

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: 04 November 2021
- National data: <http://sdg-indikatoren.de/en/8-5-1/>
- Definition: 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. Comparison with global metadata

- Date of global metadata: January 2021
- 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 are calculated on the basis of the national structure of earnings survey. These data are 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. Accessibility of source data

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

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/verdienststrukturierung-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 method:

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

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Time series Gender Pay Gap

1. General information on the time series

- Date of national metadata: 04 November 2021
- National data: <http://sdg-indikatoren.de/en/8-5-1/>
- Definition: Gender pay gap (unadjusted) 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. Comparison with global metadata

- Date of global metadata: January 2021
- 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 gender pay gap is determined on the basis of the national structure of earnings survey. These data are 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. Accessibility of source data

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

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 method:

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