

GENDER EQUALITY CERTIFICATION AND INCENTIVES

Law 162/2021 - Italy

SUSANNA PISANO

PROJECT 101145648: SD4EU

TRANSNATIONAL SEMINAR ON GENDER EQUALITY AND SOCIAL PROTECTION

ROME, 26 SEPTEMBER 2025

GENDER EQUALITY CERTIFICATION AND INCENTIVES

Law 162/2021 - Italy

GENDER EQUALITY

Gender equality is an extraordinary driver of growth and one of the most important and urgent goals on the agenda for development and progress in countries across Europe and around the world.



UN 2030 AGENDA (2016)

17 Sustainable Development Goals (SDGs)

169 targets based on the Millennium Development Goals (MDGs)

SDG 5 “Achieve gender equality and empower all women and girls”

9 targets

GENDER EQUALITY CERTIFICATION AND INCENTIVES

Law 162/2021 - Italy

EUROPEAN GENDER EQUALITY STRATEGY 2020-2025 (2020)

Achieving gender equality in the European Union is a shared responsibility

six key objectives:

- ending gender-based violence
- combating gender stereotypes
- closing the gender gap in the labor market
- achieving equal participation in different sectors of the economy
- closing the gender pay and pension gaps
- achieving gender balance in decision-making and politics

GENDER EQUALITY CERTIFICATION AND INCENTIVES

Law 162/2021 - Italy

NATIONAL STRATEGY FOR GENDER EQUALITY 2021-2026 (2021)

Aims to bring about lasting structural change through a cross-cutting and integrated approach to promoting equal opportunities and gender equality

Five strategic priorities

1. Work
2. Income
3. Skills
4. Time
5. Power

Measurable progress through the identification of specific indicators, targets, and key actions

GENDER EQUALITY CERTIFICATION AND INCENTIVES

Law 162/2021 - Italy

NEXT GENERATION EU



6 MISSIONS and 16 COMPONENTS

Each mission contains measures aimed at directly or indirectly promoting women's participation in the paid labor market and mitigating the asymmetries that hinder the achievement of gender equality in education and the home, as well as in the workplace

2 STRATEGIC MEASURES

promoting female entrepreneurship (“Women's Enterprise Fund,” €200 million, 2,400 businesses financed by June 2026)

introduction and definition of a national gender equality certification system

GENDER EQUALITY CERTIFICATION AND INCENTIVES

Law 162/2021 - Italy

LAW NO. 162 OF NOVEMBER 5, 2021

Amendments to the C.P.O. - Equal Opportunities Code (Legislative Decree No. 198 of April 11, 2006) and other provisions on equal opportunities between men and women in the workplace

Art. 4

(new Art. 46 bis C.P.O.)

Certification of gender equality

Starting January 1, 2022, gender equality certification will be established for public and private companies that, either mandatorily or voluntarily, prepare periodic reports on the situation of male and female personnel

GENDER EQUALITY CERTIFICATION AND INCENTIVES

Law 162/2021 - Italy

IMPLEMENTING DECREE

- PROVISION OF MINIMUM PARAMETERS, WITH PARTICULAR REFERENCE TO PAY, CAREER OPPORTUNITIES, AND WORK-LIFE BALANCE, INCLUDING FOR PREGNANT WORKERS
- INVOLVEMENT OF COMPANY UNION REPRESENTATIVES AND REGIONAL, METROPOLITAN CITY, AND LARGE AREA EQUALITY COUNCILORS IN MONITORING AND VERIFYING COMPLIANCE

Permanent Technical Committee on Gender Certification in Companies

GENDER EQUALITY CERTIFICATION AND INCENTIVES

Law 162/2021 - Italy

Gender Certification is a certification process managed by the UNI Italian Standardization Body system

It is valid for three years from the date of initial issue and requires annual monitoring audits by the certifying body to verify requirements over time

It requires professional support for companies to achieve a minimum score of 60% of the KPIs and a certification audit by a body accredited by the National Accreditation Body **ACCREDIA**

With the PNRR (National Recovery Plan), the first €8 million were allocated to finance support and certification activities for companies and made available through public calls for proposals managed by Unioncamere (the Italian Union of Chambers of Commerce, Industry, Crafts and Agriculture)

Currently, over 8,000 companies are certified, and several Regions are using Structural Fund resources to finance local micro and small businesses that did not have access to the first two national calls.

GENDER EQUALITY CERTIFICATION AND INCENTIVES

Law 162/2021 - Italy

Gender Certification is a business process involving:

1. Scenario analysis
2. Assessment
3. Continuous improvement
4. Monitoring

REFERENCE PRACTICE UNI/PdR 125:2022

defines guidelines for a gender equality management system based on Key Performance Indicators (KPIs) linked to a scoring model

OBJECTIVE

Encourage companies to adopt appropriate policies to reduce the gender gap in all areas of particular concern.

OBJECTIVES

to guarantee equal career opportunities, equal pay, adequate work-life balance, rejection of stereotypes, discrimination and abuse, and to promote a culture of diversity and inclusion.

GENDER EQUALITY CERTIFICATION AND INCENTIVES

Law 162/2021 - Italy

KPI Key Performance Indicators

6 areas

1. Culture and strategy
2. Governance
3. HR processes
4. Gender-neutral growth opportunities within the company
5. Gender pay equity
6. Parental protection and work-life balance

CERTIFICATION PROCESS

- Phase 1 Knowledge of tools
- Phase 2 Analysis
- Phase 3 Action
- Phase 4 Monitoring
- Phase 5 Certification

GENDER EQUALITY CERTIFICATION AND INCENTIVES

Law 162/2021 - Italy

BENEFITS

- Improvement in the company's reputation
- Greater productivity and competitiveness
- A more harmonious working environment

EQUALITY BONUSES

- contribution relief of up to 1% (maximum €50,000 per year per company)
- award of bonus points in the evaluation of projects financed by European funds managed by national and regional authorities
- 20% reduction in the surety bond required for participation in public tenders

Thank you!

QUESTIONS?

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or European Commission. Neither the European Union nor the granting authority can be held responsible for them.