-satisfaction scored lowest** and continued to decrease to **21.6%**. However, Pay, Job security and Life-as-a-whole-satisfaction are the only values below 70 showing a rather satisfying work life even if, overall, we observe a slight **decrease of satisfaction in all the categories in comparison to 2017**. The highest decrease between 2017 and 2018 is in the category of **Pay (-27** percentage points). Other relevant decreases with respect to satisfaction are observed in the category of **Commuting time (-6.2** percentage points), **Working hours (-4.8** percentage points), **Work-life balance (-4.6** percentage points) and **Job security (-4.6** percentage points).
- **66.9%** of employees reported being **satisfied with their life-as-a-whole** but as compared to 2017, satisfaction slightly decreased standing at **68.2%**.

1 Introduction

The Central Statistics Organisation and International Monetary Fund has reported India as one of the world's fastest growing major economy. Analysing its complex set-up and making an assessment of its 8 main sectors excluding agriculture, the WageIndex Report 2018 contributes to better understanding the interactions between the different structural issues and helps to identify strengths and pitfalls of the Indian labour market. Findings can be used to identify and tackle existing problems. Building on the existing research in the field, special attention is also given to issues such as gender, education or tenure groups.

2 About the dataset and definitions

The analysis presented in this report is based on the WageIndicator dataset covering the period of 3 years, from January 2016 to December 2018. This report provides a comparison of wage and working conditions figures for three years, January 2016 to December 2018. The wage analysis is based on data collected from Paycheck.in, the Salary Calculator and Monster Salary Index from the aforementioned period.

The sample used for the analysis consists of more than 20000 respondents across India. For year 2018, there are 8559 respondents, 81.8% of which are men and 18.2% women. Due to the voluntary web survey method of data collection, there is a high share of people who are working in the ICT sector, which makes up about 40% of the sample.

The sample contains only employees and the wages of self-employed people are excluded for this study. Employees from different age groups, industries, and various hierarchical positions in their respective occupations are covered in the sample.

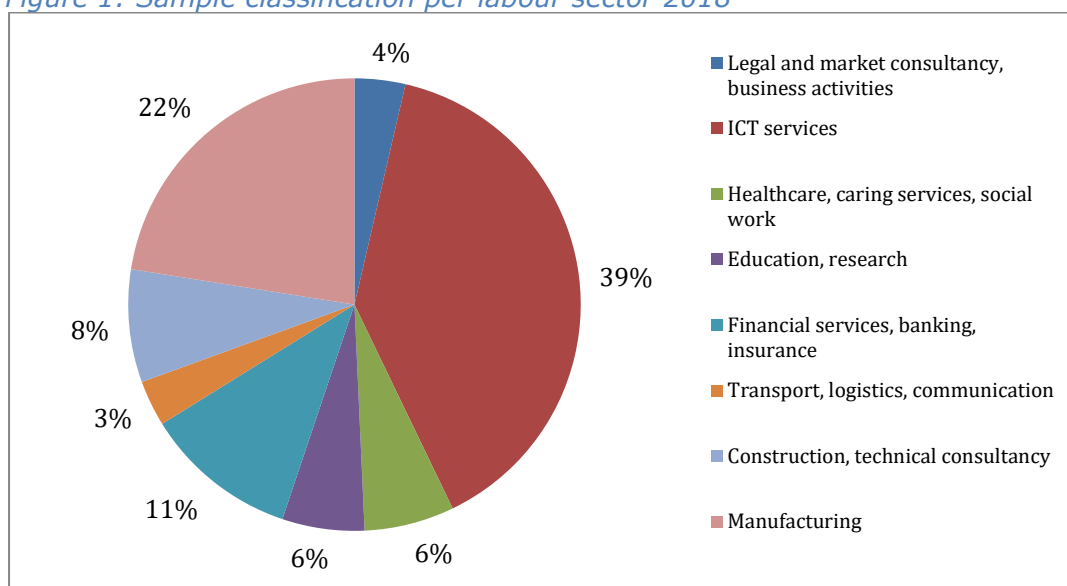
WageIndicator and Paycheck India regularly survey and evaluate the Indian market. Set up as an online volunteer web survey, the data primarily stems from those people with access to the internet and who are interested in completing the questionnaire. Due to this limitation, the data mainly covers India's formal sector.¹

The data from the Indian market analysed in this report is classified into eight different sectors: Legal and Market Consultancy, Business Activities; Information and Communication Technology (ICT); Health Care, Caring Services, Social Work; Education and Research; Financial Services, Banking, Insurance; Transport, Logistics, Communication; Construction and Technical Consultancy; Manufacturing.

As the analysed data was gathered online, it has some specific characteristics, such as the sectoral structure of collected observations. The majority of observations come from these three sectors: ICT Services (39%), Manufacturing (22%) and Financial services, banking, insurance (11%). Sectors like Agriculture, forestry, fishing; mining, quarrying and Electricity, gas and water supply are not covered in this report.

¹ Varkkey, B., & Korde, R. (2013). Gender Pay Gap in the Formal Sector: 2006 - 2013, Preliminary Evidences from Paycheck India Data. WageIndicator Foundation, from Wageindicator.org. Available at: <https://wageindicator.org/documents/publicationslist/publications-2013/gender-pay-gap-in-formal-sector-in-india-2006-2013>.

Figure 1: Sample classification per labour sector 2018



Source: WageIndicator Foundation

General Definitions:

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 a theory which relates changes in the nominal exchange rate between two countries' currencies to changes in the countries' price levels. (WEO, April 2019)

Gross domestic product (GDP) – is the most commonly used single measure of a country's overall economic activity. Per capita GDP represents the total value in PPP terms of final goods and services produced within a country during a specified time period divided by the average population for the same one year. (WEO, April 2019)

Gender pay gap – Gender pay gap is computed according to the formula:⁴

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

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

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

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

⁴ Tijdens, K. G., & Van Klaveren, M. (2012). Frozen in time: Gender Pay Gap Unchanged for 10 Years. Brussels: ITUC. Available at: https://www.ituc-csi.org/IMG/pdf/pay_gap_en_final.pdf.

3 The Indian Labour Market – An Overview

3.1. Education

As observed during previous years, the higher employees' educational level the higher their hourly wages. Education continues to be one of the primary factors for the level of income for employees. On average, in India, bachelor graduates nearly earn twice the hourly wage of an employee with secondary education only. Masters degree holders earn almost the double per hour when compared to bachelor graduates and around four times the hourly wage of an employee with secondary education, i.e. an additional 272%.

In 2018, bachelors received INR 73.5 more than workers with secondary education. Masters were paid INR 168.5 more per hour when compared to bachelor degree holders. Secondary education graduates were paid INR 242 less per hour than master degree holders, i.e., 26.9% of a person with a five- or four-year degree's wage. This also means that the wage-gap has increased to masters degree holders earning 272% and bachelor degree holders earning 82.6% more than secondary education graduates per hour.

Wages, however, seem to fluctuate between the years. In all the Educational levels taken into consideration, they have decreased between 2016 and 2017 while they increased again in 2018, although never reaching the amounts recorded in 2016. In 2018, employees with secondary education were paid 52.2% more than in 2017, meaning, in absolute terms, INR 30.51 more per hour. Workers with Bachelors degree were paid 22.4% more than in 2017, in absolute terms INR 29,74. Also Masters in 2018 were paid 22.4% more than in 2017, with a wage increase in absolute terms of INR 60.48. This again emphasizes the importance of higher education in the Indian labour market.⁵

Table 1: Median hourly wage with respect to educational attainment

Education level	Median gross hourly wage			
	2016	2017	2018	Mean
Secondary education	116.9	58.5	89.01	88.1
Bachelor's degree, three-year degree or equivalent	206.0	132.8	162.54	167.1
Master's degree, four/five-year degree or equivalent	379.7	270.6	331.08	327.1

Source: WageIndicator Foundation

3.2. Gender

As in European countries, gender continues to be a crucial factor for determining hourly wage levels in India. In 2016 men earned 24.9% (INR 86) more than women. The trend slowed down in 2017 to 20.0% (INR 46.2) but it raised again to 22.5% in 2018 (INR 64.95). Between 2016 and 2017 women were affected slightly less by wage decreases: -33.2% vs. -28.9%. Between 2017 and 2018 wages have increased for both males and females. Wages for men increased slightly more than females (25% vs. 21.1%).

It should also be noted that in 2018 female participation in the survey was much lower than that of male employees. The gender pay gap remained at 22.8% (INR 65.7) on average between 2016 and 2018.

⁵ Due to very few respondents, groups of employees with only primary or no education and PhD holders were excluded for this report.

Table 2: Gender pay gap by tenure groups

Tenure group	0-2	3-5	6-10	11+
2016	-10.0	1.5	7.7	5.5
2017	7.8	-1.1	15.3	25.0
2018	1	3	13	10

Source: WageIndicator Foundation

Further analysis, reflecting the distribution of the sample, shows that gender pay gap increases with more years of tenure. (Table 5).

Moreover, it should be noted that women are underrepresented in the Indian working force (approximately 1/4th) and they are underrepresented also in our sample where men represent more than 80%.

In 2018 men and women with 0-2 years of tenure earned almost identical median wages (INR 121.25 vs. INR 120.28 respectively), improving by 6.8 percentage points the wage gap recorded in 2017 (1% vs. 7.8%). In tenure group of 3-5 years of experience, the pay gap is still quite moderate with 3%. Wages inequalities become more blatant in the last tenure groups with more years of work experience. In tenure group of 6-10 years of service men earned 13% (vs. 15.3% in 2017) higher median wages than women, while men with 11 or more years of tenure earned 10% more than women. Data of 2018 still shows a positive trend of wage gap decrease from 2017 for the +11 years' tenure group, with an improvement of 15 percentage points (25% in 2017 vs. 10% in 2018). Interestingly, the tenure group of 3-5 years of experience showed almost no pay gap in the sample data for 2016, 2017 and 2018.

Table 3: Median hourly wage by gender and year

Gender	Sample 2018 (Number of respondent s)	Median gross hourly wage			
		2016	2017	2018	Mean
Male	6600	345.8	231.0	288.68	288.5
Female	1451	259.8	184.8	223.73	222.8
Total	8051	302.8	207.9	266.74	259.1

Source: WageIndicator Foundation

3.3. Supervisory position

Regarding the wage-gap between supervisory and non-supervisory employees, on average, the former earn 72.8% more than the latter. In 2018, this gap amounted to 59.4% (INR 121.56). However, the difference varies with the gender.

As observed during previous reports, gender and supervisory or non-supervisory positions within a company constitute key factors when looking at wage-differences. While female supervisors earned 20% (INR 86.6) less than male ones in 2016, the gender pay gap decreased to 15.1% (INR 45.2) in 2017 but it increased again in 2018, where female supervisors earned 20.6% (INR 75.06) less than male supervisors. For non-supervisor employees, the gap moved from 16.6% in 2016 to 16.7% in 2017 while it decreased significantly in 2018, reaching 13.4% (INR 29.5) - the lowest gender pay gap observed over the years.

Table 4: Median hourly wage by supervisory positions

Year	2016		2017		2018		Mean	
	Yes	No	Yes	No	Yes	No	Yes	No
Male	433.0	230.9	300.2	173.2	363.74	219.4	365.6	207.8
Female	346.4	192.5	255.0	144.3	288.68	189.9	296.7	175.6
Mean	389.7	211.7	277.6	158.75	326.21	204.65	331.2	191.7

Source: WageIndicator Foundation

3.4. Tenure groups

Illustrating the median hourly wages per tenure group, table 5 shows a clear trend towards rising wages with more years of service for both men and women. This is true in all the years taken into consideration by the table. In 2018 we observe a moderate but constant improvement of wages in all the tenure groups, with the exception of the +11 years' tenure group in which wages for males remained unchanged from 2017 but increased significantly for women (INR 433 in 2017 vs INR 519.63 in 2018).

For the 2018, if we calculate the wage growth in percentage along the years for males, we notice that from the first tenure group (0-2 years, INR 121.25) to the last tenure group (+11 years, INR 577.37) there is an increase of 376.2%; meaning that a male worker with 11 or more years of experience earns approximately 3.8 times more than when he started his career. The wage increase along the same timeline for a woman is slightly lower: from the first tenure group (0-2 years, INR 120.28) to the last tenure group (+11 years, INR 519.63) there is an increase of only 3.3 times.

In all three years considered, the first two tenure groups: 0-2 years and 3-5 years, they both show levels of wages which are quite close between males and females. Wages inequalities in favour of men become more evident with higher tenure groups: 6-10 years and 11+ years.

Table 5: Wages by tenure groups and gender

Tenure group	0-2		3-5		6-10		11+	
	Male	Female	Male	Female	Male	Female	Male	Female
2016	116.7	128.3	211.1	207.9	346.4	319.9	519.6	491.2
2017	112.7	103.9	182.8	184.8	340.6	288.7	577.4	433.0
2018	121.25	120.28	209.3	202.08	357.97	311.78	577.37	519.63
Mean	116.9	117.5	201.1	198.3	348.3	306.8	558.1	481.3

Source: WageIndicator Foundation

Another important fact to note is the distribution of the sample by tenure. The survey has been completed more by people with less work experience (tenure group 0-2) have filled in the survey in 2017 and in 2018 as compared to more experienced , there is higher share of less experienced workers and lower share of employees with more than 6 years of experience. In 2016 there are only 14% of respondents in the 0-2 tenure group and 33% in 2017, in 2018 this tenure represents 29% of the sample. The highest tenure group with 11 and more years of experience represented 33% of the sample in 2016, while in 2017 it represented 20% and in 2018 22% of the sample.

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

Tenure group	0-2		3-5		6-10		11+	
	Male	Female	Male	Female	Male	Female	Male	Female
2016	11%	3%	17%	5%	25%	5%	29%	4%
2017	26%	7%	18%	5%	21%	5%	17%	3%
2018	23%	6%	18%	5%	22%	4%	19%	3%

Source: WageIndicator Foundation

3.5. Ownership of company

Ownership of company presents itself as another key factor for determining hourly wage levels. Observing the trend from 2017 to 2018, a decrease of both domestic owned and foreign owned companies' wages is noticed: in particular, in the foreign owned companies, the wage decrease is substantial in the last year, with a difference of INR 102.71. Despite the wage decrease of 2018, wages inequalities between the two categories keep being relevant, with foreign owned companies ensuring their employees are paid much higher wages than domestic companies. Employees of wholly or partially foreign owned companies earn by average almost 2.5 times the wholly domestic owned companies' employees, meaning in absolute terms INR 221 median hourly gross wage. Similarly, in 2018 employees of foreign owned companies earned around 2.4 times more than wholly domestic owned companies' employees with a difference in absolute terms of INR 191.92

Table 7: Median wages per company ownership

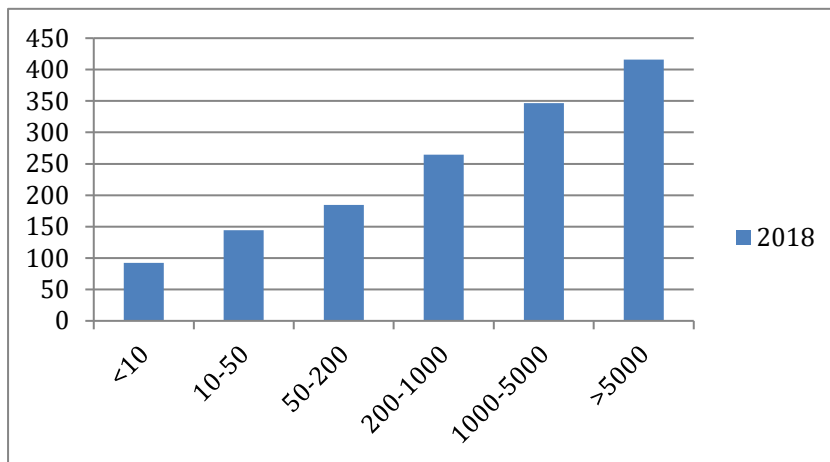
Ownership of company		Median gross hourly wage			
Year	Share of sample in 2018	2016	2017	2018	Mean
Wholly domestic owned	67%	161.6	151.2	137.47	150.09
Wholly or partly foreign owned	33%	351.9	432.1	329.39	371.13

Source: WageIndicator Foundation

3.6. Size of company

Regarding median hourly wages and company size, also in 2018, wages steadily grow with the number of employees. Those working in companies with less than 10 employees are paid on average INR 100 and, therefore, less than half of those in medium-sized companies with 200 to 1000 employees. Wages of nearly INR 350 on average can be found in the company category of 1000 - 5000 employees. In companies larger than 5000 employees, median hourly wages slightly exceed INR 400. Reasons for this development might be that larger companies are often (partly) foreign-owned. Therefore, due to being a player in the international arena, growth is enhanced generating higher revenues and the ability to pay higher wages.

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



Source: WageIndicator Foundation

3.7. Bonus payments

Table 8 shows the percentage of employees receiving bonuses in their last wage. On average only 18.1% acknowledge Unsocial hour's bonus/ weekend allowance and even fewer pay Overtime bonus (12.4%). In 2018, the percentage of Unsocial hour's bonus/ weekend allowance has slightly decreased in comparison to 2017 (17% vs. 19.3% respectively) while there is an improvement regarding the Overtime bonus (15% vs. 11.8%).

Table 8: Additional pay for extra work

Bonuses received in last wage	Median monthly benefit received								
	Year/Share of Sample	2016	%	2017	%	2018	%	Mean	%
Unsocial hours bonus / Weekend allowance		237.5	17.9	700.0	19.3	267.1	17	401.5	18.1
Overtime bonus		197.0	10.4	400	11.8	320	15	305.7	12.4

Source: WageIndicator Foundation

3.8. Job satisfaction

Analysing employees' job satisfaction-levels is essential to understanding and measuring the perceived quality of working conditions. This is pivotal as the working population spends close to 1/3rd of the day at work.⁶ Moreover, studying these developments also allows for employers to control attrition rates.⁷ In 2018, employees were most satisfied with the relationship with colleagues scoring 92%. Also, the satisfaction with the relationship with superiors scored a remarkable 86.7%. In previous years also, pay-satisfaction scored lowest and continued to decrease to 21.6%. However, pay, job security and life-as-a-whole-satisfaction are the only values below 70 indicating a rather satisfying

⁶ Guzi, M., & Pedraza, P. (2013). A Web Survey Analysis of the Subjective Well-being of Spanish Workers. IZA Discussion Paper No. 7618. Bonn, Germany: Institute for the Study of Labour. Available at: <http://ftp.iza.org/dp7618.pdf>.

⁷ Varkkey, B., & Korde, R. (2013). Exploring Job Satisfaction in India using Paycheck India Survey Data. WageIndicator Foundation. Retrieved April 12, 2014, from Wageindicator.org. Available at: <https://wageindicator.org/documents/publicationslist/publications-2013/job-satisfaction-in-india-2013>.

work life even if, overall, we observe a slight decrease of satisfaction in all the categories in comparison with 2017.

The highest fall is seen between 2017 and 2018 is in the category of Pay (-27 percentage points). Other decreases are observed in the category of Commuting time (-6.2 percentage points), Working hours (-4.8 percentage points), Work-life balance (-4.6 percentage points) and Job security (-4.6 percentage points).

Table 9: Satisfaction with work and life

Satisfaction with	Share of respondents satisfied		
	2016	2017	2018
Job	77.3	78.9	75
Pay	48.4	48.6	21.6
Commuting time	71.6	74.5	68.3
Work-life balance	71.5	75.2	70.6
Job security	73.3	73.6	69
Work environment	76.8	78.6	76
Working hours	78.6	80.1	75.3
Relationship to colleagues	91.1	92.5	92
Relationship to superiors	86.3	87.1	86.7
Life as-a-whole ⁸	58.6	68.2	66.9

Source: WageIndicator Foundation

3.9. Inter-sector comparison of the Indian labour market

As can be seen in table 10, wages vary across all the eight sectors analysed in this report. While in 2017 we observed a general decrease of the wages in all sectors - except for the Manufacturing sector - from 2016, data of 2018 shows a general wages recovery from the previous year, with the only exception of Education and research and Manufacturing. The total median wages of all sectors in 2018 improved in absolute terms of INR 46.2 from 2017 (INR 265.6 in 2018 vs INR 219.4 in 2017).

It has to be noted that despite the last year recovery, wages in 2018 are still lower in all sectors when compared to 2016. In 2018, the sectors scoring the highest wages are ICT services (which is also the most represented sector in terms of respondents: 39%) with INR 382.5 median gross hourly wage and the Financial services, banking, insurance sector with INR 288.7. The sector scoring the lowest wages is Education and research with INR 139.7. Low wages are recorded also for the Transport, logistics, communication sector with INR 158.2.

⁸ 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/n WageIndicator considers answers from 3 to 5 on the five-point scale as satisfied (60% of the 5 options) and answers from 6 to 10 on the ten-point scale as satisfied (50% of the 10 options). Due to this different number and percentage of options considered satisfied, one may not compare the results of the satisfaction with life question and any of the job-related satisfaction questions.

Table 10: Wages by sector

Sector	Share of sample 2018	Median gross hourly wage		
		2016	2017	2018
Construction, technical consultancy	8%	288.7	161.7	202.1
Education, research	6%	242.5	161.7	139.7
Financial services, banking, insurance	11%	433.0	144.3	288.7
Healthcare, caring services, social work	6%	242.5	144.3	192.5
ICT services	39%	386.8	317.6	382.5
Legal, market consultancy, business activities	4%	277.1	173.2	194.4
Manufacturing	22%	211.7	230.9	192.5
Transport, logistics, communication	3%	257.4	133.1	158.2
Total	100.0%	323.3	219.4	265.6

Source: WageIndicator Foundation

Following up on these trends, the next section is dedicated to studying the various sectors more in detail. The comparative categories remain as afore: Education; gender; supervisory positions; tenure experience; size of and ownership structure of companies; extra pay for extra work and job satisfaction.

4 Sectoral overview

4.1. Construction and Technical Consultancy

Respondents in this sector made up for 8% of the sample. The median gross hourly wages were INR 288.7 in 2016, INR 161.7 in 2017 and INR 202.1 in 2018. See *table 10*.

Education

Reconfirming the general findings, wages rise with the level of education also in the Construction and technical consultation sector. In 2018 employees holding a bachelor's degree earned 35.5% (INR 37.8) more than those with secondary education. Master graduates were paid another 77.8% (INR 112,2) more than bachelor graduates and 141% (INR 150) more than employees with secondary education only. In relative terms, gains from additional levels of education are, thus, evenly distributed. In 2018 wages raised for all the categories when compared to 2017. While for the 2 lowest categories the growth is quite moderate, i.e. (+12.3%) for employees with secondary education and (+10.3) for employees with bachelor degree, wages have substantially increased for employees with master degree, namely by 41.6 percentage points (INR 75.4).

Despite wages have improved in all education groups from 2017, there is still a negative gap when compared to 2016, when employees with secondary education earned higher INR 66.7, employees with bachelor degree higher INR 104 and Masters earned higher INR 50.7.

Table 11: Median hourly wage with respect to educational attainment

Education level	Median gross hourly wage			
	2016	2017	2018	Mean
Secondary education	173.2	94.8	106.49	124.8
Bachelor's degree, three year degree or equivalent	248.6	130.9	144.34	174.6
Master's degree, four/five year degree or equivalent	307.3	181.2	256.61	248.4

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

Gender

Regarding gender and hourly wages, a development towards harmonisation between male and female employees can be observed in the last years. While on average women's wages were 10.5% (INR 23.4) lower than those of their male colleagues for the period investigated, the gap amounted to 3.8% (INR 6.2) in 2017, 13.8% (INR 42.4) in 2016 and 10.7% (INR 21.65) in 2018. It should be noted, however, that male respondents constituted the majority of respondents with 86.1%.

Table 12: Median hourly wage by gender and year

Gender	Sample	Median gross hourly wage			
		2016	2017	2018	Mean
Male	2,071	307.0	161.7	202.08	223.6
Female	334	264.6	155.5	180.43	200.2
Mean	2,405	285.8	158.6	191.3	211.9

Source: WageIndicator Foundation

Supervisory position

When looking at the wage distribution between supervisory and non-supervisory positions, on average, the former earn 61.4% (INR 101.9) more per hour than the latter. The gap went from 92.3% (INR 176.6) in 2016 to 36.9% (INR 51.6) in 2017 and, lastly, to 49.3% (INR 81.4) in 2018. For supervisors in 2016, the gender pay gap was estimated at 28.6% (INR 122.7) in 2016, it fell down to 3.3% (INR 6.3) in 2017 and rose to 12.6% (INR 33.3) in 2018. Female non-supervisors were paid 25.5% (INR 55.7) less than male employees in the same position in 2016; 4% more (INR 5.7) than man in 2017 and 9.2% less (INR 15.9) in 2018.

Table 13: Median hourly wage by supervisory positions

Year	2016		2017		2018		Mean		
	Supervisor	Yes	No	Yes	No	Yes	No	Yes	No
Male		428.7	218.6	192.5	138.6	263.3	157.3	294.8	171.5
Female		306.0	162.9	186.2	144.3	230.0	173.2	240.7	160.1
Mean		367.4	190.8	189.4	141.5	246.6	165.2	267.8	165.9

Source: WageIndicator Foundation

Tenure groups

Also in the Construction and technical consultancy sector hourly median wages grow with the years of working experience. On average, wages differences are estimated at 67.6% between 2 and 3 years, and 88.6% between 5 and 6 years of service to 60.9% when moving from the 6-10 to the 11+ years category. In 2018, employees with 3-5 years of experience earned another 75% more than job beginners.

The biggest raise, amounting to 85.7%, can be found between 5 and 6 years of service, then moving to 73.1% between the two highest categories. With the exception of the 0-2 tenure group, where wages were exactly the same in 2017, in 2018 all other tenure groups show some extent of improvement. The biggest increase in hourly wages between 2017 and 2018 is found in the in the highest tenure group (+11 years) with an increase of 25% (INR 103.9).

Table 14: Wages by tenure groups

Years of experience	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Year	Share of sample				Median gross hourly wage			
2016	18%	29%	29%	24%	120.3	205.2	375.3	615.9
2017	38%	22%	22%	18%	92.4	144.3	288.7	415.7
2018	33%	20%	23%	24%	92.4	161.7	300.2	519.6
Mean	30%	24%	25%	22%	101.7	170.4	321.4	517.1

Source: WageIndicator Foundation

Ownership of company

Mirroring the general trend, hourly wages in wholly domestically owned companies are far lower than those in at least partially foreign owned ones. On average between 2016 and 2018 employees of wholly-domestic owned companies earned INR 140.9 hourly wage. Unfortunately, due to the limited observations of the wages in foreign companies in this sector, it is not possible to make a comparison.

In domestically owned companies, wages in 2017 had decreased of -38.5% (INR 68.6) from 2016, while in 2018 wages increased of 22.8% (INR 25)

Table 15: Median wages per company ownership

Ownership of company		Median gross hourly wage				
Year	Share of sample 2018, %	2016	2017	2018	Mean	
Wholly domestic owned		N/A	178.3	109.7	134.7	140.9
Wholly or partially foreign owned		N/A	288.6	326.2	N/A	

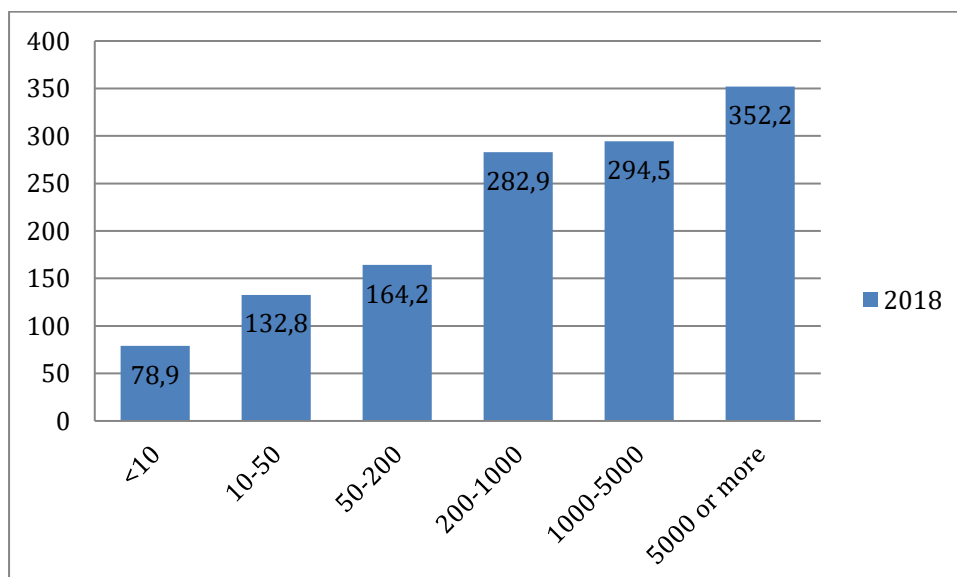
Source: WageIndicator Foundation

Size of company

In this sector, the number of employees influences employees' wages: wages rise with companies increasing in size. The best paid employees, working in +5000 employees' companies (INR 352) earned almost 3.5 times more than the lowest paid ones in companies with less than 10 employees (INR 78.9), with a difference in absolute terms of INR 273.3 hourly wage.

As already mentioned, it is observed that wages increase with companies growing in size (with respect to number of employees). Looking at the graph we could identify 2 separate wages' blocks: one block could be represented by the first 3 company size categories (up to 200 employees) and the other block by the companies with more than 200, up to 5000 or more). In companies with 10 to 200 employees, wages are on average INR 125.3 hourly while in companies with more than 200 up to 5000 employees and more, wages are on average INR 310.

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



Source: WageIndicator Foundation

Bonus payments

On average, about 16% of employees in the Construction and technical consultancy sector receive bonuses for unsocial hours/weekend allowance or overtime. Both kinds bonuses have seen a substantial drop in 2018 with bonuses for unsocial hours/weekend allowance that decreased of 21.2 percentage points from 2017 and bonuses for overtime that decreased of 11.8 percentage points.

Table 16: Additional pay for extra work

Bonus received in last wage	Median monthly benefit received			
	2016	2017	2018	Mean
Share of sample by year				
Unsocial hours bonus / Weekend allowance	21.4%	25.8%	4.6%	17%
Overtime bonus	14.3%	20.9%	9.1%	15%

Source: WageIndicator Foundation

Job satisfaction

An analysis of the findings regarding satisfaction with work and life reveals that employees in this sector are highly satisfied with their work relations, most of all with colleagues (95.2%) and with the relationship with superiors (90.5%). Also the job itself scored above 80%. As in the overall sample, pay remains at the bottom (20.7%) representing the lowest score in the last 3 years (35.1% in 2016 and 43.2% in 2017). Other categories showing rather little satisfaction and revealing at the same time a worsening of satisfaction in the last year are: Job security (60.7) decreasing from 2017 (72.7%), Working hours (63%) with a significant decrease from 2017 (84.6%) and Commuting time (65.5%) decreasing from 2017 (78.4%). Also Life as-a-whole-satisfaction scored only 63%.⁹

Table 17: Satisfaction with work and life

Satisfaction with	Share of respondents satisfied		
	2016	2017	2018
Year			
Job	79.5 ¹⁰	83.8	82.8
Pay	35.1	43.2	20.7
Commuting time	75.7	78.4	65.5
Work-life balance	83.8	73.4	78.6
Job security	56.8	72.7	60.7
Work environment	70.3	83.5	78.6
Working hours	80.6	84.6	63.0
Relationship to colleagues	57.9	97.2	95.2
Relationship to superiors	84.4	89.0	90.5
Life as-a-whole*	51.3	65.3	63.0

Source: WageIndicator Foundation

4.2. Education and Research

The median gross hourly wages in the Education and research sector were INR 242.5 in 2016, INR 161.7 in 2017 and INR 139.7 in 2018, making them the lowest of all the eight sectors analysed. See table 10. However, one must be aware that the low sample (6% of the overall participants) might have significantly influenced the results.

Education

The data sample for employees with secondary education was not sufficient, hence, only comparisons between bachelor and master graduates could be made for this report. On average, between 2016 and 2018, master's degree holders earned INR 79.8 more than

⁹ 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.

¹⁰ NA is set for 20>observations.

bachelor graduates. Therefore, they only earned 61.1% of a master degree holder's hourly wage.

Over the years, wages differences between the 2 categories seem to fluctuate, moving from 56.5% in 2016 to 68.3% in 2017 and to 61.1% in 2018. Overall, hourly wages in the Education and research sector in 2018 have substantially decreased from the previous year: employees with a master degree earned 27.3% less (INR 65) and also bachelors earned 39.6% less (INR 64.5).

Table 18: Median hourly wage with respect to educational attainment

Education level	Median gross hourly wage			
	2016	2017	2018	Mean
Bachelor's degree, three year degree or equivalent	115.5	162.7	98.2	125.5
Master's degree, four/five year degree or equivalent	204.5	238.2	173.2	205.3

Source: WageIndicator Foundation

Gender

On average, the gender pay gap in the education and research sector amounts to 11.2% (INR 19.5). This is relatively low compared to other sectors and, surprisingly, hourly wages for female employees had slightly exceeded wage levels of male ones in 2016. As a result, the gap moved from -0.3% (-INR 0.7) in favour of females in 2016 to +21.1% (+INR 36.6) in favour of men in 2017 and to +15.5% (+INR 22.4) in 2018. While the relative wage losses in 2017 were stronger for female employees (-33.2% vs. 15.0%), in 2018, wage losses were stronger for males (16.7% vs. 10.8%). Again, the low number of total respondents and the much higher participation of males in the sample must be taken into account while interpreting the results.

Table 19: Median hourly wage by gender and year

Gender	Sample 2018	Median gross hourly wage			
		2016	2017	2018	Mean
Male	63%	203.8	173.2	144.3	173.8
Female	37%	204.5	136.6	121.9	154.3
Mean		204.2	154.9	133.1	164.1

Source: WageIndicator Foundation

Supervisory position

Regarding wage differences between supervisory and non-supervisory positions, the wage gap amounts to 33.2% (INR 69.3) on average for the period investigated. Between 2016 and 2018, it has moved from 25.8% (INR 57.8) in 2016 to 36.4% (INR 80.3) in 2017 and to 38.2% (INR 69.5) in 2018. Adding the gender dimension, on average, wages for female supervisors are INR 26.0, i.e. 11.7% higher than those for male ones. In ordinary positions, female workers earn INR 45.8 (28.2%) less than their male counterparts. This also means that wage differences are especially large for female supervisors and non-supervisors. While male non-supervisors earn 82.9% (-INR 33.4) and, therefore, more than 3/4th of their male supervisor's wage, female non-supervisors are paid only 52.61% (INR -105.1) and, thus, slightly more than half of what their female supervisors receive per hour. The wage gap for male employees increased from 0% (INR 0.2) in 2016 to 7.4% (INR 13.5) in 2017 and jumped to 42.9% (INR 86.6) in 2018. For female employees the gap moved from 47.4% (INR 115.5) in 2016 to 56.6% (INR 147.1) in 2017 and decreased

to 32.5% (INR 52.5) in 2018. Again, the low number of respondents and the resulting bias should be kept in mind.

Table 20: Median hourly wage by supervisory positions

Year	2016		2017		2018		Mean		
	Supervisor	Yes	No	Yes	No	Yes	No	Yes	No
Male		203.8	203.6	181.9	168.4	202.1	115.5	195.9	162.5
Female		243.8	128.3	259.8	112.7	161.7	109.2	221.8	116.7
Mean		223.8	166.0	220.85	140.55	181.9	112.4	208.9	139.6

Source: WageIndicator Foundation

Tenure groups

Also, in the Education and research sector, wages increase proportionally with longer participation in the labour market. And this increase seems to grow. In 2016, employees with more than 11 years of participation in the labour market already received 4.57 times the hourly wage of a job beginner and wages in the two highest categories increased starkly. These developments were partly reversed in 2017 as more than 11 years of working experience 'only' led to wages 3.1 times higher than those for jobs at entry level. Wage increases were biggest when moving from 2 to 3 and 10 to 11 years with 45.0% and 62.8%, respectively.

Wage losses in 2017 were biggest for the two categories with the most years of experience: between 10 and 11 years they decreased by 44.9% (-INR 246.8), followed by 51.9% (-INR 200.6) for 6-10 years. Those for employees belonging to the job beginners' category went down by 25.1% (-INR 33.3) and the least losses were the experienced employees by the second category with -12.9% (-INR 21.4).

When comparing data of 2018 to the previous year, while for the two categories with less years of experience (from zero up to 5 years) wages were quite stable (identical in the 3-5 years' tenure group, i.e., INR 144.3), we observe that wages had increased for the two tenure categories with more years of experience when compared to 2017: in the 6-10 years' tenure group, by 9.2% (INR 17.2), and in the highest tenure group, with more than 11 years of work experience, by 14.3% (INR 43.3). The highest tenure group with more than 11 years of work experience (INR 346.4) is paid 3.7 times the employees with 0-2 years of tenure; 2.4 times the employees with 3-5 years of work experience and 1.7 times the wage of the employees with 6-10 years of service.

Table 21: Wages by tenure groups

Years of experience	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Year	Share of sample				Median gross hourly wage			
2016	24%	29%	24%	24%	120.3	171.0	386.8	549.9
2017	41%	22%	15%	22%	99.5	144.3	186.2	303.1
2018	40%	23%	21%	15%	92.4	144.3	203.4	346.4
Mean	35%	25%	20%	20%	104.1	153.2	258.8	399.8

Source: WageIndicator Foundation

Ownership of company

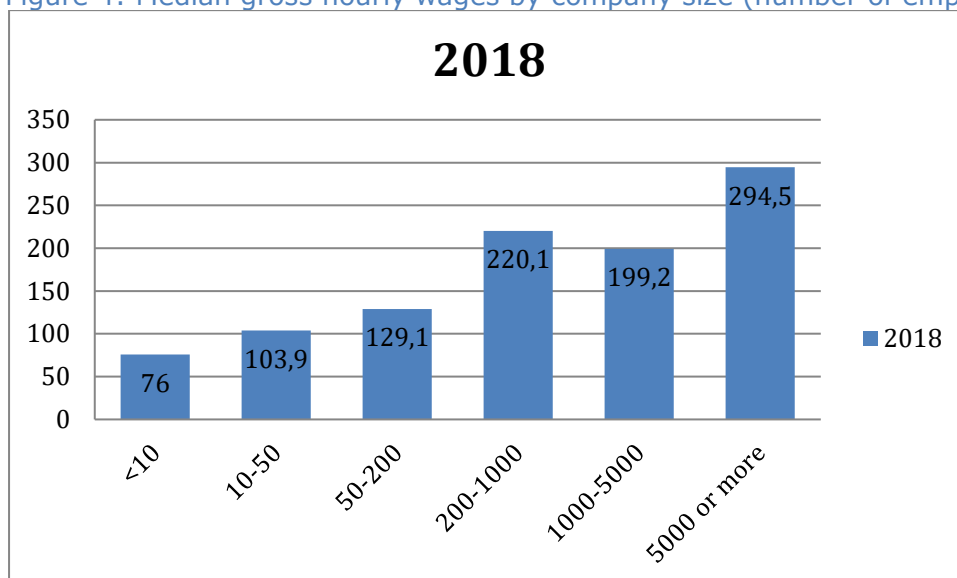
The education sector is specific in this case. A large majority of educational institutions and research organisations are domestically owned, either public or private. There are not many private foreign-owned educational institutions and research organisations.

Therefore, the sample for domestically owned companies is quite sufficient. The median wage reported by employees of domestically owned companies amounted to INR 112.1 per hour.

Size of company

In the Education and research sector wages rise with the employing company's size. Lowest wages are paid in companies with less than 10 employees (INR 76) while companies with 500+ employees pay 4 times (+INR 218.5) than the former. The trend of wages rising with employing companies' bigger size shows an exception in this sector where hourly wages of 1000-5000 slightly decreased when compared to the smaller companies' group of 200-1000 employees, with a difference in absolute terms of INR 20.9.

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



Source: WageIndicator Foundation

Bonus payments

In 2018, there are not enough data in the sector in order to be able to make an analysis/comparison. In 2017, 15.8% of employees in the Education and research sector received either an Unsocial hours bonus/ Weekend allowance or Overtime bonus. For the former, this meant a reduction of 14.2% between 2015 and 2017 while the latter grew by 9.3%. On average nearly twice as many employees received an Unsocial hours bonus/ Weekend allowance than an Overtime bonus.

Table 22: Additional pay for extra work

Bonuses received in last wage	Median monthly benefit received			
	2016	2017	2018	Mean
Share of sample by year				
Unsocial hours bonus / Weekend allowance	21.4%	15.8%	N/A	N/A
Overtime bonus	15.4%	15.8%	N/A	N/A

Source: WageIndicator Foundation

Job satisfaction

In this sector employees were most satisfied with their relationships at work and, as in the Construction and technical consultancy sector, the relationship with colleagues (86.7%) scored higher than that with superiors (73.3%). Again, reconfirming the general trend, employees were least satisfied with their pay (18.9%) which value reaches the lowest score in the last three years (45.5% in 2016 and 42.3% in 2017). Overall, in 2018

satisfaction decreased in the most of categories. The categories that were affected the most saw a decrease in terms of satisfaction are also the ones scoring the lowest values of the sector in 2018. Beside the above-mentioned values with respect to Pay satisfaction, also satisfaction with Job security decreased of 32 percentage points (76.9% in 2017 vs. 44.4% in 2018) and Job satisfaction decreased of 20.5 percentage points (73.1% vs. 52.6%). On the contrarily, Life as-a-whole-satisfaction¹¹ in 2018 (66.7%) increased by 10,7 percentage points from 2017 (56%).

Table 23: Satisfaction with work and life

Satisfaction with	Share of respondents satisfied			
	Year	2016	2017	2018
Job		86.4	73.1	52.6
Pay		45.5	42.3	18.9
Commuting time		72.7	72.0	73.7
Work-life balance		77.3	72.0	66.7
Job security		54.5	76.9	44.4
Work environment		63.6	69.2	66.7
Working hours		81.8	69.2	61.1
Relationship to colleagues		95.0	87.0	86.7
Relationship to superiors		94.7	82.6	73.3
Life as-a-whole*		59.1	56.0	66.7

Source: WageIndicator Foundation

4.3. Financial Services, Banking and Insurance

In this sector, in 2018, the overall share of observations is 11% of all participants. This sample allows for meaningful comparisons of wages in all the categories examined in this report, except for the Bonus payments. Wages went from INR 433 in 2016 to INR 144.3 and INR 288.7 in 2017 and 2018, respectively. This sector is also the second top payer in our report. See table 10.

Education

Results in this sector again highlight the relation between median hourly wages and the level of education. On average, employees holding a bachelor's degree earn INR 207.5 Master's degree graduates or equivalent earn an added INR 175.7 per hour. Statements about employees with secondary education are not considered for this report due to the low number of responses. In 2017, wages had dropped by 40%, i.e., by INR 112.9 for bachelor graduates and by INR 178.2 per hour for masters degree holders. In 2018, wages have increased in both categories from the previous year. Employees with bachelors degree earned 10.4% (INR 17) more than the previous year. Employees holding a Masters degree showed the highest increase with 42.4% (INR 120.4). In 2018, Masters were paid around 2.2 times the employees with only a bachelors degree (+INR 222.9).

Table 24: Median hourly wage with respect to educational attainment

Education level	Median gross hourly wage			Mean
	2016	2017	2018	

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

Bachelor's degree, three year degree or equivalent	277.1	164.2	181.2	207.5
Master's degree, four/five year degree or equivalent	461.9	283.7	404.1	383.2

Source: WageIndicator Foundation

Gender

According to the sample data, the average gender pay gap in the Financial services, banking and insurance sector amounts to 15.1% (INR 45.6). On average, men earn an hourly median wage of INR 302.5 and women of INR 256.9. In 2016 the gap stood at 25.0%, it decreased to 10.6% in 2017 and then reached its lowest point of 1.8% in 2018. It should be noted that the share of female respondents was again low, with 21%.

Table 25: Median hourly wage by gender and year

Gender	Sample 2018	Median gross hourly wage			
		2016	2017	2018	Mean
Male	79%	461.9	151.8	293.9	302.5
Female	21%	346.4	135.7	288.7	256.9
Mean		404.2	143.8	291.3	279.8

Source: WageIndicator Foundation

Supervisory position

Comparing average hourly wages of supervisors and non-supervisors, the wage gap in the Financial services, banking and insurance sector is 46.8% on average (INR 173.8). Over time, it moved from 45.3% (INR 222.3) in 2016 to 41.2% (INR 82.0) in 2017 and, lastly, it reached 51.2% (INR 217.1) in 2018. Looking at the complete sample, hourly wage growth in 2018 were higher for supervisors than for non-supervisors (113.1% i.e., +INR 225.2 vs. 76.9% i.e. +INR 90.1), strongest for female supervisors with 132.2% i.e. (+INR 236.7) and lowest for female ordinary employees with 83.9%, i.e. +INR 96.9.

The gender pay gap moved from 18.4% (INR 40.4) for supervisors and only 2.9% (INR 3.4) for ordinary employees in 2017, to 4% (INR 17.3) for supervisors and - 4.8% (INR 10.3) in favour of females for ordinary employees. On average, ordinary female employees receive 5.5% amounting to INR 11.1 less per hour than their male counterparts compared to 9.9% (INR 38.5) at supervisor level.

Table 26: Median hourly wage by supervisory positions

Year	2016		2017		2018		Mean	
	Yes	No	Yes	No	Yes	No	Yes	No
Male	519.6	288.7	219.4	118.9	433.0	202.1	390.7	203.2
Female	461.9	248.3	179	115.5	415.7	212.4	352.2	192.1
Total	490.8	268.5	199.2	117.2	424.4	207.3	371.5	197.7

Source: WageIndicator Foundation

Tenure groups

In this sector, a relation between higher wages and more years of service is observed. On average, wages increased by 49.6% between 2 and 3 years of experience in the labour market, by 63% when reaching 6 years of service and by 55% when moving to the most

experienced category of employees. In absolute terms wages grow with every entry into the next category: by INR 63.9, INR 121.4 and INR 172.7, respectively.

In 2017, wages fell regardless of the time spent in the labour market. Against what one might expect, this drop amounted to 1/3rd % (-INR 173.2) for employees with more than 11 years of service who then earned the same as employees with 6 to 10 years of experience the previous year.

Whereas the loss in wages continued in reverse order. The 6-10-years category experienced decreases of 40.7% (-INR 139.8), employees with 3-5 years of experience lost 37.5% (-INR 77.9) of their hourly wage and, while still carrying a stark effect, job beginners were least affected with -10.2% (-INR 14.5).

In 2018 wages increased in all tenure groups when compared to 2017. In 0-2 years' tenure group wages have increased of 42.9% (INR 43.3); in 3-5 years' tenure 85.1% (INR 110.6); in 6-10 years' tenure 93.3% (INR 190.4) and in the highest tenure group with more than 11 years of experience 71.7% (INR 248.3).

Table 27: Wages by tenure groups

Years of experience	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Year	Share of sample				Median gross hourly wage			
2016	13%	16%	25%	47%	141.5	207.9	343.9	519.6
2017	37%	23%	23%	17%	101.0	130.0	204.1	346.4
2018	29%	24%	24%	23%	144.3	240.6	394.5	594.7
Mean	26%	21%	24%	29%	128.9	192.8	314.2	486.9

Source: WageIndicator Foundation

Ownership of company

Reconfirming findings from the general sample and other sectors, employees working in wholly-domestic companies were paid significantly less than those in the partially foreign owned ones. On average, this difference amounted to INR 186 (56.6%). The wage differences are decreasing over the years, both in relative and absolute terms; being the biggest in 2016 with 66.9% (INR 309.2), 58.3% (INR 152.6) in 2017, and decreasing to 36.8% (INR 96.2) in 2018. While wages in domestically owned companies increased of 51,7% (INR 56.4) in the last year, wages in wholly or partially owned companies have not changed in the last two years (INR 261.7).

Table 28: Median wages per company ownership

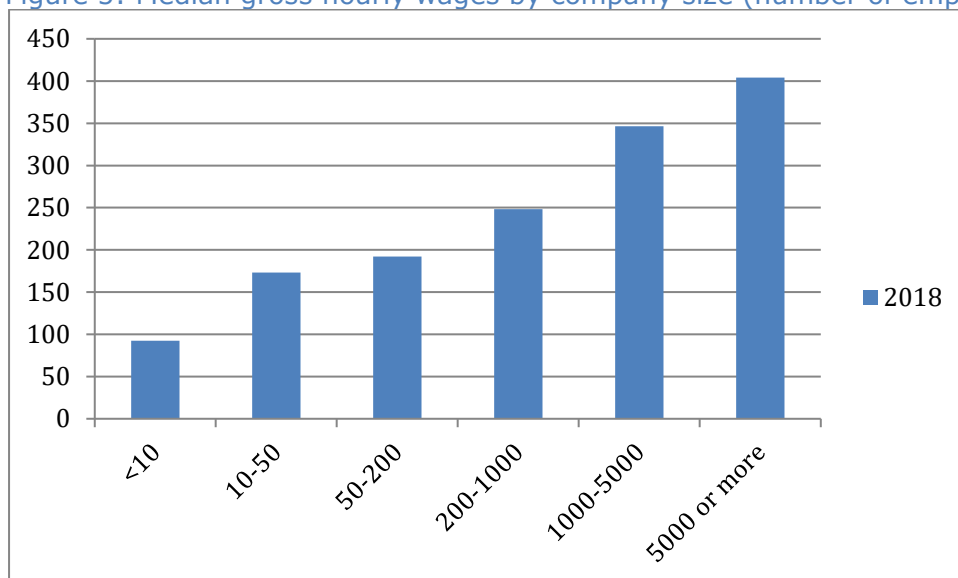
Ownership of company	Median gross hourly wage				
Year	Share of sample 2018	2016	2017	2018	Mean
Wholly domestic owned	59%	152.7	109.1	165.5	142.4
Wholly or partially foreign owned	41%	461.9	261.7	261.7	328.4

Source: WageIndicator Foundation

Size of company

In the Financial services, banking and insurance sector hourly median wages increase with the size of the company. The trend shows a clear trend with employees in companies with more than 5000 employees earning around 4 times the hourly wage of the employees in the smallest companies with less than 10 employees (INR 404.2 vs. 92.4).

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



Source: WageIndicator Foundation

Bonus payments

In 2018 there are not enough observations in both bonus categories to allow for meaningful comparison for this report.

Table 29: Additional pay for extra work

Bonuses received in last wage Share of sample by year	Median monthly benefit received			
	2016	2017	2018	Mean
Unsocial hours bonus / Weekend allowance	21.1%	13.0%	N/A	
Overtime bonus	5.0%	13.0%	N/A	

Source: WageIndicator Foundation

Job satisfaction

Satisfaction levels in the Financial services, banking and insurance sector in 2018 are like those of most of the sectors. Again, relationships to colleagues score highest standing at 94.4%, followed by those with superiors at 80%. As in other cases, pay satisfaction level scored the lowest with 20.8% (decreasing by 22.7 percentage points the value scored in 2017: 43.5%). Also, Life as-a-whole satisfaction with 65.6% decreased from 2017 when the score was 81.4%.¹²

Overall, when comparing 2017 and 2018 values, satisfaction levels have gone down for all the items, except for the relationship with colleagues (+2.5 percentage points).

¹² 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.

Table 30: Satisfaction with work and life

Satisfaction with	Share of respondents satisfied		
	2016	2017	2018
Job	75.0	71.4	66.7
Pay	47.2	43.5	20.8
Commuting time	68.6	75.4	65.2
Work-life balance	70.6	78.3	67.4
Job security	77.1	73.5	65.2
Work environment	88.2	83.8	71.7
Working hours	77.1	80.6	65.2
Relationship to colleagues	100	91.9	94.4
Relationship to superiors	81.3	90.5	80.0
Life as-a-whole*	66.7	81.4	65.6

Source: WageIndicator Foundation

4.4. Healthcare, Caring services and Social Work

The share of participants from Healthcare, caring services, social work sector was 6%. Wages changed from INR 242.5 in 2016 to INR 144.3 in 2017 and INR 192.5 in 2018. See table 10.

Education

With an added 88.5% amounting to INR 120.5, Master graduates earn significantly more per hour than Bachelor's degree holders in this sector. This surplus seems to be fluctuating and decreased in the last year after the peak reached in 2017: from 50.9% (INR 81.8) in 2016 to 144% (INR 163.7) in 2017 and back to 86% (INR 116) in 2018. Employees with Bachelor's degree in 2018 earned 19.4% (INR 21.88) more than the previous year, while Master's earned INR 25.8 less than the previous year.

Due to the low sample for employees with secondary education this category not included in this report.

Table 31: Median hourly wage with respect to educational attainment

Education level	Median gross hourly wage			Mean
	2016	2017	2018	
Bachelor's degree, three-year degree or equivalent	160.7	113.0	134.88	136.2
Master's degree, four/five-year degree or equivalent	242.5	276.7	250.87	256.7

Source: WageIndicator Foundation

Gender

Comparing hourly wages for male and female employees, on average, between 2016 and 2018, the gender pay gap stood at 31.5% in the sector. Over the years, it gradually decreased: from 39.9% (INR 103.3) in 2016 to 32.5% (INR 53.3) in 2017 and 20% (INR 40.4) in 2018. Relative wage increases in the last year have been slightly lower for male employees with 18.9% (INR 38.2) than for females, i.e., 24.5% (INR 44.6).

Table 32: Median hourly wage by gender and year

Gender	Sample, 2018	Median gross hourly wage			
		2016	2017	2018	Mean
Male	70.3%	259.2	163.9	202.1	208.4
Female	29.7%	155.9	110.6	161.7	142.7
Mean		207.6	137.3	181.9	175.6

Source: WageIndicator Foundation

Supervisory position

In the Healthcare, caring services, social work sector, supervisors earn more per hour than non-supervisors: 49% on average. The wage gap moved from an added 7.4% (INR 17.3) in 2016 and 124.1% (INR 128.7) in 2017 to 61.4% (INR 94.3) in 2018. Non-supervisory employees have experienced wage decreases in 2018 than supervisors. For the latter, hourly median wages raised of 6.7% (INR 15.65), for the former, by INR 50, i.e. 50%.

In 2018, female supervisory employees only earned 66.56% of what male employees earn per hour, i.e., the gender pay gap totals up to 33.4% (INR 97.9). Over the years it moved from 47.8% (INR 157.6) in 2016, it fell back to 21.1% (INR 54.8) in 2017 and it raised to 28.2% (INR 81.3) in 2018. While in 2016 the GPG for ordinary employees was 4.2% (INR 9.7) in favour of female workers, it inverted in 2017, with males earning 28.3% (INR 34.2) more than females and it moved again towards pay equality in 2018, with ordinary male employees earning 6.8% (INR 10.8) more than females.

Table 33: Median hourly wage by supervisory positions

Year	2016		2017		2018		Mean	
	Yes	No	Yes	No	Yes	No	Yes	No
Male	329.9	228.9	259.8	120.8	288.7	159.1	292.8	169.6
Female	172.3	238.6	205.0	86.6	207.4	148.3	194.9	157.8
Mean	251.1	233.8	232.4	103.7	248.0	153.7	243.9	163.7

Source: WageIndicator Foundation

Tenure groups

On average, in the Healthcare, caring services and social work sector, between 2 and 3 years of experience, employees' hourly wages increased by 46.1% (INR 48) to then receive another boost of 77.3% (INR 117.6) when moving from 5 to 6 years in the labour market. After at least 11 years of service the wage grows by 65.9% (INR 177.7) to INR 447.4. Consequently, also in this sector, wages increase with the years of participation in the labour market. Comparing to 2017, wages have increased progressively in all tenure groups, apart from the 11+ group. This meant an increase of 5.9% (INR 5.8) for job beginners; of 42.8% (INR 51.9) for employees with between 3 and 5 years of experience; and of 57.2% (INR 122.2) for employees with 6-10 years of experience. On the contrary, wages for the highest tenure group with more than 11 years of experience have decreased of 13.6% (INR 65.4).

Table 34: Wages by tenure groups

Years of experience	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Year	Share of sample				Median gross hourly wage			
2016	21%	25%	33%	21%	110.2	161.7	259.8	445.5
2017	43%	19%	14%	24%	98.1	121.3	213.6	481.1
2018	38%	22%	24%	16%	103.9	173.2	335.8	415.7
Mean	34%	22%	24%	20%	104.1	152.1	269.7	447.4

Source: WageIndicator Foundation

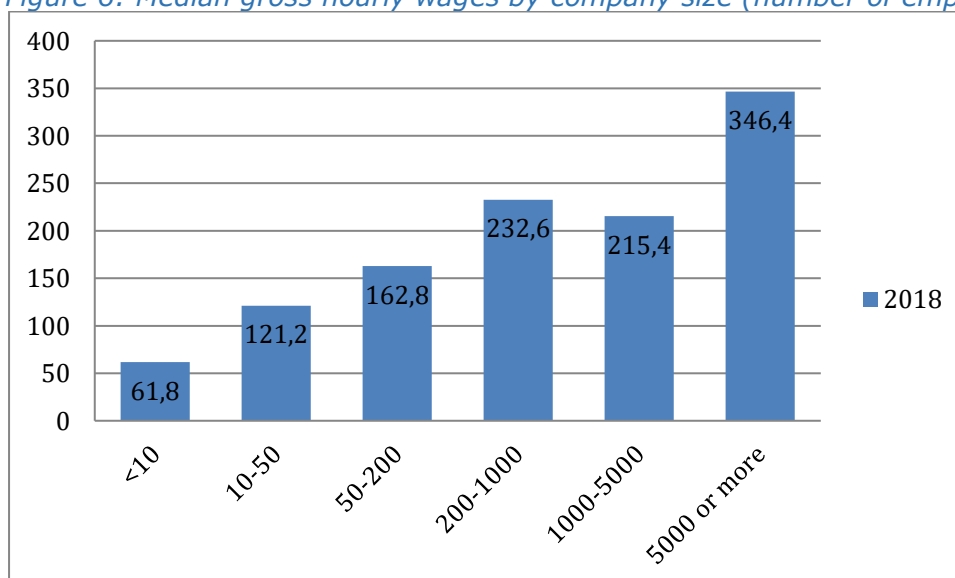
Ownership of company

The limited sample for the category does not allow reliable analysis/comparison. ¹³

Size of company

In Healthcare, Caring services and Social Work sector, wages rise with the employing company's size. In 2018, highest wages of around INR 350 were paid in companies with 5000+ employees, followed by those with 200 to 1000 (INR 233). Lowest wages are paid in the smallest category standing at only INR 62, meaning that the biggest size companies with more than 5000 employees granted 5.6 times (+INR 284.6) the hourly wage of the companies with 10 employees (INR 61.8). The general trend of wages rising with companies' bigger size shows an exception in the category of companies with 1000-5000 employees, where hourly wages (INR 215.4) slightly decreased when compared to the immediate smaller companies' group of 200-1000 employees (INR 232.6) where hourly wages were higher of INR 17.2.

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



Source: WageIndicator Foundation

¹³ No further comparison of the data can be made for this sector due to the low sample size.

Bonus payments

In 2018, due to lack of observations in both bonus categories, the results gathered cannot be considered as representative for further analysis and comparison.

Job satisfaction

Overall, when comparing 2017 and 2018 levels of satisfaction in the Healthcare, caring services and social work sector, we again observe a general decrease in all the categories, with the exception of Relationship to superiors.¹⁴ In this sector, most satisfaction levels are recorded in the relationships with superiors (93.3%) and with colleagues (85.7%). However, as opposed to most of the sectors, the relationship with superiors came first, increasing by 19.6 percentage points the score of 2017 (73.7%) while the relationship with colleagues, generally being the best scoring category, ranked only second, with a decrease of 9.3 percentage points from 2017 (95%).

Again, employees were least satisfied with their pay (16.9%) with a significant drop of 30.9 percentage points in 2017 values (47.8%). Also Commuting time satisfaction scored only 35%, decreasing of 46.8 percentage point from 2017 (81.8%), while Job security with 45% decreased of 26.4 percentage points when compared to 2017 (71.4%). Again, data and findings of the sector must be used with caution in the light of the few observations available in 2018.

Table 35: Satisfaction with work and life

Satisfaction with	Share of respondents satisfied		
	2016	2017	2018
Job	72.2	73.9	73.7
Pay	38.9	47.8	16.9
Commuting time	72.2	81.8	35.0
Work-life balance	76.5	83.3	65.0
Job security	64.7	71.4	45.0
Work environment	72.2	69.6	68.4
Working hours	83.3	83.3	66.7
Relationship to colleagues	90.9	95.0	85.7
Relationship to superiors	81.8	73.7	93.3
Life as-a-whole*	63.2	65.2	50.0

Source: WageIndicator Foundation

4.5. Information and Communication Technology Services

The median gross hourly wage in the ICT sector from INR 386.8 in 2016 went down to INR 317.6 in 2017 and raised again to INR 382.5 in 2018. It means that wages were by far the highest paid in 2018, reflecting the sectors crucial contribution to India's economy. ICT sector is also the sector with the highest share of respondents amounting to 39% of the overall sample. This large sample allows for meaningful comparisons of wages in all the categories examined in this report. See table 10.

Education

In 2018 the sample of employees with only secondary education was too low to allow for reliable comparisons, hence, only the median hourly wages of ICT service employees

¹⁴ 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.

holding a bachelor's degree and a master's degree, or equivalent are compared. In the ICT sector, on average, employees holding a master's degree earn 34.2% (INR 106.2) more than those with only a bachelor's degree. In 2018 the gap amounted to 60% (INR 155.9), which is quite in line with the values recorded in 2017 when the difference amounted to 60.4% (INR 164.2). Hourly wages kept decreasing for both education groups in the last year. For employees with bachelor's degree the wage moved from INR 398.4 in 2016 to INR 272 in 2017 and INR 259.8 in 2018. On the contrary, Masters degree holder's wages fluctuated: after the increase between 2016 and 2017 (+39.3), they decreased in the last year (-INR 20.5).

Table 36: Median hourly wage with respect to educational attainment

Education level	Median gross hourly wage			
	2016	2017	2018	Mean
Bachelor's degree, three year degree or equivalent	398.4	272.0	259.8	310.1
Master's degree, four/five year degree or equivalent	396.9	436.2	415.7	416.3

Source: WageIndicator Foundation

Gender

When analysing the connection between gender and wages in the ICT sector, it should be noted that in 2018 more than three fourths of respondents were male with 83.1% of participants. On average, however, female employees earn 23.4% (INR 88.5) less than their male counterparts. Between 2016 and 2018 gender pay gap moved from 25.8% (INR 105.1) in 2016 to 20.9% (INR 68.1) in 2017 and slightly increased to 22.9% in 2018 (INR 92.4). After wages had dropped in 2017, they significantly raised for both genders in 2018, settling at values almost equal to 2016.

Table 37: Median hourly wage by gender and year

Gender	Sample, 2018	Median gross hourly wage			
		2016	2017	2018	Mean
Male	83.1%	407.9	324.7	404.2	378.9
Female	16.9%	302.8	256.6	311.8	290.4
Mean		355.4	290.7	358	334.7

Source: WageIndicator Foundation

Supervisory position

In the ICT sector, with an hourly wage of INR 438.8, supervisors earn 67.1%, i.e. INR 176.2 more per hour than non-supervisors. Looking at the yearly data, the difference first increased in relative and absolute terms from 62.4% (INR 168.1) in 2016 to 75.9% (INR 176.9) in 2017, then decreased in relative and increased absolute numbers to 64.3% (INR 183.6) in 2018.

Also the gender pay gap at supervisory level has increased from 16.9% (INR 81.0) in 2016 to 22.5% (INR 103.7) in 2017 and to 30.8% (INR 170.9) in 2018. While both genders faced slightly reduced wages in 2017, reductions were stronger for female employees with a drop from INR 396.9 to INR 358.2. Men were only paid INR 16 less than the previous year, women lost INR 38.7 in 2017. However, in 2018 both genders had a wage increase to INR 554.3 for men and INR 383.4 for women. The increase constituted INR 92.4 and INR 25.2 respectively in 2018.

Wages for non-supervisory male and female employees slightly increased during the analysed period; the raise for female ones was stronger with 11.0% compared to 1.9%.

The gender pay gap fell from 20.6% (INR 61.9) in 2016 to 20.5% (INR 53.2) in 2017 and was lowest in 2018 with 13.5% (INR 41.4). Thus, non-supervisory is a more equally paid category of employees.

Table 38: Median hourly wage by supervisory positions

Year	2016		2017		2018		Mean		
	Supervisor	Yes	No	Yes	No	Yes	No	Yes	No
Male		477.9	300.2	461.9	259.8	554.3	306.0	498.0	288.7
Female		396.9	238.3	358.2	206.6	383.4	264.6	379.5	236.5
Mean		437.4	269.3	410.1	233.2	468.9	285.3	438.8	262.6

Source: WageIndicator Foundation

Tenure groups

As in other sectors, wages in ICT rise significantly with the years of participation in the labour market. On average, they increase by 66.3% between 2 and 3 years of experience, by 75.3% between 5 and 6 and by 63.7% between 10 and 11 years of service. Hourly median wages grew for employees with 0-5 years of experience and went down for the employees with over 6 years of experience in 2017. All employee categories had a wage increase in 2018 comparing to 2017. Job beginners were paid 27.6% (INR 36.2) more in 2018 than in 2016, employees with 3 to 5 years of service received a raise of 10.0% (INR 23.7). Those with the experience of 6-10 years had a wage decrease by 3.6% (INR 16.1) in 2018 comparing to 2016 while employees with over 11 years of experience had a rise of 14.1% (INR 95.3) for the same period. Consequently, the relative wage gap between job beginners and seniors went down from 413.4% (INR 542.4) in 2016 to 359.3% (INR 601.5) in 2018, with an absolute increase of INR 59.1.

Table 39: Wages by tenure groups

Years of experience	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Year	Share of sample				Median gross hourly wage			
2016	2%	4%	5%	3%	131.2	236.1	449.1	673.6
2017	16%	14%	16%	8%	144.3	240.6	409.0	671.7
2018	23%	25%	30%	22%	167.4	259.8	433.0	768.9
Mean	14%	14%	17%	11%	147.6	245.5	430.4	704.7

Source: WageIndicator Foundation

Ownership of company

It is essential to state here that due to lack of observations the results gathered are highly biased. That said, again one can notice that employees in domestic companies earn significantly less than those in wholly or partially foreign owned ones. In 2018, employees in foreign companies (INR 928.4) earned around 4.6 times the wages paid to employees in domestic companies (INR 198.9). The wage gap seems to be increasing over the years and reached its peak in 2018, with wages that decreased for domestically owned companies (-INR 32.1) and increased in foreign companies (INR 113.3) when compared to 2017.

Table 40: Median wages per company ownership

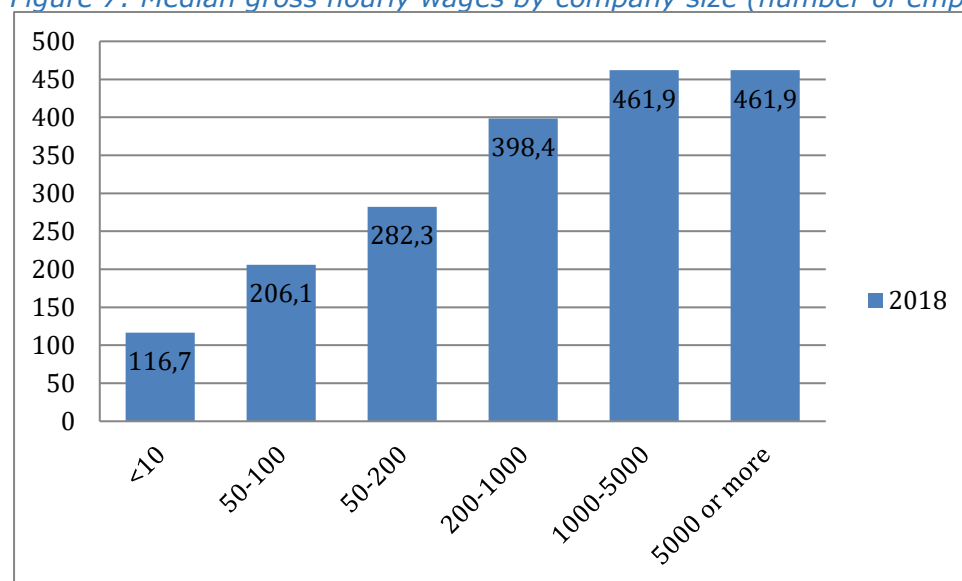
Ownership of company	Year	Median gross hourly wage			
		2016	2017	2018	Mean
Wholly domestic owned	Not relevant, few observations	256.6	231.0	198.9	228.8
Wholly or partially foreign owned	n/a	519.6	815.1	928.4	754.4

Source: WageIndicator Foundation

Size of company

Figure 7 shows that wages rise with companies' size. Lowest wages are paid in companies with less than 10 employees (INR 116) while biggest wages are paid in companies from 1000 to 5000+ employees (INR 461.9), meaning that the latter are paid around 4 times the former. Wages grow progressively in every companies' size group drawing an ascending curve. Unlike other sectors in which the wages' peak is reached in the companies with more than 5000 employees, here the peak is reached already in companies from 1000 to 5000 (INR 461.9) which is paid exactly the same hourly wage of the biggest companies group with 5000+ employees.

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



Source: WageIndicator Foundation

Bonus payments

Share of employees receiving Unsocial hours' bonuses/ Weekend allowances seems to be quite stable over the last years: from 22.2% in 2016 it grew to 24.5% in 2017 and then decreased again to 22.4% in 2018. Despite this, only 10% of employees on average received overtime bonus, the trend shows a slight improvement over the last 3 years. The share of employees getting overtime bonuses gradually improved: from 5.6% in 2016 to 7.5% in 2017 and 15.2% in 2018 (+7.7% from the last year). As noted in previous reports, the ICT sector is known for being time consuming due to its stark growth rate. This might be one of the reasons for Overtime bonuses not paid adequately.

Table 41: Additional pay for extra work

Bonuses received in last wage Share of sample by year	Median monthly benefit received			
	2016	2017	2018	Mean
Unsocial hours bonus / Weekend allowance	22.2%	24.5%	22.4%	20%
Overtime bonus	5.6%	7.5%	15.2%	10%

Source: WageIndicator Foundation

Job satisfaction

As in most of the sectors, also employees in the ICT sector are most satisfied with their relationships at work: Relationships with colleagues (89.6%) and with supervisors (89.6%) are rated slightly below 90% and they both slightly decreased from 2017. Moreover, pay scoring lowest, while steadily decreasing, reconfirms employees' general and growing dissatisfaction with wages in India (49.1% in 2016, 48.9% in 2017 and 24% in 2018). It has to be noted that in 2018 we observed a fall in pay satisfaction in all the sectors analysed. Overall, levels of satisfaction for most of the categories in 2018 are like those recorded the previous year, with the exception of Pay, as mentioned above. On the contrary, we see a significant improvement (+14 percentage points) in the category of Life as-a-whole-satisfaction (79.1%).¹⁵

Table 42: Satisfaction with work and life

Satisfaction with Year	Share of respondents satisfied		
	2016	2017	2018
Job	73.6	75.0	77.7
Pay	49.1	48.9	24.0
Commuting time	75.0	73.2	74.8
Work-life balance	67.9	76.3	74.0
Job security	83.0	75.4	77.5
Work environment	86.8	82.6	81.0
Working hours	75.5	79.1	80.2
Relationship to colleagues	93.6	93.2	89.6
Relationship to superiors	93.6	90.2	87.5
Life as-a-whole*	61.1	65.1	79.1

Source: WageIndicator Foundation

4.6. Legal and Market Consultancy and Business Activities

As in the previous year, the overall sample for this sector is very low in comparison to the remaining seven sectors, with only 4.0% of the overall data intake. Therefore, some of the tables and comparisons are not provided in detail. According to the respondents, the median gross hourly wage moved from INR 277.1 in 2016 to INR 173.2 in 2017 and INR 194.4 in 2018. See table 10.

Education

Again, as the sample for this sector is small, only wages of employees holding a bachelor's or master's degree or equivalent will be compared. On average, master degree holders earn 90% (INR 149) more per hour than bachelor graduates. The wage gap seems to be quite stable in the last 2 years.

¹⁵ 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.

The pay gap moved from 77.8% (INR 157.2) in 2016 to 100.1% (INR 177.7) in 2017 and slightly decreased to 94.4% (INR 112.1) in 2018. Between 2016 and 2018, wages for bachelor graduates fell by 41.2% (INR 83.3) and those for master graduates fell by 35.7% (INR 128.4).

Table 43: Median hourly wage with respect to educational attainment

Education level	Median gross hourly wage			
	2016	2017	2018	Mean
Bachelor's degree, three year degree or equivalent	202.1	175.7	118.8	165.5
Master's degree, four/five year degree or equivalent	359.3	353.4	230.9	314.5

Source: WageIndicator Foundation

Gender

Female employees are paid 20.6% (INR 44.7) less on average.

The gender pay gap has moved from 42.4% (INR 122.4) in 2016 and inverted in 2017 with women earning 14.8% (INR 23.5) more than men and got back to 17.5% (INR 35.4) in 2018.

Also in this sector, the sample composition is predominantly male (77% vs. 23%).

Table 44: Median hourly wage by gender and year

Gender	Sample, 2018	Median gross hourly wage			
		2016	2017	2018	Mean
Male	77%	288.7	158.8	202.1	216.5
Female	23%	166.3	182.3	166.7	171.8
Mean		227.5	170.6	184.4	194.2

Source: WageIndicator Foundation

Supervisory position

In this sector, supervisory employees earn 37.8% higher wages (INR 63.2) than their underlings.

In relative terms, the gap went from 82% (INR 117.2) in 2017 with supervisors earning higher wages to decreasing to - 4.1% (INR - 0.02) with non-supervisors having slightly higher wages in 2018.

Wages for female supervisors went down by 56.5% between 2017 and 2018, those for male ones shrank by 41.4% in 2017 and then increased by 15% in 2018 comparing to the previous year. This led to female supervisors earning 16.3% more than male ones in 2017 and 56.3% less in 2018. Non-supervisory women were underpaid by 12.2% in 2016 and earned 45.9% (INR 76.3) more than their male counterparts in 2018.

Table 45: Median hourly wage by supervisory positions

Year	2016		2017		2018		Mean	
	Yes	No	Yes	No	Yes	No	Yes	No
Male	410.6	163.6	240.6	115.5	278.6	166.1	309.9	148.4
Female	NA	143.7	279.7	170.4	121.8	242.4	200.8	185.5
Mean	NA	153.7	260.2	143.0	200.2	204.3	230.2	167.0

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

Tenure groups

Relative and absolute wage changes between the different years of service in the Legal and Market Consultancy and Business Activities sector are biggest after 10 years of service with 104.2% (INR 279.9). Employees are paid another 89.7% (INR 94.1) when moving from 2 to 3 years of service and another 34.9% (INR 69.5) when moving from 5 to 6 years of service.

Generally, wages for all groups went down in 2017. In 2018 all groups had an increase in wages with the exception of employees of 3-5 years of employment. Here the overall decrease is 23% (INR 51.4) comparing to 2016 data. Wage changes were most significant for those with the most years in the market: the 11+ category. Here wages first decreased from INR 760.2 to INR 251.2 (- 67.0%; - INR 509) and then grew by INR 382.5 (152.3%) to INR 633.7.

All in all, more years of service still lead to higher wages. However, wage volatility seems to be greatest for the 'seniors' with 11+ years of experience.

Table 46: 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			
2016	24%	28%	36%	12%	129.9	223.2	300.2	760.2
2017	42%	16%	16%	26%	83	202	240.57	251.2
2018	37%	24%	23%	16%	101.7	171.8	264.6	633.7
Mean	34%	23%	25%	18%	104.9	199.0	268.5	548.4

Source: WageIndicator Foundation

Ownership of company

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

In 2018, in wholly domestic owned companies the median wage hourly wage is INR 168.4, while in partially or wholly foreign owned companies the median is almost double: INR 323.1

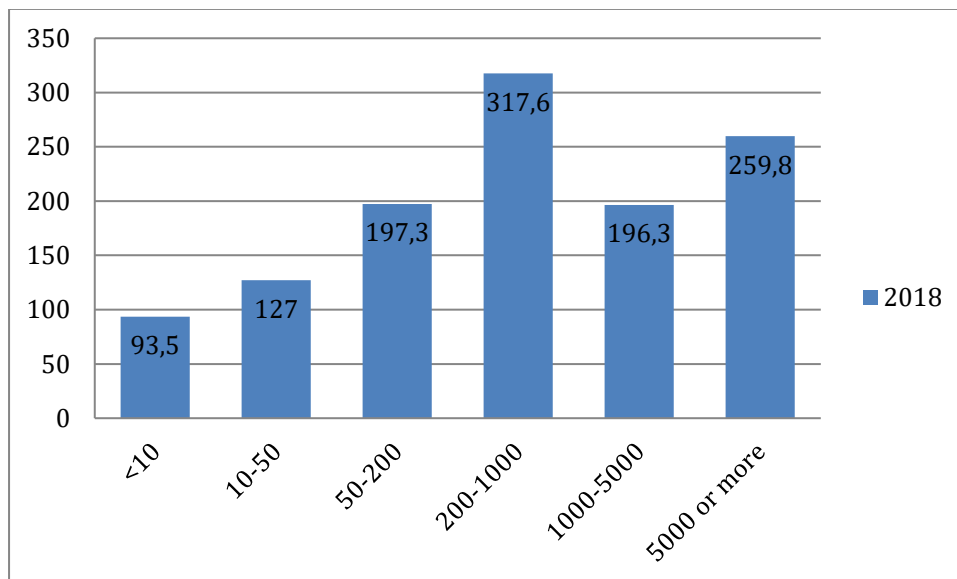
Size of company

The trend towards larger companies paying higher median hourly wages finds some exceptions in this sector.

Unlike most of the sectors, in the Legal and market consultancy and business activities, wages reach the peak in companies with 200-1000 employees (INR 317.6) and not in the biggest companies with more than 5000 employees (INR 259.8).

Workers in companies with 1000-5000 employees with INR 196.3 hourly wage are paid INR 63.5 less than in the biggest companies with more than 5000 employees, while receive almost identical pay of the employees in companies with 50-200 employees (INR 197.3) Lowest wages can be found in companies with less than 10 employees with INR 93.5, closely followed by those in the 10 to 50 category with INR 127.

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



Source: WageIndicator Foundation

Bonus payments

In 2018, 12.8% of employees received an Unsocial hour's bonus or a Weekend allowance compared to 5% being paid extra for Overtime. However, there is a lack of observations for reliable estimates.

Job satisfaction

As in other categories, employees' satisfaction in the Legal and Market Consultancy and Business Activities sector is highest with their relationships with colleagues with a full score (100%) followed by those with superiors (88.9%). Both values are identical to the ones scored in 2017.

Also in this sector pay ranks lowest (32.7%), decreasing of 30.9 percentage points the values of 2017 (63.6%).

Satisfaction with working hours (83.3%) has substantially increased (+16.6 percentage points) from 2017 (66.7%), while satisfaction with work environment decreased of 9.3 percentage points in the last year.

Life as-a-whole satisfaction stood rather stable around 66% in the last two years, after the big improvement experienced in 2016.¹⁶

¹⁶ 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.

Table 47: Satisfaction with work and life

Satisfaction with	Share of respondents satisfied		
	2016	2017	2018
Job	72.2	81.8	83.9
Pay	54.5	63.6	32.7
Commuting time	63.6	72.7	66.1
Work-life balance	54.5	80.0	76.8
Job security	81.8	80.0	75.5
Work environment	63.6	88.9*	79.6
Working hours	63.6	66.7*	83.3
Relationship to colleagues	75.0	100*	100
Relationship to superiors	87.5	88.9*	88.9
Life as-a-whole*	36.4	66.7*	65.9

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

4.7. Manufacturing

The median gross hourly wages in this sector went from INR 211.7 in 2016 and INR 230.9 in 2017 to INR 192.5 in 2018. The overall share of observations is 22%, making it the second largest one of our study. See table 10.

Education

On average, wage increases for bachelor graduates, when compared to employees with secondary education only, are relatively low, with an additional INR 51.9 (54.3%) per hour.

Master's degree holders, on the other hand, receive another 77.6% (INR 114.4) per hour more than employees with a bachelor degree and 174.1% (INR 166.3) more than employees with secondary education only. Overall, wage levels have not changed much in the last year. Nevertheless, wage levels in 2018 are slightly lower than in 2017 for all education levels: in absolute terms, employees with secondary education received less INR 7.5; employees with a bachelor's degree got paid less INR 9.7 and Masters degree holders got a wage reduction of INR 26.2.

Table 48: Median hourly wage with respect to educational attainment

Education level	Median gross hourly wage			
	2016	2017	2018	Mean
Secondary education	105.9	94.1	86.6	95.5
Bachelor's degree, three-year degree or equivalent	143.8	154	144.3	147.4
Master's degree, four/five-year degree or equivalent	277.1	267.3	241.1	261.8

Source: WageIndicator Foundation

Gender

Participants of the salary survey in the Manufacturing sector were predominantly male, representing the 89% of the sample. Women in this sector received 83% of men's hourly wages on average. The gender pay gap, therefore, amounts to 16.9% (INR 36.6). Over the years, GPG moved from 13.3% (INR 28.9) in 2016 to 14.4% (INR 33.9) in 2017 and it raised further to 24% (INR 47.1) in 2018. The general sectoral wages decrease of 2018 has affected more females workers with -26% (INR 52.4) than males workers with -16.6% (INR 39.2).

Table 49: Median hourly wage by gender and year

Gender	Sample, 2018	Median gross hourly wage			
		2016	2017	2018	Mean
Male	89%	216.5	235.5	196.3	216.1
Female	11%	187.6	201.6	149.2	179.5
Mean		202.1	218.6	172.8	197.8

Source: WageIndicator Foundation

Supervisory position

On average, supervisors are paid INR 110.8 (77.1%) more than non-supervisors. The wage difference between supervisors and non-supervisors was largest in 2017 when the former earned close to double of the latter: 84.7% amounting to INR 127.1. The values for 2016 and 2018 were 79.1% (INR 118) and 65.8% (INR 87.1) respectively. Female supervisors receive INR 70.3 (24.3%) less than male ones. Wages are more equal for underlings with female ones being underpaid by 3.3% (INR 4.8). Due to the large gender pay gap at supervisory level, the wage difference between female supervisors and ordinary employees is smaller than that for male supervisors standing at 52.6% and 101.5%, respectively.

As hourly wages decreased for male supervisors and more strongly for female ones between 2016 and 2018, the gender pay gap at supervisory level went up by 6.8 percentage points from 20.5% (INR 60.9) in 2016 to 27.2% (INR 69.2) in 2018. At non-supervisory level, wages for male employees remained at the same level (INR 144.3) while wages of female employees decreased by 21.8 % (INR 33.5) and reached INR 120.3 in 2018. This constituted a pay gap of 16.6 % (INR 24) in 2018 with women being underpaid.

Table 50: Median hourly wage by supervisory positions

Year	2016		2017		2018		Mean	
	Yes	No	Yes	No	Yes	No	Yes	No
Male	297.5	144.3	317.6	150.1	254.0	144.3	289.7	146.2
Female	236.6	153.8	236.7	150.1	184.8	120.3	219.4	141.4
Mean	267.1	149.1	277.2	150.1	219.4	132.3	254.6	143.8

Source: WageIndicator Foundation

Tenure groups

In the Manufacturing sector, relative wage increases are smallest between the two categories with the least experience with 49.9% (INR 50.5). When moving to the two highest categories, wage boosts are 65.7% (INR 99.7) between 5 and 6 years and at 79.8% (INR 200.6) when joining the 11+ years of service group. Wages increased regardless of the years in the labour market in 2017 and then all categories had a decrease in 2018. However, the increase was the most significant in 2017 with the least decrease in 2018 for the employees with the tenure of 11+ years constituting +62.3 % (+INR 205.6) and - 8.3% (- INR 44.7) respectively. This is the only employee category with 2018 wages higher than 2016, while the payment went down for all other employees in comparison with 2016 numbers. The general wage decrease constituted 18.9% (INR 20.2) for the employees with 0-2 years of experience, 9.9% (INR 15.3) for the employees with 3-5 years of experience and 10.9% (INR 26.9) for the employees with 6-10 years of experience over the analysed period. Consequently, the importance of more than 11 years of participation in the labour market rose.

Table 51: Wages by tenure groups

Years of experience	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Year	Share of sample				Median gross hourly wage			
2016	11%	22%	33%	33%	106.9	154.6	246.3	329.9
2017	26%	20%	28%	26%	110.18	161.5	288.7	535.5
2018	29%	19%	25%	27%	86.7	139.3	219.4	490.8
Mean	22%	20%	29%	29%	101.3	151.8	251.5	452.1

Source: WageIndicator Foundation

Ownership of company

Company ownership's effect on hourly wages in the Manufacturing sector resembles that already seen in other sectors. Employees in wholly or partially foreign owned companies earn 2.5 times as much (+142.2%; + INR 208.3) than those in wholly-domestically owned ones. Wages have gone down in the last year, after the wage improvement recorded in 2017. The overall wage decreases experienced in 2018 can be analysed as follow when compared to 2017: in domestic owned companies, wages decreased of INR 50.8 (i.e. -30.2%) while in foreign owned companies the decrease was INR 67.9 (i.e. -17.6%).

Table 52: Median wages per company ownership

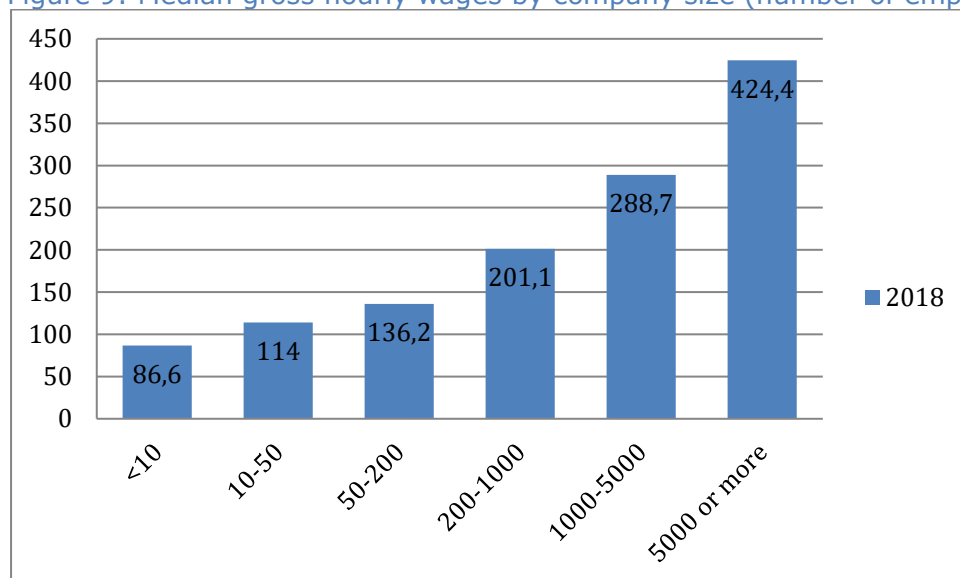
Ownership of company		Median gross hourly wage			
Year	Share of sample	2016	2017	2018	Mean
Wholly domestic owned	68%	140.7	168.4	117.6	142.2
Wholly or partially foreign owned	32%	349.7	384.9	317	350.5

Source: WageIndicator Foundation

Size of company

When looking at hourly wages in relation to companies' size, a clear trend towards bigger companies paying higher wages can be found in this sector as well. Wages data in figure 9 draw a clear ascendant curve that, starting with the lowest wages paid in companies with less than 10 employees (INR 86.6), reaches its peak in companies with more than 5000 employees (INR 424.4), which are paid almost 5 times the former. The biggest wage increase in absolute terms is seen between the two biggest companies size groups (+INR 135.7). As already mentioned, lowest wages are paid in smallest companies with less than 10 employees (INR 86.6), followed by 10-50 employees' companies (INR 114) and 50-200 employees' companies (INR 136.2).

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



Source: WageIndicator Foundation

Bonus payments

On average, the share of employees receiving Unsocial hours bonuses/ Weekend allowances is 14.1%, while employees gaining Overtime bonuses is 12.5%. During the period investigated, Unsocial hours bonus / Weekend allowance is rather stable (13.2% in 2016, 14.9% in 2017 and 14.3% in 2018) while we can observe a better trend regarding Overtime bonus, especially in the last year (18.4%) with an improvement of 9.4 percentage points from 2017 (+9%).

Table 53: Additional pay for extra work

Bonuses received in last wage	Median monthly benefit received				
	Share of sample by year	2016	2017	2018	Mean
Unsocial hours bonus / Weekend allowance		13.2%	14.9%	14.3%	14.1%
Overtime bonus		10.3%	9.0%	18.4%	12.5%

Source: WageIndicator Foundation

Job satisfaction

Reconfirming findings from the general sample and the subsections in this report, the Manufacturing sector employees are also most satisfied with their relationships at work: Colleagues come first (93.8%) followed by their supervisors (87.7%). Both values are similar to those in 2017. Working hours scored third with 80.7%. Overall, levels of satisfaction are like those recorded in 2017. Moreover, values for life as-a-whole satisfaction with 62.9% decreased of 7.5 percentage points from 2017 with 70.4%.¹⁷

¹⁷ 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.

Pay, as usually, scores lowest (22.2%) and decreased from 2017 of 28.7 percentage points.

Table 54: Satisfaction with work and life

Satisfaction with	Share of respondents satisfied		
	2016	2017	2018
Job	75.9	82.0	75.6
Pay	53.5	50.9	22.2
Commuting time	71.4	73.0	72.5
Work-life balance	69.0	74.9	66.7
Job security	78.3	72.6	70.6
Work environment	73.8	73.9	75.9
Working hours	81.0	81.1	80.7
Relationship to colleagues	89.3	91.2	93.8
Relationship to superiors	82.4	86.1	87.7
Life as-a-whole*	54.0	70.4	62.9

Source: WageIndicator Foundation

4.8. Transport, Logistics and Communications

The median gross hourly wages in the sector of Transport, logistics and communication, moved from INR 257.4 in 2016 to INR 133.1 in 2017 and to INR 158.2 in 2018. They were the second lowest paid last year. See *table 10*. The overall sample of observations is only 3.0% of all respondents (the smallest of our sample), hence, the reliability of conclusions drawn from the data is limited.

Education

Once more, reducing the comparable categories to bachelor and master graduates, it can be noticed that education makes a substantial difference.

Master degree holders earn, on average, another INR 126.2 (92.5%).

The wage gap between the two education groups has been constantly growing from 2016 and reached its peak in 2018: the additional payments have moved from INR 131.8 (78.3 %) in 2016 to INR 87.7 (78.9%) in 2017 and to INR 159.1 (122.8%) in 2018.

In absolute terms, in the last year, wages have increased more for employees holding a master degree (INR 89.8) than for those with a bachelor degree (INR 18.4).

Table 55: Median hourly wage with respect to educational attainment

Education level	Median gross hourly wage			Mean
	2016	2017	2018	
Bachelor's degree, three year degree or equivalent	168.4	111.2	129.6	136.4
Master's degree, four/five year degree or equivalent	300.2	198.9	288.7	262.6

Source: WageIndicator Foundation

Gender

In the Transport, Logistics and Communications sector the average gender pay gap is estimated at 9.5%.

It should be noted that women's wages were 7.7% lower in 2016, men's 15.1% in 2017, and again 34.7% (INR 56.8) lower in 2018.

Over the years, male employees first saw a stark wage decrease of 49.8% (INR 131.6) in 2017, followed by a slight recovery of 23.2% (INR 30.8) in 2018.

Wages for female employees have continuously went down from 2016 to 2018: by 35.9% (INR 87.6) between 2016 and 2017 and by 31.8% (INR 49.7) from 2017 and 2018. This means that female employees of the sector in 2016 earned around 2.3 times the wage earned in 2018.

Table 56: Median hourly wage by gender and year

Gender	Sample, 2018	Median gross hourly wage			
		2016	2017	2018	Mean
Male	88%	264.4	132.8	163.6	186.9
Female	12%	244.1	156.5	106.8	169.1
Mean		254.3	144.7	135.2	178.1

Source: WageIndicator Foundation

Supervisory position

Due to lack of female respondents for both supervisors and ordinary employees in 2018 and 2016, the range of analysis in this sector is narrowed.

That said, on average, earning 113% more than ordinary employees, supervisors are paid an additional INR 114 per hour.

In 2018, male supervisors with INR 268 hourly wage earned around the double (+INR 139.7) of ordinary employees (INR 128.3).

In the last year, wages have increased much more for ordinary male employees (INR 51.3), i.e. 66.6% than for supervisors (INR 11.4), i.e. 4.4%.

While wages for male supervisors have remained rather stable over the years (INR 257.4 in 2016, INR 256.6 in 2017 and INR 268 in 2018), ordinary employees' wages strongly fluctuated: from INR 262.7 in 2016 they dramatically dropped to INR 77 in 2017 and then raised again to INR 128.3 in 2018. Nevertheless, wages in 2018 are still around half the ones in 2016.

Table 57: Median hourly wage by supervisory positions

Year	2016		2017		2018		Mean	
	Yes	No	Yes	No	Yes	No	Yes	No
Male	257.4	262.7	256.6	77	268.0	128.3	260.7	156.0
Female	NA	NA	173.2	124.7	NA	NA	173.2	124.7
Mean	NA	NA	214.9	100.9	NA	NA	214.9	100.9

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

Tenure groups

Also in the Transport, Logistics and Communications sector, wages grow significantly with the years of service.

The consecutive differences amount to +27.1% (+INR 34.2) when reaching 3 years in the market, to +50.9% (+INR 81.6) between 5 and 6 years of experience and to +62% (+INR 150) when joining the seniors with 11+ years of participation in the labour market.

The most important changes (in absolute terms as well as in relative ones), thus, take place between 10 and 11+ years of tenure.

In 2018, the additional wage between 2 and 3 years is 25.7% (INR 26) while that for 5 and 6 years reaches a remarkable 142% (INR 180.4). Additional wage between 10 and 11+ years is only 8.9% (INR 27.5).

Overall, all tenure groups, with the exception of the 11+ years tenure group, show a wage increase from 2017. In particular, employees with 6-10 years of service earned 128.2% (INR 172.7) more in 2018.

Wages of employees with at least 11 years in the labour market fluctuated over the years: from 2016 (INR 384.9) they increased of INR 71.2 in 2017 (INR 456.1) and then substantially decreased of INR 121.2 in the last year (INR 334.9).

Table 58: Wages by tenure groups

Years of experience	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Year	Share of sample				Median gross hourly wage			
2016	11%	37%	26%	26%	205.5	240.6	283.9	384.9
2017	33%	19%	22%	26%	72.2	113.5	134.7	456.1
2018	42%	15%	25%	19%	101.0	127.0	307.4	334.9
Mean	29%	24%	24%	24%	126.2	160.4	242.0	392.0

Source: WageIndicator Foundation

Ownership of company

The small sample for this sector is not sufficient to provide a year-by-year comparison.

Size of company

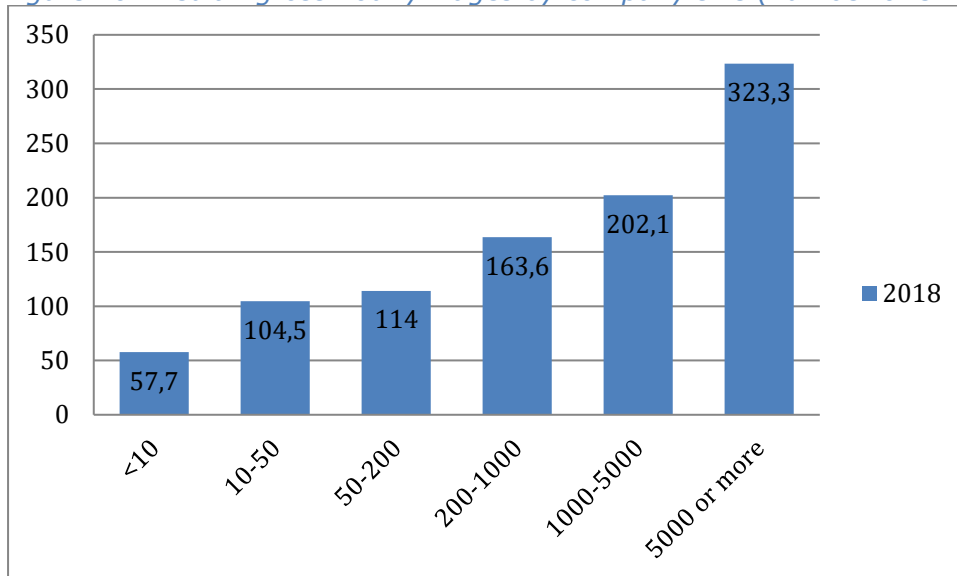
Also in this sector, wages rise with the employing company's size.

Highest hourly wages are paid in companies with 5000 or more employees (INR 323.3) which pay around 5.6 times the salary of the smallest companies' group with less than 10 employees, with only INR 57.7 per hour.

Companies with 10-50 employees (INR 104.5) and with 50-200 employees (INR 114) pay more or less equal wages, while we can observe a substantial wage raise in companies with 200-1000 employees (INR 163.6) and in companies with 1000-5000 (INR 202.1).

The biggest wage increase in absolute terms is observed between the two highest companies' size groups, with +5000 employees' companies (INR 323.3) paying more +INR 121.2 hourly wage than the immediate smaller companies' size group of 1000-5000 employees (INR 202.1).

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



Source: WageIndicator Foundation

Worldwide comparison of occupations

Various occupational groups in differing regions and their respective countries are covered by the WageIndicator database. This includes the European Union, the former Soviet Union area, the Americas and some Asian and African countries. Through this wide coverage, wages paid on the Indian labour market can be compared to wages worldwide. The three occupational groups analysed are Managers, Professionals and Technical and associate professionals; each of them consists of a multitude of occupations from different sectors. The three categories are built up mostly from higher skilled occupations, due to the character of the online survey which requires internet access and computer literacy. The sample period for data gathering was 2016 – 2018. Median wages in the studied period are listed for three occupational groups. The values are adjusted for purchasing power parity (PPP) in international dollars, which makes the comparison across currencies available. PPP conversion rates were taken from the IMF’s latest WEO database and used separately for each year to adjust for the varying inflation rate across countries and time (2015, 2016 and 2017 estimates).

IMF’s latest 2019 World Economic Outlook (WEO) database estimates of GDP per capita over years 2016-2018 adjusted for PPP show that Indian economy has been growing. According to WEO report estimates India’s GDP per capita has increased from 6704.7 USD in 2016 to 7194 USD in 2017 up to 7795.9 USD in 2018 in PPP values. The median wages adjusted for PPP of occupational groups in India are often comparable to those of countries in V4 region of the EU. Managers median wages adjusted for PPP are comparable to those of Brazil, Colombia, Mexico or Estonia and are almost as high as the ones in EU countries of Slovakia, Czech Republic, Poland. In general, for almost all the occupational groups the ranking is led by Western European countries, followed by USA and CEE region. India ranks roughly below the countries of V4 and above those of Southern America in terms of median wages adjusted for PPP. The purchasing power of professionals in India is best compared to the one of professionals in Poland, Czech Republic or Slovakia. According to the WageIndicator estimates, technicians and associate professionals in India can purchase as much as workers in the same occupational group in Brazil, Mexico, Portugal or Peru.

Table 61: Median wages of occupational groups, purchasing power parity; international dollars

	Managers	Professionals	Technicians and associate professionals
Angola	13.19	12.22	8.2
Argentina	37.22	22.69	14.98
Australia	24.56	19.62	15.44
Austria	30.01	22.02	19.76
Azerbaijan	13.29	9.22	8.42
Belarus	7.87	6.22	5.39
Belgium	26.66	19.93	17.75
Brazil	18.16	13.54	6.93
Bulgaria	14.24	10.45	8.95
Cambodia	11.47	4.94	4.65
Chile	24.25	14.04	9.28
Colombia	18.88	9.5	5.58
Costa Rica	14.16	9.56	6.35
Croatia		10.47	8.14
Czech Republic	19.32	13.74	12.06
Denmark	27.36	23.9	21.89
Egypt	11.5	7.4	6.56
El Salvador	14.34	8.17	5.45

Estonia	16.51	13.93	10.71
Finland	24.92	19.41	16.9
France	24.57	20.39	15.8
Germany	30.46	25.64	22.85
Ghana	13.58	8.66	5.82
Greece	18.93	9.85	7.88
Guatemala	14.32	8.09	5.58
Honduras	11.61	8.51	6.09
Hungary	13.37	11.2	8.32
India	17.71	13.09	7.26
Indonesia	7.09	4.33	4.11
Ireland	23.27	20.47	16.46
Italy	23.6	15.73	12.95
Kazakhstan	10.48	6.41	5.66
Kenya	9.65	6.54	4.56
Latvia		11.4	9.39
Lithuania		12.03	9.14
Luxembourg	27.15	22.21	18.73
Madagascar	6.51	4.34	3.11
Malaysia		20.27	10.32
Malta	21.37	19.27	14.9
Mexico	16.97	9.01	6.82
Mozambique	8.61	8.4	5.16
Netherlands	26.92	20.17	18.29
Nicaragua	10.73	6.39	4.95
Pakistan	9.25	6.6	5.31
Paraguay	12.88	8.78	5.91
Peru	23.91	11.98	7.56
Poland	21.72	13.36	10.29
Portugal	13.61	10.84	7.5
Romania	13.56	8.14	6.61
Russian Federation	13.87	9.8	8.17
Senegal	12.56	7.88	5.73
Slovakia	19.03	13.62	11.03
Slovenia	22.93	15.18	10.78
South Africa	24.07	22.29	13.04
Spain	24.83	15.38	11.14
Sri Lanka	7.74	5.37	3.99
Sweden	27.09	21.19	19.2
Tanzania	13.28	7.84	5.84
Uganda	8.45	7.48	5.46
Ukraine	7.68	5.49	4.86
United Kingdom	23.05	20.28	15.67
United States of America	25.43	25.98	17.32
Vietnam	9.96	6.22	4.9
Zambia	6.08	2.72	3.14
Zimbabwe	7.69	5.59	5.17

Source: WageIndicator (2016-2018), own calculations; Values shown are adjusted for PPP based on IMF (2019) WEO Database

Note: Only results for countries with more than 70 observations in each of the three occupation groups are reported.

5 Conclusion

This report analysed median wages in India's formal economy and its sectors.

The 8 sectors examined were Construction and technical consultancy; Education and research; Financial services, banking, and insurance; Healthcare, caring services, and social work; ICT services; Legal and market consultancy, business activities; Manufacturing; and Transport, logistics, and communication.

Median wages in 2018 have increased in all tenure groups and remained stable only for male workers with 11+ years of experience. In the tenure group with 0-2 years of experience the average median wage across all sectors was INR 121, while in 2017 it was INR 108.3 and in 2016 it was INR 122.5. Employees with 3-5 years of experience earned median wage of INR 205.6, INR 183.8 in 2017, which meant an increase of INR 21.8. In 2016 wages for the category were INR 209.5, which means that in the last year wages approximately returned to the levels of 2016, after the decrease registered in 2017. In the tenure group of workers with 6-10 years of experience, with INR 334.8 wages have returned to the same levels of 2016 when the median was INR 332.2. In 2017 the median for this tenure group was INR 314.7, which meant an increase of INR 20.1. Wages in the highest tenure group of employees with 11 and more years of experience remained stable in 2016 and 2017 at INR 505, while in 2018 they increased at INR 548.5, meaning an additional INR 43.5.

Besides tenure, the educational level could be identified as a key determinant for hourly wages. In 2018, in India, bachelor graduates earned INR 162.54 per hour, meaning INR 73.5 more than workers with secondary education. This is nearly twice the hourly wage of an employee with secondary education only (INR 89.01). Master degree holders, with INR 331.08, receive an additional 103.7% (+INR 168.54) per hour than bachelor graduates (INR 162.54) and earn around 3.7 times the hourly wage of employees with secondary education only (INR 89.01). From 2017, wages raised of 52,2% (INR 30.51) for employees with secondary education only; 22,4% (INR 29.74) for employees with bachelor degree and 22.4% (INR 60.48) for employees holding a master degree.

India's overall gender pay gap was 22.5% in 2018. In 2016 men earned 24.9% (INR 86) more than women. The trend slowed down in 2017 to 20.0% (INR 46.2) but it rose again to 22,5% in 2018 (INR 64,95). Further analysis, reflecting the distribution of the sample, shows that gender pay gap increases with more years of tenure and higher education. Moreover, it should be noted that women are underrepresented in the Indian working force (amounting to approximately one fourth of it) and they are underrepresented also in our sample where men represent more than 80%. Wages for women have increased in all tenure groups when compared to 2017; the growth was particularly significant in the last tenure group with females' employees with 11+ years of service (INR 433 in 2017 vs INR 519.63 in 2018).

Indian labour market seems to complicate women's advancement towards financial independence. All the eight sectors investigated showed some extent of gender pay gap. The smallest gap in 2018 could be found in the Financial Services, Banking and Insurance sector where male employees earned 1.8% more per hour. The largest gap of 24% (INR 47.1) was identified in the Manufacturing sector.

When looking at the wage distribution between supervisory and non-supervisory positions, on average, the former earn 61.4% (INR 101.9) more per hour than the latter. The gap went from 92.3% (INR 176.6) in 2016 to 36.9% (INR 51.6) in 2017 and, lastly, to 49,3% (INR 81.4) in 2018. For supervisors in 2016, the gender pay gap was estimated at 28.6% (INR 122.7) in 2016, it fell down to 3.3% (INR 6.3) in 2017 and rose to 12.6% (INR 33.3) in 2018.

Female non-supervisors were paid 25.5% (INR 55.7) less than male employees in the same position in 2016; 4% more (INR 5.7) than man in 2017 and 9.2% less (INR 15.9) in 2018.

Reconfirming findings from previous reports, companies' size impacts hourly median wages: they rise with growing numbers of employees in all sectors. Company ownership, therefore, constitutes another variable strongly influencing wages. In 2018 employees of foreign owned companies earned around 2,4 times more than wholly domestic owned companies' employees, with a difference in absolute terms of INR 191.92 median gross hourly wage.

Regarding the share of employees acquiring additional pay for extra work in terms of unsocial working hours' bonuses / weekend allowances or overtime bonuses, in 2018 the percentage of unsocial hour's bonus/ weekend allowance has slightly decreased in comparison to 2017 (17% vs. 19.3% respectively) while there is an improvement regarding the overtime bonus (15% vs. 11.8%).

As in the previous years, also in 2018, employees were most satisfied with the relationship with their colleagues, scoring 92%. Also the satisfaction with the relationship with superiors scored a remarkable 86.7%. Pay-satisfaction came again in last, after continuously decreasing at 21.6% (48.6% in 2017).

Indicating a rather satisfying work life, pay, job security and life-as-a-whole-satisfaction are the only values below the 70% benchmark. Overall, we observe a slight decrease of satisfaction in all the categories when compared to 2017. The strongest decrease between 2017 and 2018 is in the category of Pay (-27 percentage points). Other relevant decreases are observed in the category of Commuting time (-6.2 percentage points), Working hours (-4.8 percentage points), Work-life balance (-4.6 percentage points) and Job security (-4.6 percentage points).

6 Appendix

APPENDIX 1 - Typical occupations in analysed industries

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

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

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

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

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

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

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

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

7 Bibliography

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

IMF. (2013). *World Economic Outlook Database*. Retrieved 2014, from International Monetary Fund.

IMF (2019). *World Economic Outlook*, April 2019.

Roychowdhury, A., Chandrasekhar, C. P., & Ghosh, J. (2006, December 9). The 'Demography Dividend' and Young India's Economic Future. *Economic & Political Weekly, XLI* (No. 49). Available at: <https://www.jstor.org/stable/4419004>.

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

Tijdens, K. G., & Van Klaveren, M. (2012). *Frozen in time: Gender Pay Gap Unchanged for 10 Years*. Brussels: ITUC. Available at: https://www.ituc-csi.org/IMG/pdf/pay_gap_en_final.pdf.

Tijdens, K., & Osse, P. (n.d.). *WageIndicator continuous web-survey on work and wages*. Amsterdam: University of Amsterdam/AIAS and Stichting Loonwijzer.

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

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



WageIndicator Foundation

Post address:

PO Box 94025

Roetersstraat 25-35
1018 WB Amsterdam
The Netherlands

Office@wageindicator.org