

Italy's Biennial Gender Equality Report (Law 162/2021) — Mandatory Pay and Workforce Reporting for Employers with 50+ Staff

Gender Equality · Good practice · Italy

Quality score: 41/100

Evidence strength: Moderate

Summary

Law 162/2021 (in force 3 Dec 2021) extended the biennial gender equality report on pay, hiring, training and promotion to employers with more than 50 staff, with fines and benefit suspension for non-compliance. No outcome evaluation found.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	0/1
Sustainability	1/1
Achievement / evidence	0/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-10-17

[Italian Ministry of Labour and Social Policies](#) — accessed 2026-10-17

[Hogan Lovells](#) — accessed 2026-10-17

[Mercer](#) — accessed 2026-10-17

[Trusaic](#) — accessed 2026-10-17

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