











Italy

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
95.0	65.0	68.8

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Italy, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Rome). The scores for Italy are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	75.0	100.0	100.0	100.0	75.0	100.0	100.0	100.0	100.0	100.0
Supportive frameworks score	75.0	66.7	66.7	50.0	100.0	33.3	75.0	100.0	33.3	50.0
Expert opinions score	25.0	100.0	37.5	37.5	100.0	87.5	25.0	75.0	100.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Italy (95.0 out of 100.0) is higher than the global average (64.2) and higher than the High income: OECD regional average (84.9). When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, laws affecting women's work after having children, laws affecting childcare, constraints on women starting and running a business, laws affecting women's property and inheritance and laws affecting the size of a woman's pension, Italy obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Italy is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Italy may wish to consider introducing legislation on femicide.

The **WBL 2.0 supportive frameworks score** for Italy (65.0 out of 100.0) is higher than the global average (39.5) and lower than the High income: OECD regional average (68.1). When it comes to supportive frameworks related to marriage and supportive frameworks related to women starting and running a business, Italy obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Italy is on the indicator measuring supportive frameworks affecting women's

work after having children. To improve on the Parenthood indicator, Italy may wish to consider putting incentives in place to encourage fathers to take paternity leave on the birth of a child and publishing sex-disaggregated data on unpaid care work.

The **WBL 2.0 expert opinions score** for Italy (68.8 out of 100.0) is higher than the global average (65.7) and lower than the High income: OECD regional average (82.9). When it comes to expert opinions on freedom of movement, expert opinions on marriage, expert opinions on women's property and inheritance and expert opinions on women's pensions, Italy obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Italy is on the indicator measuring expert opinions on women's safety.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Does the law address child marriage?	Yes	Civil Code, Arts. 2, 84, 117 and 136
Does the law address sexual harassment?	Yes	Law No. 145/2005, Art. 2(1)(c); Law No.198/2006, Art. 26; Code of Equal Opportunities, Art. 37(2 and 4); Penal Code Art. 612bis
Does the law address domestic violence?	Yes	Law No. 119/2013, Arts. 1(2-3), 3(1); Code of Criminal Procedure, Arts. 282-bis and 282-ter; Civil Code, Title IX-bis; Penal Code, Arts. 572, 577, 609-bis, 609-ter(5-quater) and 612-bis
Does the law address femicide?	No	No applicable provisions could be located
Mobility		
Can a woman choose where to live in the same way as a man?	Yes	Civil Code, Arts. 45 and 144
Can a woman travel internationally in the same way as a man?	Yes	Law No. 1185 of November 21, 1967 on Passports, Art. 15
Can a woman travel outside her home in the same way as a man?	Yes	Civil Code, Art. 146
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Law 91/1992, Arts. 1 and 5
Workplace		
Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Legislative Decree No. 198, Arts. 25(2bis) and 27; Legislative Decree 216/2003 Art. 3
Does the law prohibit discrimination in employment based on gender?	Yes	Legislative Decree No. 198, Arts. 27 and 28
Does the law allow employees to request flexible work?	Yes	Law No. 81/2017 Arts. 18 and 19; National Protocol for Agile Working
Pay		
Does the law mandate equal remuneration for work of equal value?	Yes	Legislative Decree No. 198, Art. 28
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	No applicable provisions could be located
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Civil Code, Art. 143
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Civil Code, Art. 151; Law No. 898 of December 1, 1970, Art. 3
Does a woman have the same rights to remarry as a man?	No	Civil Code, Art. 89
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Legislative Decree No. 151/2001, Arts. 16 and 32
Are leave benefits for mothers paid solely by the government?	Yes	Legislative Decree No. 151/2001, Art. 22; Law No. 33/1980, Art. 1

Is paid leave available to fathers?	Yes	Legislative Decree No. 151/2001, Arts. 27bis and 32; Legislative Decree No. 105/2022, Art. 2
Is dismissal of pregnant workers prohibited?	Yes	Legislative Decree No. 151/2001, Art. 54
Childcare		
Does the law establish the provision of center-based childcare services?	Yes	Law No. 1044 of 6 December 1971, Arts. 1-2; Legislative Decree No. 65 of 2017, Arts. 1, 2, 8 and 12; Regional Law No. 7 of 2020, Arts. 5, 30 and 45
Does the law establish any form of support for families for childcare services?	Yes	Law No. 232 of 2016, Art. 1, pg. 355; Official Website of the National Social Security Institute; Decree No. 917 of 1986, Art. 15(1)(e-bis); Law No. 266 of 2005, Art. 1(335); Law No. 203 de 2008, Art. 2(6)
Does the law establish any form of support for nonstate childcare providers?	Yes	Official Website of Lazio Region, Financial Contributions for Daycares; Regional Government Deliberation No. 672 of 2021, pgs. 11-12
Does the law establish quality standards for the provision of center-based childcare services?	Yes	Regional Law No. 07 of 2020, Arts. 23, 35, 48(1-4) and 54; Legislative Decree No. 65 of 2017, Art. 14(3); Regional Deliberation No. 909 of 2022, Annex I
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	No restrictions could be located
Does the law prohibit discrimination in access to credit based on gender?	Yes	Legislative Decree No. 198/2006, Arts. 55-ter and quater
Does the law prescribe a gender quota for corporate boards?	Yes	Law No. 120 of 12 July 2011, Art. 1
Does the law include gender-sensitive procurement provisions for public procurement processes?	Yes	Public Procurement Code, Art 108(7); Code of Equal Opportunities between Men and Women, Art. 46-bis
Assets		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Civil Code, Arts. 180, 184, 185, 832 and 840-845
Do sons and daughters have equal rights to inherit assets?	Yes	Civil Code, Arts. 565 and 566
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 565 and 583
Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Arts. 159, 177-179 and 194
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	Yes	Legislative Decree No. 201, Art. 24 Para. 6 and 9; Law No. 214, Art. 24 Para 9
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
Is the mandatory retirement age for a woman and a man the same?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Legislative Decree No. 151/2001, Arts. 25 and 35; Law No. 335, Art. 4

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Lazio Government Centri Differenza Donna; ER (Pronto Soccorso); 1522 Anti-violence and Stalking Hotline; Italy Police Department
Are special procedures in place for cases of sexual harassment?	No	Insufficient evidence located
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	Yes	Department for Equal Opportunities
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	Yes	2023 National Budget

Mobility

Are passport application processes the same for a woman and a man?	Yes	Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located

Workplace

Does a specialized body receive complaints about gender discrimination in employment?	Yes	Leg. Dec. 198/2006, Arts. 36-41
Has the government published guidelines on nondiscrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	Yes	National Protocol on Smart Working December 2021; Ministry of Labor Website Page on Smart Working

Pay

Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	Yes	Law No. 162/2021 Arts. 3 and 4; Law 198/2006
Have sex-disaggregated data on employment in different industries or sectors been published?	No	Insufficient evidence located

Marriage

Is there a fast-track process or procedure for family law disputes?	Yes	Law No. 162/2014
Are there specialized family courts?	Yes	Legislative Decree 149/2022, Art. 1(24)
Is legal aid available for family law disputes?	Yes	Ministry of Justice; Bar Association

Parenthood

Is it possible to apply for maternity benefits through a single government application process?	Yes	Law 33/1980 Art. 1
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Have sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located

Childcare

Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the Rome Municipality
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Message from the National Institute for Social Security (INPS) No. 889 of 2023, Sec. 2
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	Yes	Official Website of Lazio Region - Financial Contributions for Daycares
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located

Entrepreneurship

Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	Yes	Italian Union of Chambers of Commerce; Bank of Italy
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	Yes	Central Guarantee Fund for SMEs; Women's Enterprise Fund; Smart & Start Italia; Central Guarantee Fund for SMEs; Smart & Start Italia
Does a current national government plan or strategy focus on women's access to financial services?	Yes	Gender Equality Strategy (2021-2026)

Assets

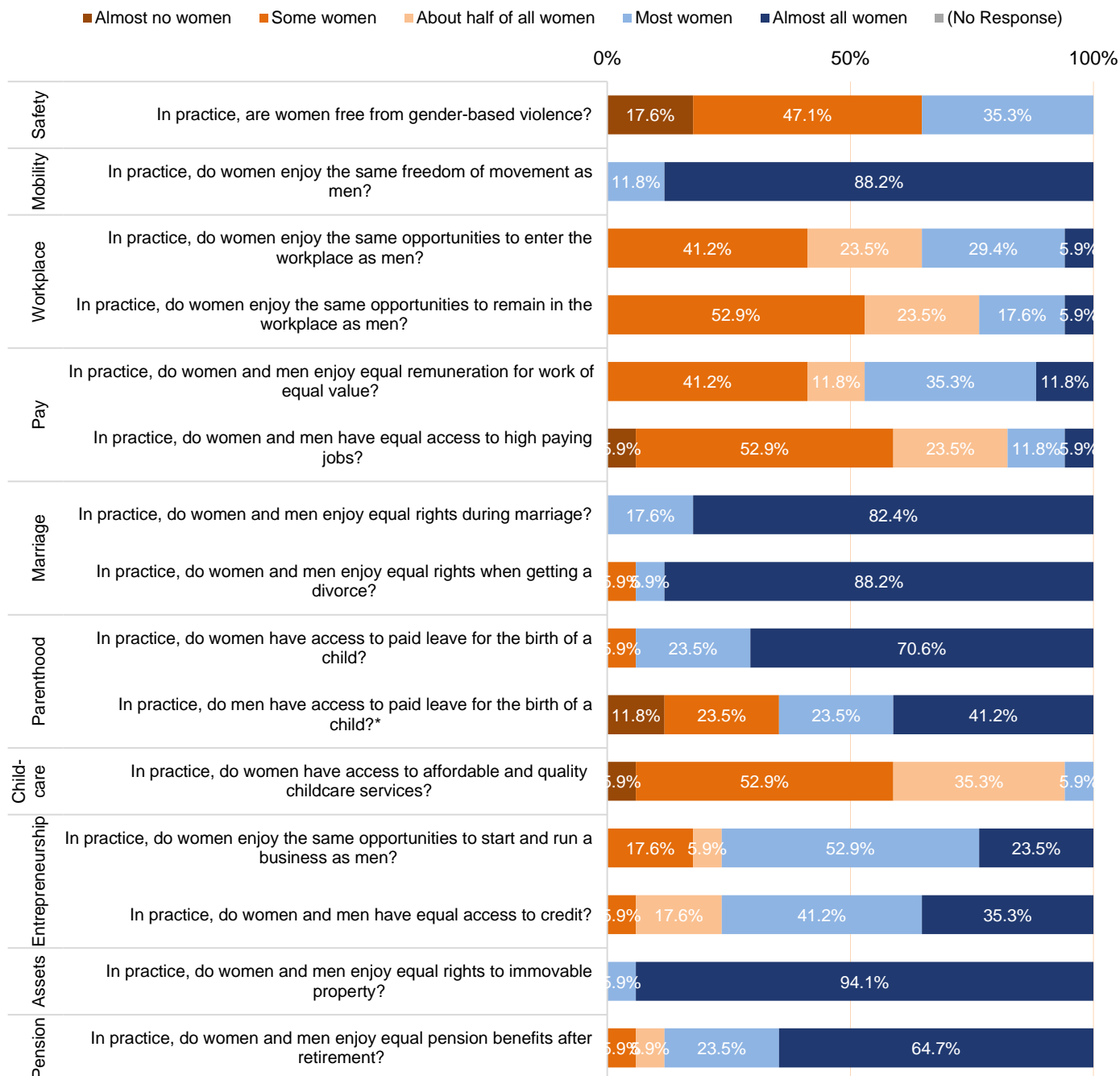
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	No	Insufficient evidence located
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Have anonymized sex-disaggregated data on property ownership been published?	Yes	Ministry of Economy and Finance



Pension

Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	INPS Ricorso Amministrativo Pensionistico (Pension Administrative Appeal)

WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.