SDG Goal 8	**Decent work and economic growth**
SDG Target 8.5	**By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value**
SDG Indicator 8.5.1	**Average hourly earnings of employees, by sex, age, occupation and persons with disabilities**
Time series	**Average hourly earnings of employees**

1. General information on the time series

- Date of national metadata: 1 September 2022
- National data: http://sdg-indicators.de/8-5-1/
- Definition: The time series measures the average hourly earnings of employees. The average hourly earnings presents the mean paid gross earnings per unit hours worked of employees. The data are relevant for calculating the gender pay gap.
- Disaggregation: sex

2. Comparability with the global metadata

- Date of global metadata: March 2022
- Global metadata: https://unstats.un.org/sdgs/metadata/files/Metadata-08-05-01.pdf
- The time series is compliant with the global metadata.

3. Data description

- The data is calculated on the basis of the national structure of earnings survey. These data is compiled in a four-yearly survey (last 2018). The results for interim years are estimated by using yearly averages of the quarterly earnings survey. Both statistics are conducted by the Federal Statistical Office.

4. Access to data source

- Average hourly earnings of employees:
  https://www.destatis.de/EN/Themes/Labour/Earnings/Earnings-Earnings-Differences/_node.html#sprg266370

5. Metadata on source data

- Quality Report - Survey of the Structure of Labor Earnings According to § 4 of the Earnings Statistics Act 2018 (only available in German):
  https://www.destatis.de/DE/Methoden/Qualitaet/Qualitaetsberichte/Verdienste/verdienststrukturerhebung-2018.pdf

6. Timeliness and frequency

- Timeliness: Quarterly earning survey: t + 3 months; Structure of earnings surveys: t + 18 months
- Frequency: Annual

7. Calculation method

- Unit of measurement: EUR per hour
- Calculation:

$$\text{Average hourly earnings of employees} = \frac{\text{Mean gross earnings of employees per month [EUR]}}{\text{Mean hours worked per month [h]}}$$

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SDG Indicator 8.5.1	Average hourly earnings of employees, by sex, age, occupation and persons with disabilities
Time series	Gender Pay Gap

1. General information on the time series

- Date of national metadata: 1 September 2022
- National data: http://sdg-indicators.de/8-5-1/
- Definition: The time series measures the percentage difference in average gross hourly earnings between women and men. The unadjusted gender pay gap does not offer any information on the difference in earnings between female and male persons with equivalent qualifications employed in the same occupation and carrying out comparable tasks.
- Disaggregation: region

2. Comparability with the global metadata

- Date of global metadata: March 2022
- Global metadata: https://unstats.un.org/sdgs/metadata/files/Metadata-08-05-01.pdf
- The time series is compliant with the global metadata.

3. Data description

- The data is determined on the basis of the national structure of earnings survey. These data is compiled in a four-annual survey (last 2014). The results for interim years are estimated by using annual averages of the quarterly earnings survey. Both statistics are conducted by the Federal Statistical Office.

4. Access to data source

- Gender Pay Gap (unadjusted): https://www.destatis.de/EN/Themes/Labour/Earnings/Earnings-Earnings-Differences/_node.html#sprg266370

5. Metadata on source data

- Not available.

6. Timeliness and frequency

- Timeliness: Quarterly earning survey: t + 3 months; Structure of earnings surveys: t + 18 months
- Frequency: Annual

7. Calculation method

- Unit of measurement: Percentage
- Calculation:

$$\text{Gender Pay Gap} = \frac{\begin{array}{c}\text{Average hourly earnings} \\ \text{of men[EUR/h]}\end{array} - \begin{array}{c}\text{Average hourly earnings} \\ \text{of women[EUR/h]}\end{array}}{\text{Average hourly earnings of men[EUR/h]}} \cdot 100\,[\%]$$