



Why stop at transparency?

Munich 2021-03-10

The Entgelttransparenzgesetz law, although a step in the right direction for Germany, is a complicated law. At Netlight, we have a simple solution that has worked for us for over 15 years – transparent salary levels for all consultants.

This means clear information on what is required of every consultant on every level, and all the consultants on the same level has the same salary. Consultants are placed in a level based on performance, which is evaluated by Netlight peers twice every year, something traditionally done by executives. By involving more people, we remove unconscious bias, enabling transparency.

It is statistically proven by the EU commission that equality work leads to financial growth, which we know and live by. Still, women in Germany earned 19% less than men in 2019, even though their work level and responsibilities were equal. This needs to change. The Entgelttransparenzgesetz law is a good start.

- We know that this doesn't have to be complicated. Contact us, we'd love to tell our story and inspire more companies to work against the pay gap, says Felix Sprick, Partner at Netlight.

—

About Netlight

Netlight Consulting is an IT and Management consultancy company. We work with some of the largest names within the forefront of digitalization, employing more than 1400 talented individuals in Stockholm, Oslo, Helsinki, Copenhagen, Hamburg, Berlin, Frankfurt, Munich and Zurich. We have been awarded several times as top employer, as well as for our growth, continued profitability and our engagement for equality within the IT industry. Our strategic initiative to increase the number of women in the IT business is called Vostok, honouring Valentina Tereshkova, the first woman in space.

<https://www.netlight.com/>

Contact

Felix Sprick

Partner

felix.sprick@netlight.com

