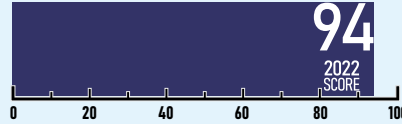


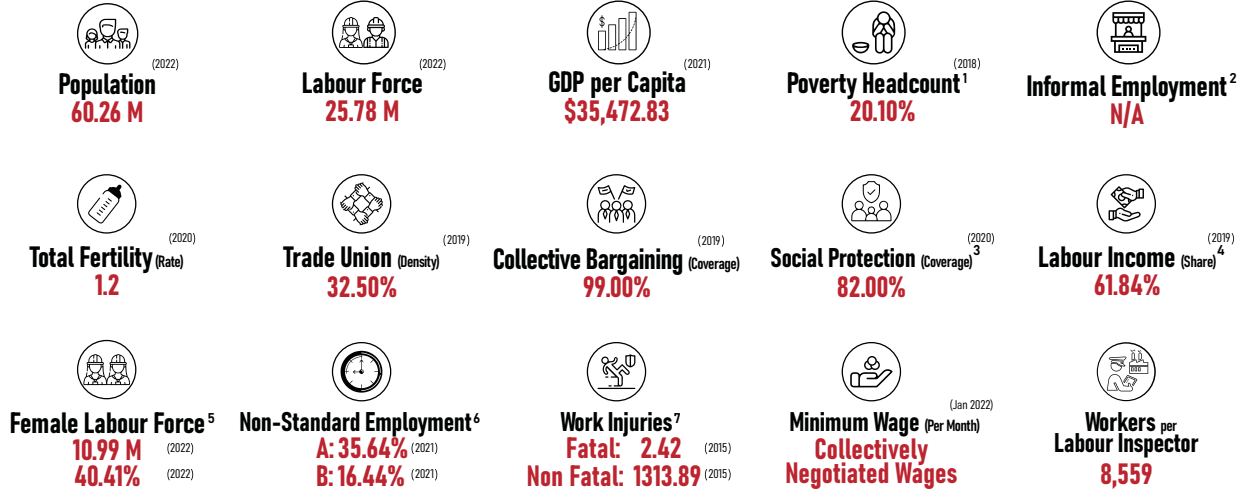


Italy



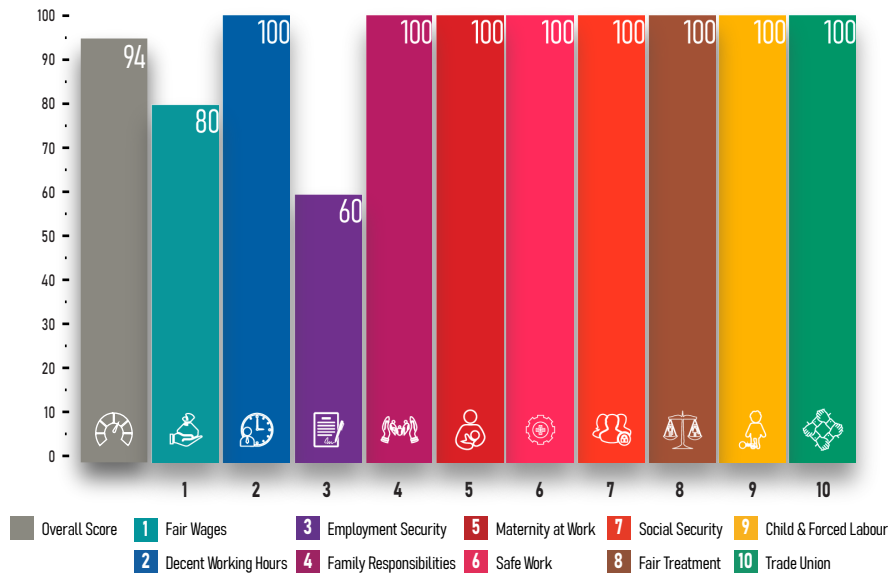
91.5 2020 SCORE
Western Europe
High Income
Decent Work
LRI RATING

Contextual Indicators



Sources: World Bank
International Labour Organization
WageIndicator Minimum Wages and Living Wages Database
M=Million

Legislative Performance Indicators



Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

Italy's overall score is 94 out of 100. The overall score for Italy is higher than the regional average observed across Western Europe (89). Within the Western European region, the highest score is observed for Belgium (96).

¹ Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

² Share of informal employment in total employment (%), as measured under SDG 8.3.1

³ Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1

⁴ Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

⁵ The female labour force is shown in absolute number along with the female labour force participation rate

⁶ Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)

⁷ Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

The country rating is based on the overall score of 0-100, with the following coding:

(90.5-100) Decent Work | (80.5-90) Approaching Decent Work | (70.5-80) Reasonable Access to Decent Work | (60.5-70) Limited Access to Decent Work | (50.5-60) Basic Access to Decent Work | (0-50) Total Lack of Decent Work

LABOUR RIGHTS INDEX 2022

	Question ⁹	Answer	Legal Basis	Trend ¹²
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	Yes	Collective Agreement for Metal Workers	●
	Does the law require regular payment of wages?	Yes	§1277 of Civil Code, 1942; Legislative Decree No. 72 of 2018	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	No	§5 of the Legislative Decree of 8th April 2003, n. 66	●
	Does the law require additional compensation for working on a weekly rest day?	Yes	§5 of Law 260 as modified by Law 1954; §5 of Decree of 8th April 2003, n. 66	●
	Does the law require additional compensation for night work?	Yes	Legislative Decree of 8th April 2003, n. 66	●
2. Decent Working Hours	Does the law stipulate general working hours as 48 hours or lower?	Yes	Legislative Decree of 8th April 2003, n. 66; Royal Decree of 15th March 1923, n. 692	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	Yes	§(4) of Legislative Decree of 8th April 2003, n. 66	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§13 of Legislative Decree of 4 August 1999 n. 345; §8 of Legislative Decree of 8 April 2003 n. 66	●
	Does the law require paid public holidays?	Yes	Laws n. 260/1949; n. 90/1954; n. 54/1977; D.P.R. n. 792/1985; law n. 336/2000	●
	Does the law require at least three working weeks of paid annual leave?	Yes	§10 of Decree number 66 of 8th April 2003; §2109 of the Civil Code, 1942	●
3. Employment Security	Does the law require written employment contracts or at least written employment particulars?	Yes	§1-2 of Decree of 26th May 1997, n. 152; §1-17 of the Law No. 81/2017	●
	Does the law restrict the hiring of fixed-term contract workers?	Yes	Decree of 6th September 2001, n. 368; §9 of Law of 28th June 2012, n. 92 - Fornero labour reform	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	No	§10 of Law of 15th July 1966, n. 604 - Norms on individual terminations; §2096 of Civil Code, 1942	●
	Does the law require a 30-day notice before contract termination?	Yes	§18 of Law of 1970, n. 300 - Workers' Statute; §40-42 of Law of 2012, n. 92; §247 of the CCNL, Commerce (level V)	●
	Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?	No	Law 29th May 1982, n. 297 / Legge 29 maggio 1982, n. 297; Decree of 12th July 2018, n.87 (The Dignity Decree)	●
4. Family Responsibilities	Does the law require parental leave for parents?	Yes	§24 & 32 of Law No. 104/1992	●
	Does the law require at least one week of paid paternity leave for fathers?	Yes	§4, paragraph 24a of Law No. 92; §28 of Legislative Decree No. 151 of 2001; §1, para 363 of Budget Law 2021	●
	Does the law require flexible work arrangements for workers with family responsibilities?	Yes	§18-23 of the Law No. 81/2017	●
	Does the law require paid nursing breaks?	Yes	§39 and 40 of the Decree 151/2001	●
	Does the law prohibit inquiring about pregnancy during recruitment?	Yes	§25-2bis of the Code of Equal Opportunities, d.lgs. N. 198/2006	●
5. Maternity at Work	Does the law require paid maternity leave of at least 14 weeks?	Yes	Legislative Decree of 26th March 2001, n. 151	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	Legislative Decree No 80/2015 modifying the 2001 Consolidated Law on Maternity and Paternity	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	Yes	Legislative Decree No 80/2015 modifying the 2001 Consolidated Law on Maternity and Paternity	●
	Does the law protect workers from dismissals during or on account of pregnancy?	Yes	§54 of the Decree 151/2001	●
	Does the law require provision of free personal protective equipment to workers from employer?	Yes	§15 and §18 of the Law on health and safety at work, 2008	●
6. Safe Work	Does the law require the employer to train workers on health and safety issues?	Yes	Law on health and safety at work, 2008	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	Yes	§11 of the Decree number 66/2003; §7; §6 of Decree n. 151	●
	Does the law provide for employment injury benefit?	Yes	§13 of the Decree of 23rd February 2000, n. 38; §85 of Decree of 30th June 1965, n. 1124	●
	Does the law provide for an old age pension?	Yes	Decree of 6th December 2011, n. 201; Decreto Del Presidente Del Consiglio Dei Ministri 23 Maggio 2017, N. 87	●
	Does the law provide for a dependants/survivors' pension?	Yes	Law of 8th August 1995, n. 335, §41; Law No. 155 of 23 April 1981	●
7. Social Security	Does the law provide for unemployment benefit?	Yes	Legislative Decree n. 22/2015	●
	Does the law require paid sick leave for the first 6 months of sickness?	Yes	§210 of the Civil Code, 1942; Collective Bargaining Agreement; Law No. 833 of 23 December 1978 on National Health Service	●
	Does the law provide for invalidity benefit?	Yes	Decree of 23rd November 1988, n. 509; Law No. 222 of 12 June 1984 on invalidity and incapacity	●
	Does the law require equal remuneration for work of equal value?	Yes	Italian Constitution of 1948; Legislative Decree of 11th April 2006, n. 198 - Code of Equal Opportunities	●
	Does the law prohibit sexual harassment in employment?	Yes	Law of 20th May 1970, n. 300 - Workers' Statute; §26 & 37 of the Law No. 198 of 2006; Civil Code, 1942; Penal Code, 1930	●
8. Fair Treatment	Does the law prohibit discrimination in employment matters? ¹⁰	Yes	Law of 20th May 1970, n. 300; Legislative Decrees of 9th July 2003, n. 215 and n. 216; Law No. 198 of 2006	●
	Does the law allow women to do the same jobs as men?	Yes	§4 and 37 of the Italian Constitution of 1948	●
	Does the law guarantee basic labour protections for gig economy workers?	Yes	Law of 1 August 1995, no. 335	●
	Does the law prohibit employment of children?	Yes	§5 of the Legislative Decree of 4th August 1999, n. 345	●
	Does the law set employment entry age equal to or higher than the compulsory schooling age?	Yes	Law number 133 of 2008; §1, paragraph 622 of the Law n. 296 of 27 December 2006	●
9. Child and Forced Labour	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	§1, 5 and 6, Law of 17th October 1967, n. 977, as modified by Decree of 4th August 1999, n. 345	●
	Does the law prohibit forced labour?	Yes	§4 of Constitution; §600 of Penal Code, 1930	●
	Does the law allow workers to form and join unions of their own choice?	Yes	§14-15 of the Workers' Statute, 1970	●
10. Trade Union	Does the law allow workers to bargain collectively with employers through their representative unions?	Yes	§39, 99 of the Constitution, 1948; Law No. 3 of 1957; w No. 936 of 1986	●
	Does the law provide for the right to strike?	Yes	§40 of the Constitution; Law n. 146 of 12th June 1990; §15 and 28 of the Workers' Statute,	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	Yes	§15 and 28 of the Workers' Statute, 1970	●

Covid 19 and Labour Market in Italy*

Total Covid Cases	20.30 Million
Total Covid Deaths	170,213
Partial Vaccinated	84.0%
Fully Vaccinated	80.0%

Wage Subsidies	✓
Social Security Contributions (deferrals/waivers)	✓
Paid Sick Leave	✓
Add. Unemployment Benefits	✓

Protection from Dismissals	✓
Telework/flexible work	✓
Improved Health Access	✓
Training (activation measures)	✗

⁹ The Index has 10 indicators and 46 evaluation criteria or questions.

¹⁰ The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

¹¹ A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). The score of Italy on SDG 8.8.2 is 0 (2020)

The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CRHRP) to measure a country's compliance on the Trade Union indicator.

¹² In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change