

## 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 female and male employees, by occupation, age and persons with disabilities

1. Name of data series	
<b>Average hourly earnings of employees, by sex</b>	
Compliant with SDG metadata: yes	<a href="#">SDG Metadata</a>

2. Definition of indicator
The average hourly earnings presents the mean paid gross earnings per unit hours worked of employees, disaggregated by sex. The data are relevant for calculating the gender pay gap.
3. Comparison with SDG metadata (as of 02/11/2017)
The indicator is compliant with the international metadata description of the SDG indicator 8.5.1.

4. 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 2014). 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.	
5. Calculation method	
By sex:	
<b>Average hourly earnings of employees</b> = $\frac{\text{mean gross earnings of employees per month}}{\text{mean hours worked per month (h)}}$	
6. Unit of measure	EUR/h

7. Timeliness	8. Frequency
Quarterly earning survey: t + 3 months Structure of earnings surveys: t + 18 months	Annual
9. Last regular revision	10. Revised period
April 2016	2011-2015

11. Accessibility of source data
Press Release about the Gender Pay Gap 2017: <a href="https://www.destatis.de/EN/PressServices/Press/pr/2018/03/PE18_099_621.html">https://www.destatis.de/EN/PressServices/Press/pr/2018/03/PE18_099_621.html</a>
12. Metadata on source data
Quality report of quarterly earnings survey: <a href="https://www.destatis.de/DE/Methoden/Qualitaet/Qualitaetsberichte/Verdienste/einfuehrung.html">https://www.destatis.de/DE/Methoden/Qualitaet/Qualitaetsberichte/Verdienste/einfuehrung.html</a>  Quality reports of earnings and labour costs statistics (Only available in German): <a href="https://www.destatis.de/DE/Methoden/Qualitaet/Qualitaetsberichte/Verdienste/einfuehrung.html">https://www.destatis.de/DE/Methoden/Qualitaet/Qualitaetsberichte/Verdienste/einfuehrung.html</a>
13. Related SDG data series (duplicate indicators or sub-indicators to same indicator)
8.5.1 Gender Pay Gap

For more information please contact:

<https://www.destatis.de/EN/Service/Contact/Contact.html>

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**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 female and male employees, by occupation, age and persons with disabilities

1. Name of data series	
<b>Gender Pay Gap</b>	
Compliant with SDG metadata: yes	<a href="#">SDG Metadata</a>

2. Definition of indicator
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.
3. Comparison with SDG metadata (as of 02/11/2017)
The indicator is mentioned in the international metadata description of the SDG indicator 8.5.1.

4. 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-yearly survey (last 2014). 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.	
5. Calculation method	
$\text{Gender Pay Gap} = \frac{(\text{average hourly earnings of men} - \text{average hourly earnings of women}) \times 100\%}{\text{average hourly earnings of men}}$	
6. Unit of measure	%

7. Timeliness	8. Frequency
Quarterly earning survey: t + 3 months Structure of earnings surveys: t + 18 months	Annual
9. Last regular revision	10. Revised period
April 2016 (every four years)	2011-2015

11. Accessibility of source data
<p>Gender Pay Gap (unadjusted):  <a href="https://www.destatis.de/DE/Themen/Arbeit/Verdienste/Verdienste-Verdienstunterschiede/_inhalt.html">https://www.destatis.de/DE/Themen/Arbeit/Verdienste/Verdienste-Verdienstunterschiede/_inhalt.html</a></p> <p>Press Release about the Gender Pay Gap 2017:  <a href="https://www.destatis.de/EN/PressServices/Press/pr/2018/03/PE18_099_621.html">https://www.destatis.de/EN/PressServices/Press/pr/2018/03/PE18_099_621.html</a></p>
12. Metadata on source data
<p>Quality report of quarterly earnings survey:  <a href="https://www.destatis.de/DE/Methoden/Qualitaet/Qualitaetsberichte/Verdienste/einfuehrung.html">https://www.destatis.de/DE/Methoden/Qualitaet/Qualitaetsberichte/Verdienste/einfuehrung.html</a></p> <p>Quality reports of earnings and labour costs statistics (Only available in German):  <a href="https://www.destatis.de/DE/Methoden/Qualitaet/Qualitaetsberichte/Verdienste/einfuehrung.html">https://www.destatis.de/DE/Methoden/Qualitaet/Qualitaetsberichte/Verdienste/einfuehrung.html</a></p>
13. Related SDG data series (duplicate indicators or sub-indicators to same indicator)
8.5.1 Average hourly earnings of employees, by sex

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