

99006033261000

Lagebericht nach dem Entgelttransparenzgesetz Entgegennahme

Heruntergeladen am 06.06.2025

<https://fimportal.de/xzufi-services/101943300/B100019>

Modul	Sachverhalt
Leistungsschlüssel	99006033261000
Leistungsbezeichnung I	Lagebericht nach dem Entgelttransparenzgesetz Entgegennahme
Leistungsbezeichnung II	Draw up and publish a report on equality and equal pay
Typisierung	1 - Bund: Regelung und Vollzug
Quellredaktion	Bund
Freigabestatus Katalog	fachlich freigegeben (gold)
Freigabestatus Bibliothek	unbestimmter Freigabestatus
Begriffe im Kontext	
Leistungstyp	Leistungsobjekt mit Verrichtung
Leistungsgruppierung	
Verrichtungskennung	Entgegennahme (261)
SDG-Informationsbereich	nicht SDG-relevant

Modul	Sachverhalt
Lagen Portalverbund	Mitarbeiterbezogene Meldepflichten (2030400), Statistische Erhebungen und Meldepflichten (2090200)
Einheitlicher Ansprechpartner	Nein
Fachlich freigegeben am	05.03.2019
Fachlich freigegeben durch	Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ)
Handlungsgrundlage	https://www.gesetze-im-internet.de/entgtranspg/_21.html
Teaser	
Volltext	Under certain conditions, you as a private employer must prepare and publish an equal opportunities and equal pay report. As an employer, you are obliged to treat all employees according to the same principles and not to discriminate against anyone on the grounds of gender. If you normally have more than 500 employees and are required to report under the HGB, you must prepare and publish an Equality and Pay Report at regular intervals. In the report, you must describe what measures you are taking 1. to promote equality between women and men and their effects, as well as 2. to achieve equal pay for women and men. If you do not implement any measures, you must justify this in the report. Measures that you can indicate are, for example: • Measures to promote women in management positions, • Training measures on discrimination-free personnel selection, • AGG training on equal treatment and gender

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equality,

- Measures to improve the compatibility of family and career and measures that enable flexible working (home office, teleworking) or.
- Measures that you take specifically to achieve equal pay (for example, implementation of a company audit procedure for your company).

You must also indicate, broken down by gender:

- the average total number of employees and
- the average number of full-time and part-time employees.

How often you have to publish the report depends on whether your company is covered by collective agreements or not:

- tariff-bound or tariff-applying: every 5 years
- not bound by or not applying collective agreements: every 3 years

You must attach the report to the next management report and publish it in the Federal Gazette.

Erforderliche Unterlagen

none

Voraussetzungen

- Your company has more than 500 employees
- You are required to prepare a management report in accordance with §§ 264 and 289 of the German Commercial Code (HGB)

Kosten

Abgabe: Es fallen keine Kosten an

Verfahrensablauf

You must prepare the equal opportunities and equal pay report in writing.

- Please prepare the report on your own responsibility in accordance with the requirements of the German Pay Transparency Act (Entgelttransparenzgesetz).

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	• Publish the report in the Federal Gazette.
Bearbeitungsdauer	1 Werktag(e) none
Frist	3 Jahr(e) Tariff binding/application: Reporting requirement every 3 years no tariff binding/application: Reporting requirement every 5 years
weiterführende Informationen	https://www.bmfsfj.de/bmfsfj/service/publikationen/quickcheck-zum-entgelttransparenzgesetz--kurz-und-kompakt--welche-arbeitgeber-sind-vom-gesetz-betroffen-/117352 https://www.bmfsfj.de/bmfsfj/service/publikationen/das-entgelttransparenzgesetz--ein-leitfaden-fuer-arbeitgeber-sowie-fuer-betriebs--und-personalraete/118300
Hinweise	The report pursuant to Section 21 EntgTranspG is not part of the annual financial statement documents and the management report itself. Nevertheless, you have an obligation to prepare the report in accordance with the legal requirements.
Rechtsbehelf	
Kurztext	• Management report in accordance with the Remuneration Transparency Act Acceptance • Employer is obliged to prepare and submit • For more than 500 employees and • obligation to prepare a management report in accordance with §§ 264 and 289 of the German Commercial Code (HGB) • Report must contain: • Information on measures to promote equality between women and men and their effects as well as to achieve equal pay for women and men • Number of employees broken down by gender • Frequency depending on tariff binding/ tariff application • bound by or applying collective agreements: every 5 years • not covered by collective agreements or not applying collective agreements: every 3 years • Compilation/submission obligatory, but no legal sanction for non-compliance

Modul	Sachverhalt
	• Preparation as an annex to the management report in accordance with §§ 264 and 289 HGB • Responsible: • Publication: in the Federal Gazette, as an annex to the management report • Technical: Federal Ministry for Family Affairs, Senior Citizens, Women and Youth
Ansprechpunkt	
Zuständige Stelle	
Formulare	Forms: none given Online procedure possible: no Written form required: yes Personal appearance required: no
Ursprungsportal	Lagebericht nach dem Entgelttransparenzgesetz Entgegennahme, Lagebericht nach dem Entgelttransparenzgesetz Entgegennahme