

ITALY

Western Europe

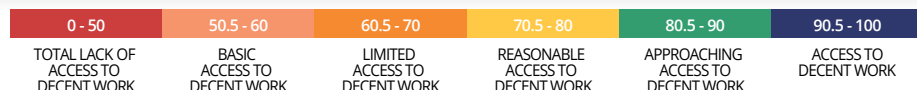
High-income country

Overall Score
91.5 2020 94 2022 94 2024



No Score Change

LRI RATING Access to Decent Work



The country rating is based on the overall score of 0-100, with the following coding: The overall score ranges from 0 to 100, where 100 signifies the highest possible score and 0 signifies the lowest possible score. The score indicates "access to decent work" by law.

Contextual Indicators

Population (2022)	58.94 M	Total Fertility (rate) (2022)	1.24	Female Labour Force ⁴ (2024)	A : 10.91 M	B : 41% (participation rate)
Labour Force (2024)	25.60 M	Trade Union (density) (2019)	33%	Non-Standard Employment ⁵	A : 35% (part-time employment) (2023)	B : 16% (temporary employment) (2023)
GDP per Capita (2022)	\$34,776	Collective Bargaining (coverage) (2019)	99%	Work Injuries ⁶ (per 100,000 workers)	A : 2.66 (fatal)	B : 1,210 (non-fatal) (2021)
Poverty Headcount ¹ (2021)	20%	Social Protection ³ (coverage) (2022)	89%	Minimum Wage ⁷ (April 2024)	EUR	No Data
Informal Employment ² (2022)	4%	Workers per Labour Inspector ⁸	No Data	Living Wage ⁹ (April 2024)	EUR	1,303

Sources: World Bank | International Labour Organization | WageIndicator Minimum Wages and Living Wages Database | M = Million
GDP per Capita in USD (\$) | wages shown in local currency and per month

At a glance

For Italy, the labour legislation applicable at the national level is analysed and scored. Different rules may apply in other jurisdictions, necessitating review of other sources.

Following this approach, Italy's overall score is 94 out of 100. The overall score for Italy is greater than the regional average observed across Western Europe (92). Within the Western Europe, the highest score is observed for Belgium (95.5).

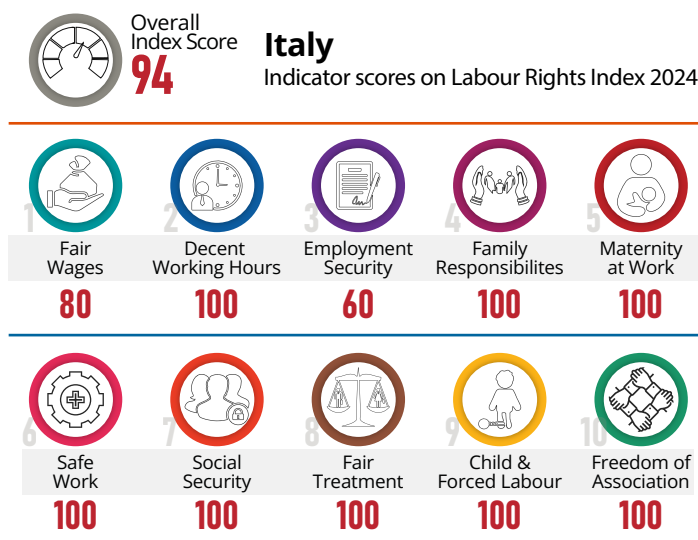
Italy's overall score has stayed stagnant, signalling that no reforms affecting the score were introduced between January 2022 and January 2024.

The country scores on the Labour Rights Index must be interpreted with caution, considering also the contextual indicators like the size of the population and labour force, informal employment in the country, social protection coverage, level of economic development (as measured by GDP per capita), female labour force participation rate, incidence of non-standard employment in the form of part-time employment and temporary employment as well as work injuries, both fatal and non-fatal. Trade union density and collective bargaining coverage rates are also relevant contextual indicators to assess the state of freedom of association and collective bargaining in the country.

About Labour Rights Index

The Labour Rights Index 2024 (LRI 2024) is a de-jure index covering 145 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 Access to Decent Work" to "Access 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 SDG 5 (Gender Equality), SDG 8 (Decent Jobs), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Labour Rights Index scores countries based on applicable labour laws only. It does not comment on actual working conditions or labour law compliance in workplaces. The legislation that is used to score the country under the Labour Rights Index is generally national or federal level legislation. In cases where the legislation is enacted at the provincial/regional or state level, the Index analyses the labour legislation applicable to the most populous province/region or state (in federal, confederal or other complex structure states). Scoring for each country is based on labour legislation, as applicable on 1 January 2024.

*Please check page 4 of the country profile for explanatory end notes.








For each indicator, the score ranges from 0 to 100, where 100 signifies the highest possible score and 0 signifies the lowest score. The overall score is the average of 10 indicators.

In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2022), the opposite legend is used.

 Score increase  Score decrease  Score adjustment  Methodological change  No change






1. FAIR WAGES

80

QUESTION	ANSWER	LEGAL BASIS	TREND
Does the legislation or collective negotiation set and determine the minimum wages in the country?	Yes	Collective Agreement for Metal Workers	
Does the law require regular and timely payment of wages?	Yes	§1277 of Civil Code, 1942; Legislative Decree No. 72 of 2018	
Does the law require overtime compensation to 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 any 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

100

Does the law stipulate general weekly 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 paid weekly rest of at least 24 consecutive 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

60

Does the law require a written employment contract or employment particulars to be given to a worker on commencement of employment?	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 the probation period, including renewals, to three 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 period before employment 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 two 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

100

Does the law require a four-month 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 working 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	

In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2022), the opposite legend is used.

● Score increase ● Score decrease ● Score adjustment ● Methodological change ○ No change

5. MATERNITY AT WORK

100

QUESTION	ANSWER	LEGAL BASIS	TREND
Does the law prohibit inquiring about pregnancy during recruitment?	Yes	§25-2bis of the Code of Equal Opportunities, d.lgs. N. 198/2006	○
Does the law require maternity leave of at least 14 weeks?	Yes	Legislative Decree of 26th March 2001, n. 151	○
Does the law require cash maternity benefits to be at least two-thirds (66.67%) 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 cash maternity benefits to be paid through a contributory social insurance or a universal benefits system or such benefits are an employer's liability?	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	○

6. SAFE WORK

100

Does the law require employers to provide free personal protective equipment to workers?	Yes	§15 and §18 of the Law on health and safety at work, 2008	○
Does the law require employers 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 benefits in the event of an occupational accident or disease?	Yes	§13 of the Decree of 23rd February 2000, n. 38; §85 of Decree of 30th June 1965, n. 1124	○

7. SOCIAL SECURITY

100

Does the law provide for an old age benefit?	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 survivors' benefits?	Yes	Law of 8th August 1995, n. 335, §41; Law No. 155 of 23 April 1981	○
Does the law provide for unemployment benefits?	Yes	Legislative Decree n. 22/2015	○
Does the law require paid sick leave (and sickness benefits) for the first six months of sickness?	Yes	§2110 of the Civil Code; Collective Bargaining Agreement; Law No. 833 of 23 December 1978 on National Health Service	○
Does the law provide for invalidity benefits?	Yes	Decree of 23rd November 1988, n. 509; Law No. 222 of 12 June 1984 on invalidity and incapacity	○

8. FAIR TREATMENT

100

Does the law require equal remuneration for men and women workers 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; Penal Code	○
Does the law prohibit discrimination in employment matters?	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 job as men?	Yes	§4 and 37 of the Italian Constitution of 1948	○
Does the law guarantee basic labour protection to the platform workers?	Yes	Law of 1 August 1995, no. 335	○

9. CHILD AND FORCED LABOUR

100

QUESTION	ANSWER	LEGAL BASIS	TREND ¹²
Does the law prohibit the employment of children?	Yes	\$5 of the Legislative Decree of 4th August 1999, n. 345	<input type="radio"/>
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	<input type="radio"/>
Does the law prohibit the employment of young persons 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	<input type="radio"/>
Does the law prohibit forced labour?	Yes	\$4 of Constitution; \$600 of Penal Code, 1930	<input type="radio"/>

10. FREEDOM OF ASSOCIATION¹¹

100

Does the law allow workers to form and join unions of their own choice?	Yes	\$14-15 of the Law No. 300 on Workers' Statute, 1970	<input type="radio"/>
Does the law allow workers to bargain collectively with employers through their representative unions?	Yes	\$39, 99 of the Constitution; Law No. 3 of 1957; Law No. 936 of 1986	<input type="radio"/>
Does the law provide the right to strike?	Yes	\$40 of the Constitution; Law n. 146 of 12th June 1990; \$15 and 28 of the Workers' Statute	<input type="radio"/>
Does the law prohibit imposing excessive sanctions against striking workers, including replacement of such workers?	Yes	\$15 and 28 of the Law No. 300 on Workers' Statute, 1970	<input type="radio"/>

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

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

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

⁴ The female labour force is shown in absolute number (A) along with the female labour force participation rate (B)

⁵ Non-Standard Employment has been defined as part-time employment (A) and temporary employment (B)

⁶ Rate of fatal (A) and non-fatal work injuries (B) per 100,000 workers, as measured under the SDG 8.8.1

⁷ Minimum Wage and Living Wage amounts are shown in local currency. The amounts are retrieved from the WageIndicator Minimum Wage Database and the WageIndicator Living Wage Database. The minimum wage amounts are those as were applicable on 1 April 2024. The Living Wage amounts are from the April 2024 data release by the WageIndicator. Given the declining share of labour income (a widely used measure of inequality, measuring the proportion of total income in a country that employed people earn by working), the contextual indicators on minimum wage and living wage are relevant.

⁸ Robust legislation, backed by effective enforcement, forms the foundation for achieving decent work in practice. In this regard, it is relevant to see if the country has an adequate number of labour inspectors. While the Labour Inspection Convention, 1947 (No. 81) calls for a "sufficient number" of inspectors to do the work required, there is currently no official definition for a sufficient number of inspectors. In its 2006 General Survey on Labour Inspection, the ILO referred to the following benchmarks on the number of labour inspectors in the country in relation to the labour force: 1:10,000 in industrial market economies, 1:15,000 in rapidly industrializing economies, 1:20,000 in transition economies, and 1:40,000 in less developed countries. The latest guidance from the ILO (2022) however emphasizes a more holistic evaluation of national context rather than solely a ratio of labour inspectors to the size of labour force.

⁹ The Living Wage estimates shown in this country profile are for a typical family (lower bound) that comprises two adults. The number of children is determined by the country-specific fertility rate, representing the average number of children in a family. One adult is engaged for 100% of normal working hours, while the working hours of the second adult are approximated based on the national labour force participation rate. The combined wage earned by two adults, each receiving a living wage, is designed to meet the requirements for achieving a decent standard of living for the family. For further details on this, please check here: <https://wageindicator.org/salary/living-wage>

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 The Freedom of Association indicator of the Labour Rights Index uses Observations/Direct Requests from the ILO Committee of Experts on Application of Conventions and Recommendations (CEACR), the US Department of State's Country Reports on Human Rights Practices (USDOS CRHRP) and the country's legal profiles under the ITUC Global Rights Index 2024 to measure a country's compliance with the right to freedom of association and collective bargaining. A country's score on the LRI's Freedom of Association indicator must also be read together with the 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 for Italy on the latest available data of the SDG 8.8.2 is "0" (2022). Other than SDG 8.8.2, we suggest considering the country's score on ITUC's latest Global Rights Index. The score for Italy in 2024 is "1". As explained by the ITUC, "Countries are rated in clusters from 1-5+ depending on their compliance with collective labour rights, with 1 being the best rating and 5+ the worst rating a country could get. A high-rated cluster means that workers in the country have no right to their collective voice due to government failure to guarantee rights".

¹² In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2022), the legislative table indicates improvement or worsening of de-jure labour rights in country through the following colours.

● Score improved due to a positive legislative reform

● Score worsened due to a negative legislative reform

● Score is adjusted for the country due to a minor revision in the methodology for the Social Security indicator

● Score is adjusted for the country due to better access to the country's legal sources, or where the score for the Freedom of Association indicator is adjusted based on the latest reports from ILO, USDOS & ITUC Global Rights Index 2024

○ No change