

# **Promoting data collection on gender by the employers**

**The Italian experience**

# Biennial report on the situation of male and female employees (art. 46 lgs.d. 198/2006)

**Who is obliged to submit it**



**Public and private  
companies with more than  
50 employees**

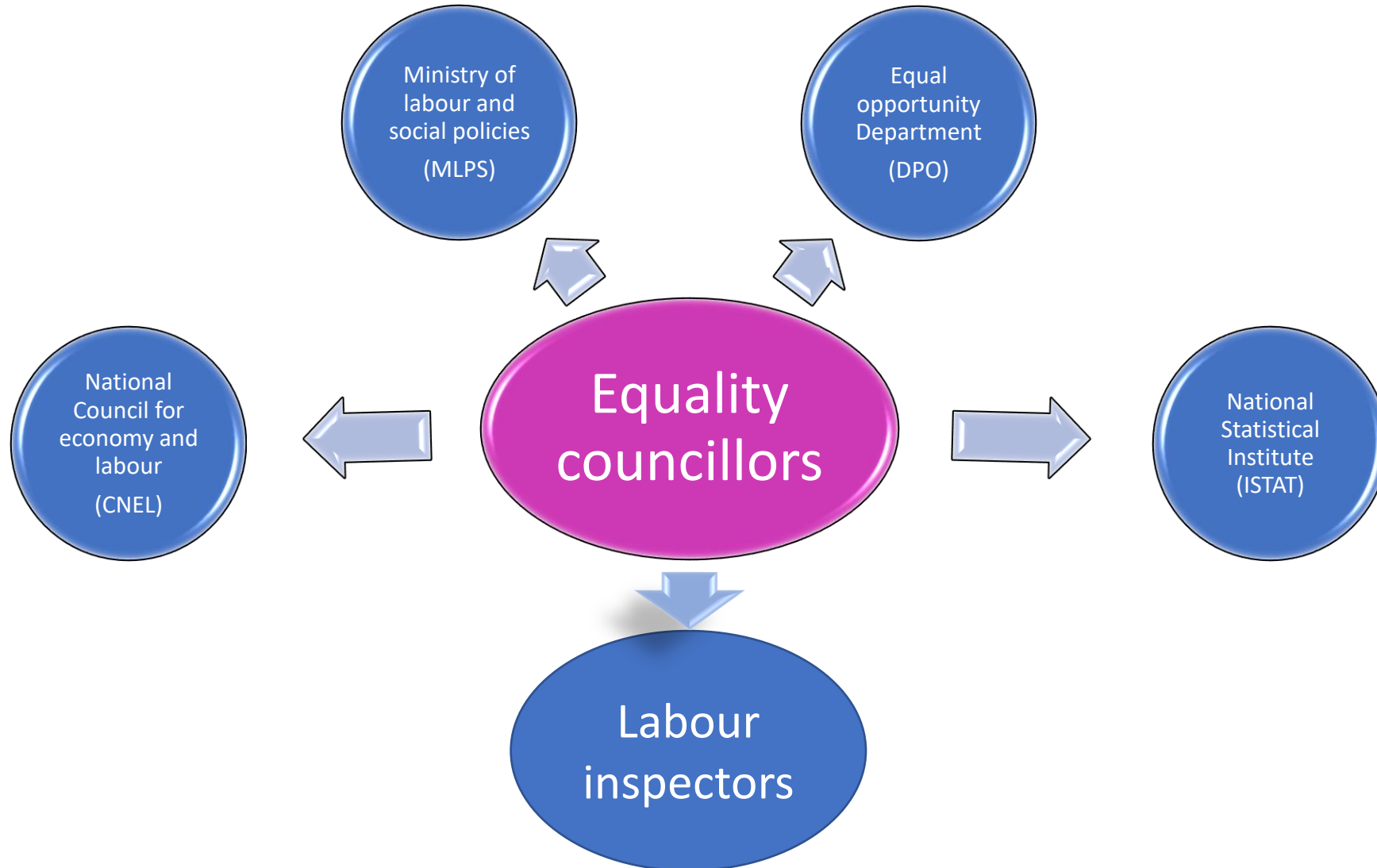
**How?**



**Telematic platform on MLSP website**

- **SMALLER COMPANIES (not obliged) can submit the report through the same platform**

# Who can access the dataset?



# A mix of tools to promote gender reporting by companies

## ❖ Penalty measures

- Suspension from contribution benefits (after an early warning by Labour Inspectorate)
- Fine (between 1,000 and 5,000 euros) in case of false or incomplete data
- Black list of companies in default
- Exclusion from tenders financed by the National Recovery and Resilience Plan or for special kind of tenders (reserved to certain economic operators to include special categories of employees)

## • Promotional tools

### ❖ Gender certification

- Exemption from the payment of employer social security contributions up to the limit of 50,000 euros per year
- higher score when participate in public tenders

# Thanks for your attention

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