

European network of legal experts
in gender equality and non-discrimination

Non-discrimination country report 2025: highlights



Italy





Fragmented Legal Framework:

Italy's anti-discrimination laws remain complex and fragmented, with gaps in coverage (e.g. limited protection outside employment for sexual orientation, religion, and age).



Limited Equality Architecture:

Italy still lacks a fully independent equality body and national human rights institution. UNAR (the national equality body) has restricted autonomy and resources.



Pending Legislative Reforms:

The proposed anti-discrimination law reform that would unify and expand protections remains stalled, though civil society continues to push for progress.



Persistent Roma Discrimination:

Structural anti-Roma discrimination continues, especially in housing. Segregation and eviction practices are widespread, and Italy has been condemned by international bodies for rights violations.



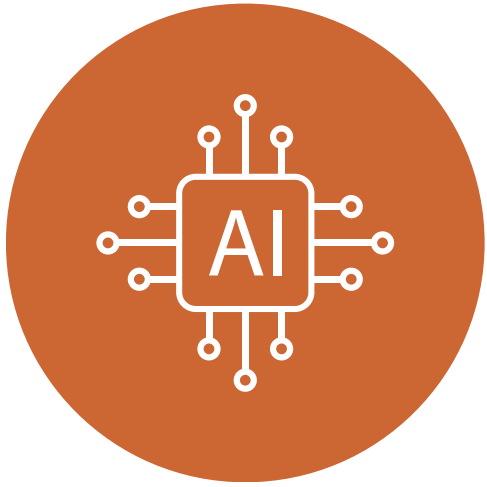
Judicial Recognition of Discrimination:

Courts have addressed key cases involving racial profiling, Roma segregation, and algorithmic discrimination, reinforcing protections despite legislative gaps.



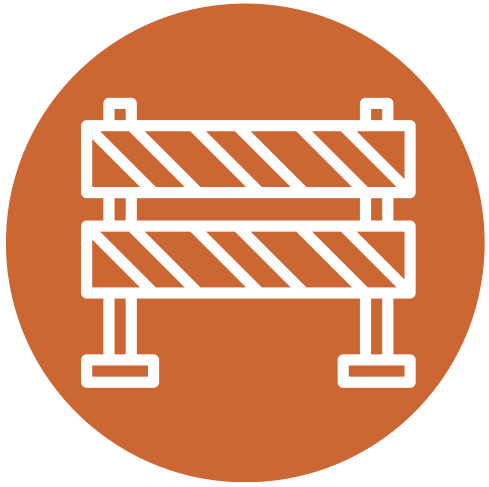
Intersectionality in Case Law:

Italian courts are increasingly recognising multiple discrimination, particularly concerning ethnicity, gender, and socio-economic status.



AI and Algorithmic Bias:

Awareness of algorithmic discrimination is growing. UNAR has taken steps to address risks related to automated decision-making, though legal protections remain vague.



Access to Justice Barriers:

While legal aid exists, short deadlines, high evidentiary thresholds, and limited public awareness continue to hinder victims from pursuing claims.



Emerging Good Practices:

Some local administrations (e.g. in education and employment) are experimenting with equality measures, though these remain isolated and under-supported.



Civil Society's Key Role:

NGOs and associations play a vital role in litigation, awareness-raising, and pushing for reform in the face of weak institutional action.