**Monitor “Transparency in Wage Structures”**

The Monitor “Transparency in Wage Structures” is an online toolbox for employers supporting the implementation of the Act to promote Transparency in Wage Structures between Women and Men. The Federal Ministry of Family Affairs, Senior Citizens, Women and Youth provides a free for charge access to the Monitor. (<https://www.monitor-entgelttransparenz.de/>) By applying the online toolbox, employers can easily and safe improve whether they comply with the principle of equal pay for equal work or work of equal value.

The monitor contains three components: Firstly, a survey, secondly, a job comparison and thirdly, a wage structure analysis.

The survey covers the status quo of firm payment practices. In a first step, the employers are invited to give statistical information on employment and pay-level of their female and male employees. In a second step, the tool asks for specific information on provisions, criteria and practice of the pay-setting processes which can be used to justify differences in wages. The employer can upload the relevant data. Then the tool summarizes and evaluates this information to a downloadable report. If the firm payment practices might not be compatible with the requirement of the equal pay principle, the report gives legal hints and remarks to a sustainable analysis.

The job comparison tool allows comparing two different jobs regarding the criteria for establishing “work of equal value”.  The value of work can be assessed and compared based on objective criteria, such as educational, professional and training requirements, skills, effort and responsibility, work undertaken and the nature of tasks involved. Therefore, the tool provides questionnaire.

The wage structure analysis is a tool which provides additional information to the gender pay gap on firm level. The employer has to upload employee information on wages, qualifications, skills, history of employment, responsibilities, positions and so on. Based on a regression analysis, the tool quantifies the adjusted and unadjusted gender pay gap within the firm. Furthermore the estimated impact of qualification or employment history on the wage differential between male and female employees gives hints of causes for the gender pay gap and action fields for a sustainable human resource management. The wage structure analysis is an updated version of Logib-D.

The compensation consulting “Compensation Partner GmbH” designed the monitor “Transparency in Wage Structures” on behalf of the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth. The Monitor is available online since 14 August 2017. Before it, several firms confidentially tested the tool. The related website ensures safe data processing to the online-banking standard. So the firm information and data is strictly confidential. Unauthorized inspection or further use is not possible.