

#### welcome to brighter

# Pay transparency trends – Germany.

Mercer's latest pay transparency survey includes responses from 361 companies in Europe and shows while progress is being made, there significant work to be done in particular areas. Have you planned that your pay transparency strategy is both

compliant with the new EU legislation and future-proof?

Check out highlights of the latest trends and download the full global report or contact our team for more detailed insight and guidance on your pay transparency strategy.





Of companies in Germany have a pay transparency strategy or are in the process of developing one



Share information on pay policies globally



Don't share information on gender pay gaps



Don't share information on employee pay ranges

### Plans



Plan in the next two years to share pay information internally or externally in a more standardized way



36%

Plan to do it only where its legislatively required

#### Drivers



## Challenges

