# Target 8.5: Full employment and decent work with equal pay

UN definition: 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

Hourly earnings

Definition: Indicator 8.5.1 is the average hourly earnings of female and male employees, by occupation, age and persons with disabilities.

Average earnings are reported for male and female employees, but not available across countries for further breakdowns.

Goal: 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.

More research: Further data and research on this topic can be found at the Our World in Data entries on Female Labor Supply, Working Hours and our post Six key facts about the gender pay gap.

**Average hourly earnings of employees, 2016**

Earnings are defined as in-cash and in-kind payment to employees at regular

intervals, for time worked or work done together with remuneration for time not

worked, such as annual vacation, other type of paid leave or holidays.

Average hourly earnings of male and female

employees, 2016

Earnings are defined as in-cash and in-kind payment to employees at regular intervals, for time

worked or work done together with remuneration for time not worked, such as annual vacation,

other type of paid leave or holidays. This is measured in constant 2011 international-$.

SDG INDICATOR 8.5.2

Hourly earnings

Definition: Indicator 8.5.2 is the unemployment rate, by sex, age and persons with disabilities.

Unemployment rate is measured as the share of the labor force that is without work but available for and seeking employment. This is available for the total population, in addition to breakdown by sex.

Goal: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities.

Unemployment rate, 2020

Unemployment refers to the share of the labor force that is without work but

available for and seeking employment.

Sources

UNEMPLOYMENT, TOTAL (% OF TOTAL LABOR FORCE) (MODELED ILO ESTIMATE)

Variable description Unemployment refers to the share of the labor force that is without work but available for and seeking employment.

Limitations and exceptions: The criteria for people considered to be seeking work, and the treatment of people temporarily laid off or seeking work for the first time, vary across countries. In many cases it is especially difficult to measure employment and unemployment in agriculture. The timing of a survey can maximize the effects of seasonal unemployment in agriculture. And informal sector employment is difficult to quantify where informal activities are not tracked.

There may be also persons not currently in the labour market who want to work but do not actively "seek" work because they view job opportunities as limited, or because they have restricted labour mobility, or face discrimination, or structural, social or cultural barriers. The exclusion of people who want to work but are not seeking work (often called the "hidden unemployed" or "discouraged workers") is a criterion that will affect the unemployment count of both women and men.

However, women tend to be excluded from the count for various reasons. Women suffer more from discrimination and from structural, social, and cultural barriers that impede them from seeking work. Also, women are often responsible for the care of children and the elderly and for household affairs. They may not be available for work during the short reference period, as they need to make arrangements before starting work. Further, women are considered to be employed when they are working part-time or in temporary jobs, despite the instability of these jobs or their active search for more secure employment.

Statistical concept and methodology: The standard definition of unemployed persons is those individuals without work, seeking work in a recent past period, and currently available for work, including people who have lost their jobs or who have voluntarily left work. Persons who did not look for work but have an arrangements for a future job are also counted as unemployed.

Some unemployment is unavoidable. At any time some workers are temporarily unemployed between jobs as employers look for the right workers and workers search for better jobs. It is the labour force or the economically active portion of the population that serves as the base for this indicator, not the total population.

The series is part of the ILO estimates and is harmonized to ensure comparability across countries and over time by accounting for differences in data source, scope of coverage, methodology, and other country-specific factors. The estimates are based mainly on nationally representative labor force surveys, with other sources (population censuses and nationally reported estimates) used only when no survey data are available.

Variable time span 1991 – 2020

Data published by World Development Indicators - World Bank (2021.07.30)

Data publisher's source International Labour Organization

Link http://data.worldbank.org/data-catalog/world-development-indicators

Unemployment rate of males vs. females, 2019

Unemployment refers to the share of the labor force that is without work but

available for and seeking employment.

Sources

UNEMPLOYMENT, MALE (% OF MALE LABOR FORCE) (MODELED ILO ESTIMATE)

Variable description Unemployment refers to the share of the labor force that is without work but available for and seeking employment.

The series is part of the ILO estimates and is harmonized to ensure comparability across countries and over time by accounting for differences in data source, scope of coverage, methodology, and other country-specific factors. The estimates are based mainly on nationally representative labor force surveys, with other sources (population censuses and nationally reported estimates) used only when no survey data are available.

Variable time span 1991 – 2019

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