

Gender pay gap in unadjusted form (sdg_05_20)

ESMS Indicator Profile (ESMS-IP)
Compiling agency: Eurostat, the statistical office of the European Union

Eurostat metadata
Reference metadata
1. Contact
2. Metadata update
3. Relevance
4. Statistical Indicator
5. Frequency and Timeliness of dissemination
6. Coverage and comparability
7. Accessibility and clarity
8. Comment
Related Metadata
Annexes
Footnotes

Eurostat Quality Profile	
4.5. Source data	ESS (SES)
5.1. Frequency of dissemination	Every year
5.2. Timeliness	T+2 years
6.1. Reference area	< 75% EU MS or no EU aggregate
6.2. Comparability - geographical	All EU MS
6.3. Coverage - Time	> 10 years
6.4. Comparability - over time	> 4 data points

Description of Eurostat quality grading system under the following [link](#).

For any question on data and metadata, please contact: [Eurostat user support](#)

[Download](#)

1. Contact Top	
1.1. Contact organisation	Eurostat, the statistical office of the European Union
1.2. Contact organisation unit	E2: Environmental statistics and accounts; sustainable development
1.5. Contact mail address	e-mail contact : ESTAT-SDG-MONITORING@ec.europa.eu

2. Metadata update Top

2.1. Metadata last certified	29/05/2024
2.2. Metadata last posted	29/05/2024
2.3. Metadata last update	29/05/2024

3. Relevance

[Top](#)

The indicator is part of the EU Sustainable Development Goals (SDG) indicator set. It is used to monitor progress towards SDG 5 on gender equality, which is embedded in the European Commission's Priorities under 'An economy that works for people' and 'A new push for European democracy'.

SDG 5 aims at achieving gender equality by, among other things, ending all forms of discrimination, violence, and any harmful practices against women and girls in the public and private spheres. In order to promote women's social and economic empowerment, it calls for recognition and value of unpaid care and domestic work, equal rights and access to economic and natural resources, technology, basic and financial services and property.

Indicator can be considered as similar to global SDG indicator 8.5.1 "Average hourly earnings of female and male employees, by occupation, age and persons with disabilities". It is included as a secondary indicator in the Social Scoreboard for the [European Pillar of Social Rights](#).

The [EU Gender Equality Strategy](#) commits to achieving a Union of Equality and presents policy objectives and actions to make significant progress by 2025 towards a gender-equal Europe, where women and men, girls and boys, are free to pursue their chosen path in life and have equal opportunities to thrive. The key objectives are ending gender-based violence; challenging gender stereotypes; closing gender gaps in the labour market; achieving equal participation across different sectors of the economy; addressing the gender pay and pension gaps; closing the gender care gap and achieving gender balance in decision-making and in politics.

Equal pay for equal work is one of the European Union's founding principles, embedded in the Treaties since 1957. Article 157 of the Treaty on the Functioning of the European Union provides that each Member State shall ensure that the principle is applied. Directive 2006/54/EC enshrines the principle of equal pay. Closing the gender pay gap is also one of the objectives of the Commission's Strategic engagement for gender equality as well as the European Pillar of Social Rights.

4. Statistical Indicator

[Top](#)

4.1. Data description

The indicator measures the difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees. The indicator has been defined as unadjusted, because it gives an overall picture of gender inequalities in terms of pay and measures a concept which is broader than the concept of equal pay for equal work. All employees working in firms with ten or more employees, without restrictions for age and hours worked, are included. The gender pay gap is based on the methodology of the [structure of earnings survey](#) (SES), which is carried out every four years.

4.2. Unit of measure

% of average gross hourly earnings of men.

4.3. Reference Period

Calendar year.

4.4. Accuracy - overall

The indicator is produced according to the high-level quality standards of European Statistics. Details on accuracy can be found in the metadata of the source datasets (see link to related metadata).

4.5. Source data

ESS (SES)

Data source: Structure of Earnings Survey (SES)

Data provider: Eurostat, the statistical office of the European Union, based on data reported by the countries.

5. Frequency and Timeliness of dissemination [Top](#)

5.1. Frequency of dissemination

Every year

Indicator is updated annually. Complete and updated ESS data release information can be accessed via [Eurostat release calendar](#).

5.2. Timeliness

T+2 years

New data points are disseminated within two years after the reference year.

6. Coverage and comparability [Top](#)

6.1. Reference area

< 75% EU MS or no EU aggregate

Data are presented for all EU Member States except Greece, plus Iceland, Norway and Switzerland.

6.2. Comparability - geographical

All EU MS

Data are comparable between all EU Member States respectively other presented countries.

6.3. Coverage - Time

> 10 years

Presented times series start in 2002; EU aggregates are reported since 2010.

6.4. Comparability - over time

> 4 data points

Length of comparable time series without methodological break is more than 4 data points.

7. Accessibility and clarity [Top](#)

7.1. Dissemination format - Publications

Analysis of indicator is presented in Eurostat's annual monitoring report on Sustainable development in the EU (progress towards SDGs in the EU context).

7.2. Dissemination format - online database

See table [sdg_05_20](#)

7.3. Dissemination format - other

Eurostat dedicated section on SDGs: <http://ec.europa.eu/eurostat/web/sdi/overview>

8. Comment

[Top](#)

Copyrights: [Eurostat Copyright/Licence Policy](#) is applicable.

Related metadata

[Top](#)

[earn_grgpg2_esms](#) - Gender pay gap in unadjusted form - NACE Rev. 2 activity

Annexes

[Top](#)

Footnotes

[Top](#)