

Delta Plus Equira

Pay transparency & equal pay – software for EU Directive 2023/970 and – optionally – ÍST 85:2012

BETA – Equira is in active development; feedback welcome. Errors in the software and texts may occur. It is currently not suitable for production use, partly because the national implementation of the EU Pay Transparency Directive is not yet complete. Data entered during the beta may be lost – please do not enter real production data (yet).

Equira guides organisations through the entire path of equal pay – from the data basis through objective job evaluation to audit-ready evidence. The software detects potential pay inequalities, checks them transparently, documents the necessary steps and reports on measures – all audit-proof. The decision on pay adjustments is made and owned by the organisation.

Starting point: the EU Pay Transparency Directive

Directive (EU) 2023/970 significantly tightens pay-transparency obligations: employees gain a right to information, employers must report the gender pay gap, and an unjustified gap of 5% or more triggers a joint pay assessment. Equira prepares organisations in a structured way and provides the necessary evidence – optionally also based on the ÍST 85:2012 certification standard.

Functions in detail

Pay analysis

Measures the gender pay gap per period and separates explained from unexplained shares.

- Raw (unadjusted) and adjusted pay gap, median and quartile distribution
- Comparison by job class, exact point value and statistical twins (same role/evaluation)
- Significance test (Welch) and path-based threshold (EU 5% / ÍST 2%)
- Justification per group, Art. 10 six-month deadline, simulation calculator for the budget to close gaps
- Multi-year trend across periods

Analytical job evaluation (Geneva scheme)

Objective, gender-neutral evaluation as a basis for ‘work of equal value’.

- Four criteria: skill/knowledge, mental effort, responsibility, working conditions
- Point-based grading with transparent level descriptions
- Formation of job classes and pay bands
- Band compliance: actual pay compared with defined bands

Recruiting transparency (Art. 5)

Makes pay decisions at hiring transparent.

- Document entry pay or band before the interview
- No questions about previous pay; gender-neutral postings
- Deviations from the band are recorded and justified

Information requests / self-service (Art. 7)

Employees submit information requests without their own login.

- Self-service link to share with employees
- Comparison information per comparison group, broken down by sex
- Deadline and status management, audit-proof

Non-conformities & measures

Deviations are handled systematically instead of getting lost.

- Create non-conformities with severity
- Measures, owners and deadlines per non-conformity
- Seamless tracking through to closure

Conformity report & period seal

Produces the audit-ready evidence per period.

- Conformity report with overall status and key figures
- Immutable period seal (SHA-256), archived as PDF
- Filed in the document register

Audit & management review

Supports regular internal review.

- Internal audit based on a checklist
- Management review of effectiveness
- Annual update, documented in the audit log

Joint pay assessment (Art. 10)

Applies in case of an unjustified gap.

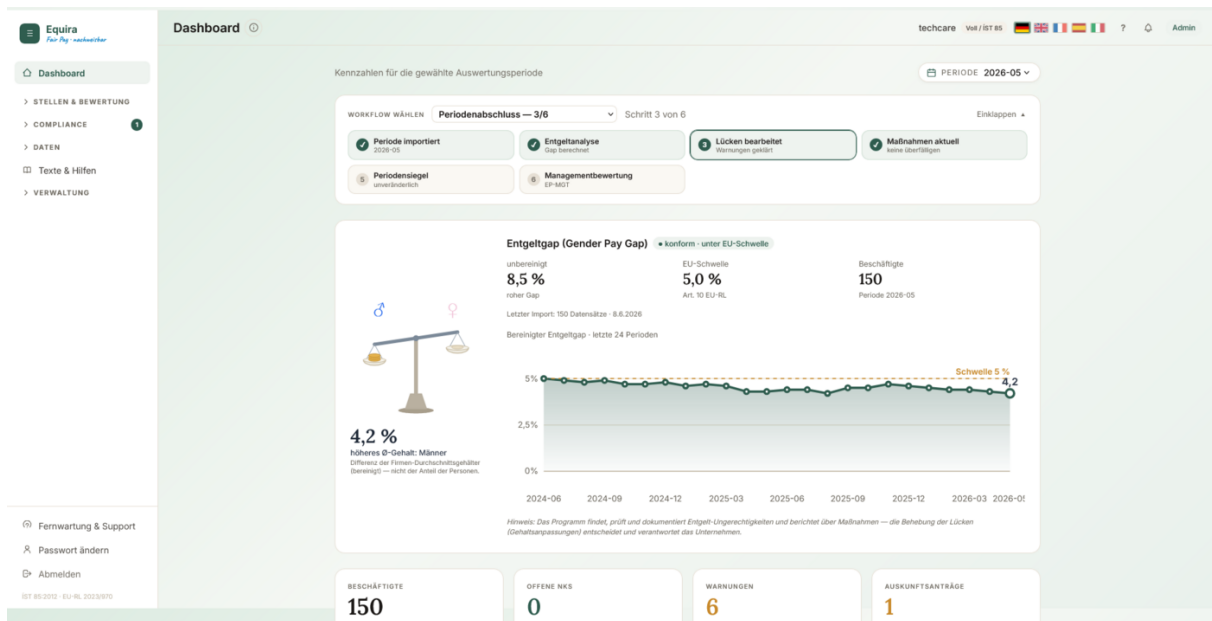
- Triggered at $\geq 5\%$ per category, not remedied within 6 months
- Carried out jointly with employee representatives

Task planning & reminders

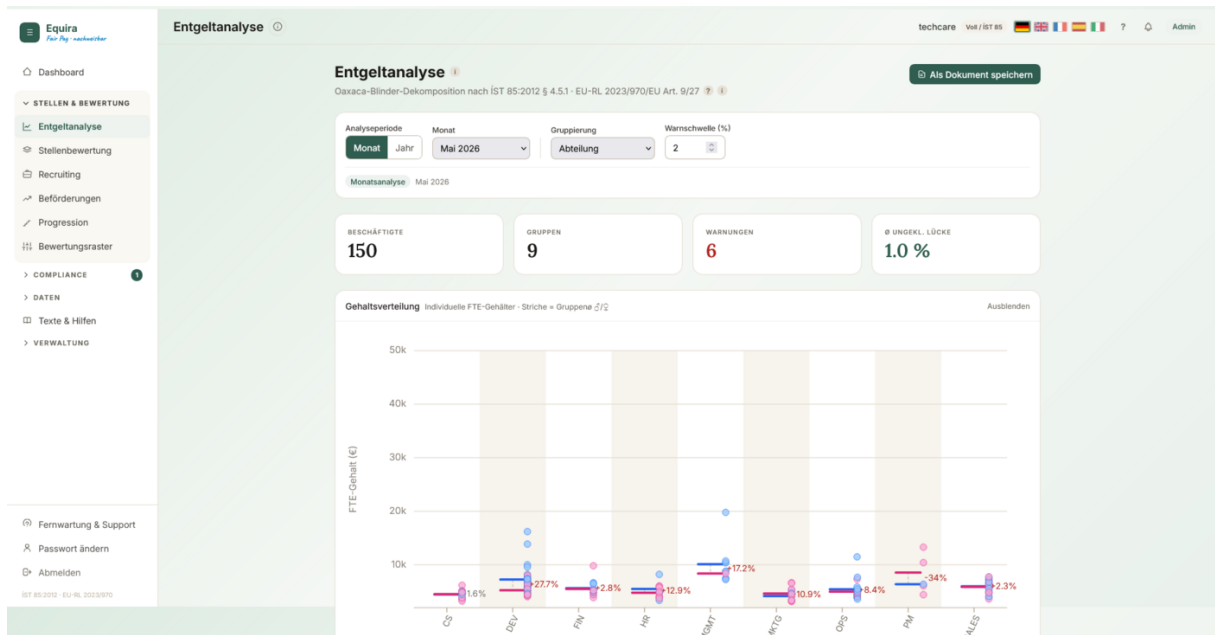
Keep deadlines and tasks structured.

- Tasks with owners and dates
- Automatic reminders – optionally as reminder email or calendar entry (ICS)

Insights into Equira



Dashboard – pay gap, trend and ratio balance



Pay analysis – pay distribution per department

Para.	Anforderung / Requirement	Nachweis / Evidence	Status
§ 4.4.4	Entgeltgleichheitsrichtlinie Aktiv – Version 1.0 - Freigabe: 8.6.2026	EP-POL-001 v1.0	Erfüllt Aktiv
§ 4.4.5	Verfahrensbeschreibung Entgeltgleichheits-MS Aktiv – Version 1.0 - Freigabe: 8.6.2026	EP-VRP-001 v1.0	Erfüllt Aktiv
§ 4.4	Gehaltsband-Dokumentation (Recruiting) Keine offenen Gehaltsband-Abweichungen im Recruiting	—	Erfüllt Aktiv
§ 4.5.1	Regelmäßige Entgeltanalyse Letzte Analyse: EP-ANA-002 (8.6.2026)	EP-ANA-002 v1.2	Erfüllt Aktiv

Conformity report (example, SAMPLE)

Reporting duties by company size (Art. 9)

Employees	Cycle	First time
250+	annually	7 June 2027
150–249	every 3 years	7 June 2027
100–149	every 3 years	7 June 2031
under 100	no duty under the directive*	—

* Transparency and information obligations still apply. Thresholds/deadlines per the EU directive; national implementing law may differ. Without guarantee.

Editions

Edition	For whom	Includes
Lite	Quick start	Pay gap, pay analysis, job evaluation, recruiting, information requests, reports
EU complete	all EU obligations	plus joint pay assessment (Art. 10), progression criteria (Art. 7), promotions
Full / ÍST 85	optional incl. certification	plus ÍST 85 conformity report, period seal, mandatory documents, evaluation grid, policy

Pricing is not yet fixed – test free during the beta; terms on request. Interested in the whole project? Contact us: infoneu@deltaplus.de.

Operation, technology & security

Operating models

Equira runs as a hosted solution or on your own hardware.

- Hosted (SaaS) via Delta Plus – quick to start
- On-premise on your own server – full data sovereignty (see the separate document ‘On-Premise & Management Console’)

Management console

Central administration for both operating modes.

- Manage tenants, editions and licences
- Correct translations live (without redeploy)
- Security/version check and controlled updates with auto-rollback
- Regular backups by email/schedule, error reporting, support access

Technology

- Web application (browser), server on Linux, PostgreSQL database, encrypted via HTTPS
- Multilingual interface: German, English, French, Spanish, Italian
- Audit-proof documentation and period seal

Legal framework & sources

EU Pay Transparency Directive (EU) 2023/970 – official text: eur-lex.europa.eu. ÍST 85:2012 (Equal Pay Management System) – Icelandic Standards, read access: ist85.is, purchase: stadlar.is.

Note: Equira is software for preparation and documentation and does not replace external auditing or accredited certification. Contents are paraphrased guidance, not legal advice. The applicable laws and standards prevail.

AI assistant (BETA)

Equira includes an integrated AI assistant that analyses pay data, suggests evaluations and drafts responses – all in the context of your data. All AI outputs are suggestions and must be reviewed professionally.

AI action recommendations · Analysis

The AI evaluates the pay analysis and suggests concrete measures to close gaps.

AI suggestion – Geneva scheme · Job evaluation

The assistant proposes evaluation levels per criterion and justifies them – a starting point for the department.

Plausibility check · Job evaluation

The AI checks completed evaluations for consistency and flags notable deviations between similar roles.

Market pay estimate (experimental) · Job classes

Based on job title and points, the AI estimates a typical market pay band – as guidance, not a fixed figure.

AI response draft (pay transparency law) · Information requests

For incoming requests, the AI drafts a legally compliant response that HR reviews and adjusts.

AI measure suggestion · Non-conformities

For new non-conformities, the AI suggests suitable measures and justifies them by severity and gap size.

Data sovereignty: AI queries are sent with your Equira data to the configured AI provider (OpenAI, Azure or a self-hosted model). No permanent data storage at the provider.

Configuration: SuperAdmin → Platform → Settings → AI provider (API key, model, provider).

Request instant beta access

Interested? We record your request and send your personal access by email.

Delta Plus Systemhaus GmbH · Dorfstrasse 64 · 41372 Niederkrüchten

Tel. 02163/8884570 · infoneu@deltaplus.de · deltaplus.de/equira