

Germany's Entgelttransparenzgesetz (Wage Transparency Act, 2017)

Gender Equality · Good practice · Germany

Quality score: 48/100

Evidence strength: Moderate

Summary

Germany's 2017 Entgelttransparenzgesetz lets employees request gender pay comparisons. A 2025 IAB/German Journal of HRM study found it narrowed the gender wage gap only in firms with works councils and collective agreements, and widened it elsewhere.

Key dimensions

Dimension	Score
Transferability / replicability	1/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	0/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-05

[Bundestag / Bundesministerium für Familie, Senioren, Frauen und Jugend \(Federal Ministry for Family Affairs\)](#) — accessed 2026-09-05

[IAB: "Effectiveness of the German pay transparency law and the gender pay gap" \(Vaccaro, Wydra-Somaggio & Homrighausen, 2025\)](#) — accessed 2026-09-05

[German Journal of Human Resource Management, Vol. 39, No. 3 \(2025\)](#) — accessed 2026-09-05

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