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: 22 February 2023
- 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 UN metadata

- Date of UN metadata: December 2023
- UN metadata: https://unstats.un.org/sdgs/metadata/files/Metadata-08-05-01.pdf
- The time series is compliant with the UN metadata.

3. Data description

- Before 2022: The data is derived from the Federal Statistical Office's four-yearly Structure of Earnings Survey, which was last conducted for the 2018 reporting year and subsequently updated with the results of the Quarterly Earnings Survey. The Structure of Earnings Survey collects data on earnings. They are broken down by economic sector and personal information on employees such as gender, year of birth, length of service with the company, occupation and educational qualification. In addition, characteristics about the employment relationship are collected: Number of hours paid, information on collective agreement, benefit group, type of employment and the extent of vacation entitlement.

  The Structure of Earnings Survey thus enables statements to be made on the distribution of employee earnings and on the influence of important factors that determine individual earnings levels. Since gross monthly earnings are recorded together with monthly hours worked, gross hourly earnings can be calculated for all employees. Gross hourly earnings are evaluated for important statistics, such as the gender pay gap, i.e. the earnings gap between women and men.

  From 2022: The Quarterly Earnings Survey and the Structure of Earnings Survey (VSE), which was previously conducted every 4 years, were merged to form a new monthly earnings survey. In this survey, for example, the share of the highest earners is higher than in the Structure of Earnings Survey. Due to a change in the data source and survey methodology, the results for 2022 are only comparable with previous years to a limited extent.

4. Access to data source

- Gross hourly earnings, gender pay gap (until 2018) – GENESIS online 62111-0004: https://www-genesis.destatis.de/genesis//online?operation=table&code=62111-0004&bypass=true&language=en
- Press releases for gender pay gap: https://www.destatis.de/EN/Press/2021/03/PE21_106_621.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/verdienststrukturerhebung-2018.pdf

6. Timeliness and frequency

- Timeliness: t + 1 months
- Frequency: Annual

7. Calculation method

- Unit of measurement: EUR per hour
- Calculation:

$$\textbf{Gross hourly earnings} = \frac{\textit{Gross monthly earnings [EUR] - Extra payments [EUR]}}{\textit{Paid working hours incl. pain overtime [h]}}$$

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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: 22 February 2023
- 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: länder

2. Comparability with the UN metadata

- Date of UN metadata: December 2023
- UN metadata: https://unstats.un.org/sdgs/metadata/files/Metadata-08-05-01.pdf
- The time series is compliant with the UN metadata.

3. Data description

- Before 2022: The data is derived from the Federal Statistical Office's four-yearly Structure of Earnings Survey, which was last conducted for the 2018 reporting year and subsequently updated with the results of the Quarterly Earnings Survey. The Structure of Earnings Survey collects data on earnings. They are broken down by economic sector and personal information on employees such as gender, year of birth, length of service with the company, occupation and educational qualification. In addition, characteristics about the employment relationship are collected: Number of hours paid, information on collective agreement, benefit group, type of employment and the extent of vacation entitlement.

  The Structure of Earnings Survey thus enables statements to be made on the distribution of employee earnings and on the influence of important factors that determine individual earnings levels. Since gross monthly earnings are recorded together with monthly hours worked, gross hourly earnings can be calculated for all employees. Gross hourly earnings are evaluated for important statistics, such as the gender pay gap, i.e. the earnings gap between women and men.

  From 2022: The Quarterly Earnings Survey and the Structure of Earnings Survey (VSE), which was previously conducted every 4 years, were merged to form a new monthly earnings survey. In this survey, for example, the share of the highest earners is higher than in the Structure of Earnings Survey. As there are more men than women among these highest earners, the absolute difference between the average gross hourly earnings of women and men in the 2022 reporting year is higher than in the previous year.

  Due to the changeover to the new earnings survey, methodological changes were necessary in the adjustment procedure for the gender pay gap. This further complicates the comparability of the current results with the previous year's results. The most important changes compared to the 2018 reporting year relate to the replacement of the characteristic "benefit group" with "requirement level," the use of

industry divisions (two-digit) instead of industry groups (three-digit), and the omission of the characteristic "differentiated region type."
The results on the gender pay gap are based on the surveys of a representative month. In the reporting year 2022, this month is April.

4. Access to data source

- Unadjusted Gender Pay Gap (GPG) by territory: https://www.destatis.de/EN/Themes/Labour/Earnings/Earnings-Earnings-Differences/Tables/ugpg-01-by-territory-gpg.html
- Unadjusted Gender Pay Gap (GPG) by Länder: https://www.destatis.de/EN/Themes/Labour/Earnings/Earnings-Earnings-Differences/Tables/ugpg-02-by-laender-at2014.html
- Press releases for gender pay gap: https://www.destatis.de/EN/Press/2021/03/PE21_106_621.html

5. Metadata on source data

- Not available.

6. Timeliness and frequency

- Timeliness: t + 1 months
- Frequency: Annual

7. Calculation method

- Unit of measurement: Percentage
- Calculation:

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