

Massachusetts Launches Online Portal for Filing Workforce Demographic Data

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Massachusetts recently opened the portal that certain employers must use to submit their workforce demographic data to the state by February 3, 2025.

Quick Hits

- A new law in Massachusetts requires employers to report their workforce demographic data to the state each year.
- The state just opened the online portal for submitting the data.
- The deadline to file the data is February 3, 2025.

The federal government requires certain employers to submit workforce demographic data in a report, called an EEO-1 form, each year. Under a new state law, the [Francis Perkins Workplace Equity Act](#), Massachusetts employers with one hundred or more employees (and which are subject to EEO-1 reporting obligations) must send their most recent EEO-1 report to the state each year.

The state recently opened a [new portal](#) that employers must use to submit their data.

The site does not require login information, but it allows the direct upload of the reports through the provided link. The instructions direct filers to make sure the uploaded file name contains the legal name of the filing entity and the type of report being filed, such as EEO-1 reports.

The instructions provide contact information for several agencies that can answer questions concerning the implementation and interpretation of the filing requirement.

The Massachusetts Executive Office of Labor and Workforce Development (EOLWD) recently published guidance in the form of frequently asked questions ([FAQs](#)) to help employers comply with the workforce [demographic reporting](#) requirements.

Although this notice shows the filing deadline is February 1, 2025, the EOLWD has said that filings will be accepted through February 3, 2025. Employers do not need to include pay data this year.

Next Steps

Massachusetts employers may wish to make the necessary preparations to file the required reports with the state before the deadline using the newly opened online portal. As a reminder, EOWLD has stated that employers need only file the most recent EEO-1 reports they have. The filing platform for the 2024 EEO-1 reports has not opened yet.

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