

Labour Alert

The deadline for submitting the two-year gender equality report falls on September 20th, 2024

10th September 2024

Section 46 of Legislative Decree no. 198/2006 (the Italian gender equality Code) establishes that companies staffing at least 50 employees are compelled to draft and transmit a **report on male and female staff situation** (the "Report") by April 30th of each two years.

As is well known, the document will be drafted only electronically and is tasked with **capturing the company's personnel situation over the past two years**. More specifically, the description within the Report shall include, among other things, references to hiring, professional training and promotions, and the remuneration paid to male and female employees.

Only for the current year has the final deadline for companies falling under the normative space to submit the Report referring to the 2022-2023 biennium been moved to September 20th, 2024. Further delay—as the original deadline was extended to July 15th—has been dictated by the new simplification measures to be correctly implemented on the Ministry website, where the Report must be submitted.

Should the compelled companies **fail to submit the Report in a timely manner** or if it contains false or incomplete information, the Italian National Inspectorate of Labour (INL) will sanction the company with an administrative fine ranging, depending on the case and the intensity of the violation, from EUR 103 to 516 or from EUR 1,000 to 5,000.

For further information:

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