



Italy: Decree outlines procedures for submitting gender-equality reports

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13 April 2022

On 29 March 2022, the Ministry of Labour and Social Policies adopted an Interministerial Decree outlining the procedures employers must follow when preparing their biennial equality reports. Under changes to the Equal Opportunity Code, effective 3 December 2021, employers with more than 50 employees must prepare an equality report every two years. The report should analyze the gender-pay gap, and the employment situation of female and male employees. The decree will be published soon.

Highlights

- Equality reports must analyze salaries (both base salary and total compensation) and differences in benefits; the employment situation of female and male employees, including the overall numbers of male and female employees and their distribution across the company's professional categories; information on dismissals, recruitment, training, retirements, promotion and career paths; information about hiring and onboarding processes; work-life balance; and diversity and inclusion policies.
- Companies must prepare their reports based on 2020-2021 data by 30 September 2022. The ministry will verify that companies' reports have been correctly submitted and will publish them on the ministry's portal. The publication date for subsequent years will be 30 April, following the expiration of each two-year period. Employers must provide a copy of the report with the ministry confirmation, to the company's trade union representatives.
- Equal Opportunities Regional Counselors can access the reports' data and share information with the National Labour Inspectorate's local offices, the National Equality Counselor, the Ministry of Labour and Social Policies, the Department for Equal Opportunities of the Presidency of the Council of Ministers, the statistical authority (ISTAT), and the National Council for Economics and Labour (CNEL).

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- [Announcement](#) (Italian) (Ministry of Labor and Social Policy, 4 April 2022)

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- [Italy expands equality reporting duty](#) (3 December 2022)

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