



Country report 2024 on anti-discrimination: highlights



Italy



Introduction:

Italy comprises 20 regions with distinct traditions and histories, highlighting stark contrasts in working conditions, job opportunities, and public services between the north and south.



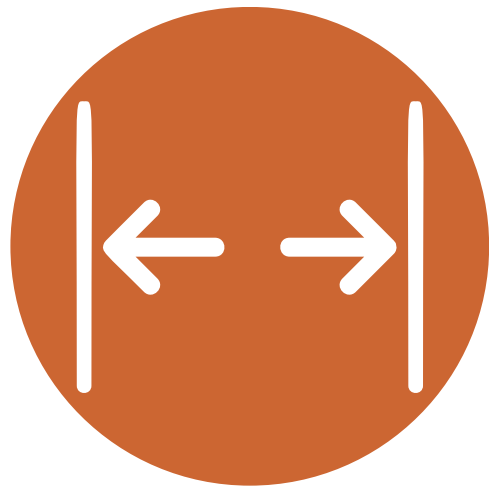
Population Statistics:

Italy has a population of nearly 59 million, including 13 million people with disabilities, 5.1 million foreign nationals, and notable religious diversity, with 74.6% identifying as Catholic.



Anti-Discrimination Law:

Anti-discrimination laws in Italy have evolved, especially with the implementation of EU directives. Key laws include the Workers Act (1970), Immigration Decree (1998), and Legislative Decrees 215/2003 and 216/2003.



Legislation Gaps:

Although Italy has ratified many international anti-discrimination treaties, the legal framework remains complex due to overlapping and uncoordinated laws.



Scope of Anti-Discrimination Laws:

These laws apply to both private and public sectors, covering areas like employment, housing, and social benefits. However, they often exclude third-country nationals and stateless persons.



Enforcement:

Victims can file claims with courts, and a fast-track procedure exists for urgent cases, but lengthy procedures and high legal costs remain a barrier to access justice. Associations and trade unions play a significant role in litigation.



Equality Bodies:

UNAR, the national equality body, deals with various grounds of discrimination but lacks independence and autonomy. It collaborates with other bodies like OSCAD to monitor hate crimes.



Reasonable Accommodation:

There is a need for a clear definition and guidelines for reasonable accommodation to avoid legal disputes.



Legal Uncertainty:

The coexistence of similar legal texts creates confusion, and no consolidation is planned to streamline anti-discrimination laws.



Key Issues:

Anti-discrimination remains marginal in government policies, with limited powers for UNAR and a lack of a dedicated ministry for integration. Positive actions for vulnerable groups are insufficient.