

# Italy

*Women, Business and the Law 2021* presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Rome). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Italy scores 97.5 out of 100**. The overall score for Italy is higher than the regional average observed across High income (OECD) countries (95.1). Within the High income: OECD region, there are 10 economies that score 100 out of 100.

## Italy - Scores for Women, Business and the Law 2021



## Relative Strengths

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, constraints on women's starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Italy gets a perfect score.

## Areas for Improvement

However, when it comes to constraints related to marriage, Italy could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Italy is on the indicator related to constraints related to marriage (the WBL2021 Marriage Indicator). To improve on the Marriage Indicator, Italy may wish to consider giving women the same rights to remarry as men.

## Recent Reforms

No reforms were observed during the past year.



Further data details for Italy are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/italy/2021>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Civil Code, Art. 144
	Can a woman travel outside her home in the same way as a man?	Yes	Civil Code, Art. 146
	Can a woman apply for a passport in the same way as a man?	Yes	Passport application procedures; Passport application form
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	Yes	Legislative Decree No. 198, Arts. 27 and 28
	Is there legislation on sexual harassment in employment?	Yes	Law No. 145/2005, Art. 2(1)(c); Law No.198/2006, Art. 26
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> Law No.198/2006, Art. 37(2 and 4)
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Constitution of the Italian Republic, Art. 37; Legislative Decree n. 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
Marriage	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Law No. 119/2013; Penal Code, Arts. 572, 577, 609-ter(5-quater) and 612-bis
Parenthood	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
	Does a woman have the same rights to remarry as a man?	No	Civil Code, Art. 89
	Is paid leave of at least 14 weeks available to mothers?	Yes	Legislative Decree No. 151, Art. 16
	Does the government pay 100% of maternity leave benefits?	Yes	Legislative Decree No. 151, Art. 22
	Is paid leave available to fathers?	Yes	Law No. 92, Art. 4.24; Legislative Decree No. 151, Art. 28; Law No. 160/2019, Art. 1, Sec. 342
	Is there paid parental leave?	Yes	Legislative Decree No. 151, Art. 32
Entrepren.	Is dismissal of pregnant workers prohibited?	Yes	Legislative Decree No. 151, Art. 54
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Legislative Decree No. 198/2006, Arts. 55-ter and quater
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
Assets	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Civil Code, Arts. 180, 184 and 185
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Arts. 565 and 566
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 565 and 583
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Civil Code, Arts. 180, 184 and 185
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Art. 194
	Is the age at which men and women can retire with full pension benefits the same?	Yes	Women: Legislative Decree No. 201, Art. 24(6); Law No. 214, Art. 24(9) Men: Legislative Decree No. 201, Art. 24(6); Law No. 214, Art. 24(9)
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Law No. 335, Art. 4