

WELCOME TO THE HR JARGON JUNGLE



EQUAL PAY

UⁿEQUITY
communication



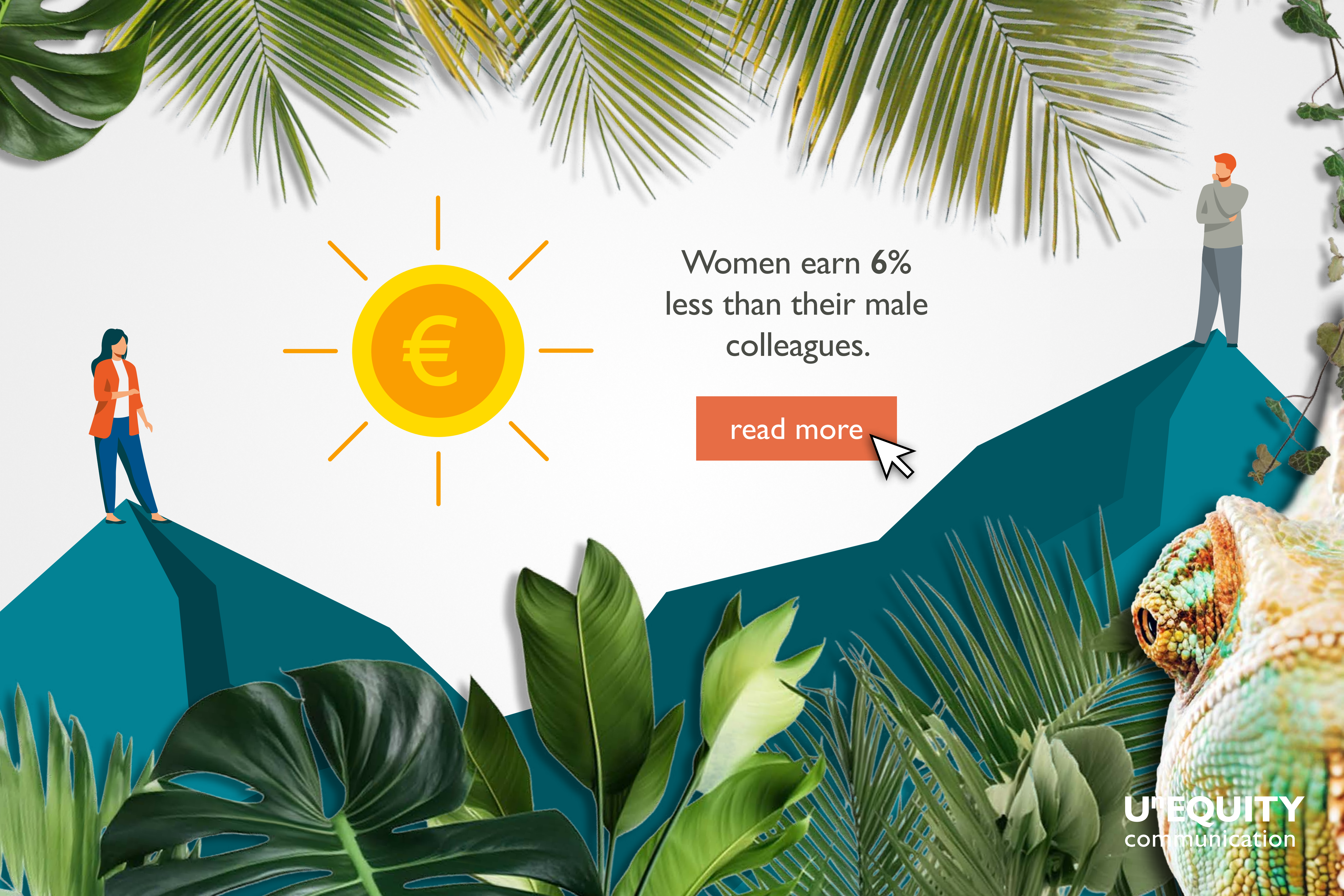
Creating a common understanding

DEFINITION

Employees performing equal work must receive equal pay.

One key metric used to measure equal pay is the **Gender Pay Gap**, which refers to the difference between the earnings of women and men.

According to the **German Federal Statistical Office**, the unadjusted **Gender Pay Gap 2024** in Germany was 16%. When adjusted for factors such as industry, education, and experience, the gap was 6%.



Women earn **6%**
less than their male
colleagues.

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It's time to end inequality

LEGAL BASIS

With the **European Pay Transparency Act** set to take effect in 2027, it is increasingly important that companies ensure every employee is fairly compensated—Equal Pay or Fair Pay.

The law aims to eliminate unfair pay gaps.

Companies will be required to disclose their remuneration system, and outline the measures taken to ensure pay equality. The first reports for the year 2026 must be submitted in **June 2027**.

EU Directive

Pay Transparency Act

Anti-Discrimination Act


German Basic Law



Equal Pay and Pay Transparency are essential pillars of DEI.

DEI = Diversity, Equity & Inclusion

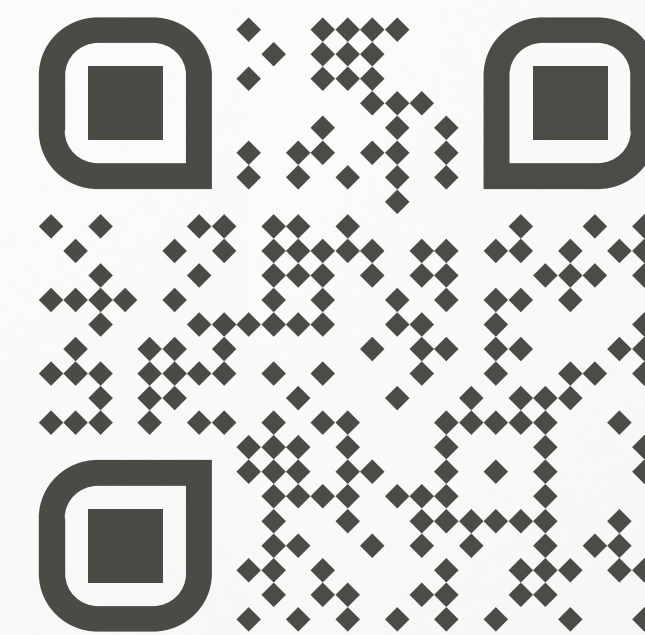
The principle of **equity** also applies for individuals with a different sexual orientation or **identity**, and for people with a disability (**inclusion**).



THE WAY OUT OF THE JUNGLE



We lead people projects to success through communication.



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