



WORICA

Women inclusion and empowerment
through collage art

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National Gender Equality and Inclusion Report

Italy

Prepared by CEIPES ETS

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CEIPES

Folkuniversitetet
Karriärutveckling och Utläsningscenter

fractals



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About this report

Women inclusion and empowerment through collage art.

This national report was prepared by **CEIPES ETS** as part of **WORICA – Women inclusion and empowerment through collage art**, an Erasmus+ adult-education partnership (project 2025-1-SE01-KA220-ADU-000350853) bringing together Folkuniversitetet (Sweden), Brûlant·e·s (France), CEIPES ETS (Italy), Fractals – Art Education (Spain), ÖJAB (Austria) and SOFFA – Social Fashion Factory (Greece).

Six national reports – one for each partner country – map the legal and policy framework for gender equality, women’s rights and protection mechanisms, social inclusion measures, key indicators, main challenges, a national glossary, a practical “how-to” guide and useful resources. Together they form the evidence base of the **WORICA EU Gender Equality Handbook** and inform the Collage Art and Inclusion Learning Programme and the Women Empowerment Shows.

The information reflects the situation in **Italy** at the date of completion (January 2026). Laws, services and contact details change; readers are encouraged to verify current information with the authorities and organisations listed in the Useful Resources section. In an emergency, always contact the national emergency services.

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1. General Information

Country: Italy

Partner Organisation: CEIPES

Date of Completion: 30 January 2026

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2. National Legal and Policy Framework

The Italian Legal Context

Understanding the Italian Legal Framework on Gender Equality

The Italian legal framework for gender equality has evolved from a protection system based on fundamental constitutional principles (formal and substantive equality, Arts. 3, 37, and 51) toward increasingly organic and proactive ordinary legislation. Initially focused on maternity protection and the prohibition of discrimination in the workplace (Legislative Decrees 151/2001 and 198/2006), the regulatory system has recently introduced innovative tools to promote effective parity, such as gender quotas on boards of directors (Golfo-Mosca Law) and the Gender Equality Certification for companies (Law 162/2021). In parallel, the legislator has drastically reinforced criminal and procedural protection through the "Red Code" and the new autonomous crime of femicide, adopting an integrated approach that combines crime prevention with the protection of women's dignity in every social sphere

Key Laws on Gender Equality

- Constitution of the Italian Republic (1948): Article 3¹ establishes equality before the law without distinction of sex; Article 37 guarantees working women the same rights and equal pay as men; Article 51 promotes equal opportunities in access to public offices and elective positions.
- Legislative Decree No. 151² of March 26, 2001 (Consolidated Act on Maternity and Paternity): Regulates leave, rest periods, and economic support for working parents, including natural, adoptive, and foster parents.
- Legislative Decree No. 198 of April 11, 2006 (Equal Opportunities Code): Provides the organic framework for preventing sex-based discrimination and ensuring equal treatment in employment and career advancement.

- Law No. 120³ of July 12, 2011 (Golfo-Mosca Law): Mandates gender balance in management and control bodies of listed and public companies, with the 2020 Budget Law raising the quota to 40% for the underrepresented gender.
- Jobs Act (Law 183/2014) & Legislative Decree No. 151 of September 14, 2015: Introduced mandatory digital resignations to combat "blank resignations" (forced resignations signed in advance), maintaining special validation procedures for working parents.
- Law No. 69 of July 19, 2019 (Red Code/Codice Rosso): Strengthens protections for victims of gender-based violence, introducing crimes such as revenge porn and facial disfigurement, and accelerating criminal proceedings.
- Law No. 162 of November 5, 2021: Amended the Equal Opportunities Code to establish the Gender Equality Certification for private companies, offering social security exemptions and rewards in public procurement.
- Legislative Decree No. 105 of June 30, 2022: Implementing EU Directive 2019/1158, it made the 10-day compulsory paternity leave structural and extended paid parental leave (30%) until the child reaches 12 years of age.
- Law No. 168 of November 24, 2023: Enhances prevention of violence against women by strengthening the Questore's warning, electronic monitoring (bracelets), and ensuring trial priority.
- Law of November 25, 2025 (Femicide Law): Introduced Article 577-bis into the Criminal Code, establishing femicide as an autonomous crime punishable by life imprisonment when committed out of hatred or authority over a woman as such.

National Strategies and Action Plans

In recent years, Italy has adopted a programmatic and systemic approach, overcoming the fragmentation of past interventions to align with European Union standards. The central pillar is the National Strategy for Gender Equality 2021-2026, the first document of its kind in the country's history, which sets measurable objectives (EIGE targets) across five priorities: work, income, skills, time, and power. This effort is integrated by the PNRR, which identifies gender equality as a mandatory cross-cutting priority ("gender mainstreaming") in every mission, and by the National Strategic Plan against violence, which outlines a homogeneous response across the territory based on prevention, protection, and the prosecution of perpetrators.

- National Strategy for Gender Equality 2021-2026: A programmatic document focused on five priorities: work, income, skills, time, and power, aiming to gain 5 points in the EIGE index by 2026.
- National Strategic Plan against violence against women 2025-2027: Structured on four axes (Prevention, Protection/Support, Pursue/Punish, and Assistance/Promotion) to ensure a homogeneous response nationwide.
- National Recovery and Resilience Plan (PNRR): Identifies gender equality as a cross-cutting priority in all its missions, specifically aiming to increase female employment.

- Family Act: A structural reform intended to harmonize welfare systems to facilitate the balance between professional and private life

Competent Authorities and Equality Bodies

The implementation of equality policies in Italy is entrusted to a multi-level governance system that integrates political, technical, and guarantee functions. Central direction belongs to the Department for Equal Opportunities and the delegated Minister, supported by technical bodies such as the National Observatory and the Inter-institutional Steering Committee, tasked with coordinating 20 Ministries and local authorities. There are also independent guarantee figures such as the National Equality Councillor, focused on combating discrimination in the labor market, and internal bodies within the Public Administration like the CUGs (Unique Guarantee Committees), which promote organizational well-being and monitor against harassment and mobbing.

- Department for Equal Opportunities (Presidency of the Council): The central body for coordinating gender policies and monitoring strategies.
- Minister for the Family, Natality, and Equal Opportunities: The political authority responsible for adopting strategic plans and government initiatives.
- Equality Councillors (Consigliera di Parità): Guarantee figures at national and territorial levels who monitor workplace discrimination and collaborate in resignation validation.
- Inter-institutional Steering Committee (Cabina di Regia): Composed of 20 Ministers and local representatives to coordinate actions between different levels of government.
- National Inspectorate of Labour (INL): Responsible for the mandatory validation of resignations for parents to ensure the voluntariness of the act.
- Unique Guarantee Committees (CUG): Operate within public administrations to promote workplace well-being and combat harassment and discrimination

3. Women's Rights and Protection Mechanisms

Rights Guaranteed by National Legislation

- Employment: Right to equal pay for work of equal value and a prohibition on gender-based discrimination in access, training, and promotions.
- Parental Leave: Under Legislative Decree 105/2022, Italy provides 5 months of compulsory maternity leave (80% pay) and a 10-day compulsory, structural paternity leave (100% pay). Paid parental leave (30%) is available until the child reaches 12 years of age, with certain conditions raising the indemnity to 80% for three months.
- Voluntary Termination of Pregnancy (VTP/IGV): Law No. 194/1978 (Provisions for the social protection of motherhood and the voluntary termination of pregnancy). Italian law guarantees

women the right to access abortion services within the first 90 days of pregnancy for health, economic, social, or family reasons. After this period (late-term or therapeutic abortion), the procedure is permitted only if the pregnancy or childbirth poses a grave danger to the woman's life or in the presence of significant fetal pathologies that pose a serious risk to her physical or psychological health.

- **Dismissal Protection:** There is an absolute prohibition of dismissal from the beginning of pregnancy until the child reaches one year of age (protected period).
- **Gender-Specific Medicine:** Italy was the first country in the world to adopt a specific Law (Law 3/2018) and a National Plan (2019) to promote gender specificity in healthcare.
- **Legal Basis:** Law No. 3/2018 officializes the inclusion of sex and gender parameters in medical practice and clinical drug trials.
- **Health Rights:** The National Plan for Gender Medicine ensures that the National Health Service (SSN) provides appropriate and quality care by considering biological and socio-cultural differences in research, prevention, and treatment.
- **Specific Benefits:** This approach guarantees safety in pharmacology by studying drug effects specifically on women and focuses research on pathologies that significantly affect the female population, such as autoimmune diseases, endometriosis, and osteoporosis.

Complaint and Redress Mechanisms

- **Resignation Validation Procedure:** A mandatory procedure at the National Inspectorate of Labour (INL) for mothers and fathers until the child's third year to ensure that resignations are genuine and not coerced ("blank resignations").
- **1522 Helpline:** A free, 24/7 national service providing immediate assistance and direction to Anti-Violence Centers (CAV) and Shelters for victims of stalking and violence.
- **State-Funded Legal Aid:** Free legal assistance is guaranteed for victims of gender-based crimes (e.g., stalking, sexual violence, and maltreatment), often provided regardless of income limits.

4. Social Inclusion Measures

In Italy, measures for the social inclusion of women are based on a multidimensional approach aimed at removing economic and cultural barriers to parity, integrating the objectives of the National Strategy for Gender Equality 2021-2026 with the National Recovery and Resilience Plan (PNRR). The regulatory framework recognizes that female empowerment is a fundamental lever for preventing social exclusion and violence.

Policies for Vulnerable Women – Intersectional Perspective

- **Migrants:** Integration is facilitated through the SAI Network (System of Accommodation and Integration), which in 2024 hosted approximately 14,684 women (26.7% of the total). A significant portion of these beneficiaries presents extreme vulnerabilities: 22.4% of lone girls hosted are victims or potential victims of trafficking, and 11.2% are pregnant. The National

Action Plan against Trafficking 2022-2025 coordinates emergence and protection interventions, ensuring "special case" residence permits and social assistance programs.

- **Unemployed and Low-skilled:** Labor policies aim to combat the working poor phenomenon and inactivity, which is particularly high in the South. The GOL Program (Guarantee of Workers' Employability) and the national plan "Youth, Women, and Work" include specific pathways for the reintegration of women exiting situations of violence or marginalization. Contribution exemptions (up to €50,000 annually) are provided for companies hiring disadvantaged women, alongside incentives for the creation of female-led businesses.
- **Women with Disabilities:** The sources highlight double discrimination for women with disabilities, who are more exposed to sexual violence and poverty. New strategies focus on the accessibility of emergency services (such as the 1522 helpline) through LIS (Sign Language), video calls, and augmentative communication.
- **LGBT+ Community:** The National LGBT+ Strategy 2022-2025 focuses on preventing discrimination based on sexual orientation and gender identity. Actions include combating hate crimes (110 stories of omo-lesbo-bi-transphobia documented in the 2025 report) and training programs to remove prejudices among healthcare and justice personnel.

Available Support Services

The support system is articulated through a network of public and third-sector services.

- **Training and Education:** The National Strategy promotes digital and financial literacy for adult women and scholarships for female students in STEM disciplines to reduce educational segregation. Specialized training and on-the-job internships (extra-curricular traineeships) are also active for victims of trafficking.
- **Psychological and Social Support:** Anti-Violence Centers (CAV) offer listening, psychological support, and free legal aid to women who contact them. In the SAI network, multidisciplinary teams (psychologists, educators, mediators) ensure personalized care for travel-related trauma or endured violence.
- **Shelters and Housing:** Refuge Houses (CR) provide protection and safe accommodation (averaging 141 nights) to women in danger, supporting them toward housing autonomy. The SAI network predominantly uses rented apartments (89.1% of structures) to favor real social inclusion and independence.
- **Childcare and Conciliation:** The PNRR funds the expansion of nurseries with the goal of reaching 50% coverage by 2026. Conciliation measures include parental leave (extended to 12 years of the child's life) and the right to transform full-time contracts into part-time ones. For women in poverty exiting violence, the Freedom Income (Reddito di Libertà) is guaranteed.

5. Key Indicators and Data

While recent trends show a positive trajectory in female employment and overall equality scoring, the data reveals persistent structural weaknesses, particularly regarding the "child

penalty," territorial divides, and the quality of female labor force participation. The following data reflects the most current findings from national and European statistical bodies (Istat, Inapp, and EIGE) as of 2024–2025.

- Female Employment Rate (%)
 - National Rate (15–64 years): 62.2% (2024 average), rising to 63.0% in March 2025.
 - Inapp Gender Policy Report: Identifies a rate of 53.3% in 2025, marking a 4-percentage-point increase since 2021.
 - Full-Time Equivalent (ETP): When adjusted for the high incidence of part-time work, the effective rate drops significantly to approximately 30%.
 - Involuntary Part-time: By 2025, approximately 8.6% of female workers are estimated to be subject to involuntary part-time work, compared to only 2.5% of men
- Gender Pay Gap (%)
 - Overall Hourly Gap: 5.6% (Istat 2022).
 - Private Sector Gap: Significantly higher, estimated at 17% (2019) or over 20% depending on the inclusion of specific variables.
 - Graduate Gap: The disparity widens for highly skilled workers, reaching 22% (Istat) or as high as 33% (JobPricing) for university graduates.
 - Low-Wage Risk: Women are 11 percentage points more likely than men to earn less than €9 gross per hour.
- Labour Market Participation Rate (%)
 - National Rate (15–64 years): 57.6% in 2024.
 - Territorial Divide: In the Mezzogiorno (Southern Italy), participation plummets to 43.1%.
 - Inactivity Drivers: Caregiving responsibilities are cited as the primary obstacle for over 50% of inactive women.
- Gender Equality Index (EIGE)
 - 2023 Score: 68.2 out of 100.
 - EU Ranking: Italy currently holds the 13th position in the EU-27.
 - Strategic Goal: The National Strategy aims to gain 5 points by 2026 to exceed the EU average

6. Main Challenges

The Fracture Between Formal Rights and Lived Reality

In Italy, there is a profound gap between the advanced regulatory framework for gender equality and the daily reality experienced by women. While legislation has been strengthened

by Law 168/2023 and the institutionalization of femicide as a specific crime, structural barriers remain largely intact. The primary challenge lies in overcoming a familistic welfare model that continues to delegate the weight of care almost exclusively to families and, consequently, to women.

1. The Familistic Model and the Burden of Care

The Italian system remains heavily influenced by the "male breadwinner" model, where the man is viewed as the primary earner and the woman as the primary caregiver.

- **Subsidiarity and Sacrifice:** Social policies are often based on the principle of "subsidiarity," which assumes the family will absorb social risks first, with the State intervening only as a secondary actor. This results in "reluctant voluntariness": approximately 33% of women leave the workforce after their first child due to the structural impossibility of reconciling work with caregiving.
- **Domestic Disparity:** Data reveals a massive imbalance in unpaid labor: 81% of women dedicate time to domestic work daily, compared to only 20% of men. This fuels the "child penalty," which drastically penalizes mothers in terms of career progression and wages.
- **Validated Resignations:** According to the National Labour Inspectorate (INL), over 70% of validated resignations concern mothers within the first year of the child's life. The primary driver for 65.2% of these exits is the structural impossibility of reconciling work with caregiving costs and the insufficiency of childcare services. This "child penalty" has caused female resignations to more than double in the last decade.

2. Economic Barriers: Wage Gap and Invisible Poverty

Women in Italy face systematic devaluation of their labor, despite often possessing higher education levels than their male counterparts.

- **The Individual Income Paradox:** While the female "working poor" rate (8.3%) appears lower than the male rate (11.7%), this is due to household-based measurements. When measured on an individual basis, the poverty rate for working women jumps from 9.2% to 19.2%.
- **Low Wages:** Women are 11 percentage points more likely than men to earn wages below €9 gross per hour. This lack of economic independence often leaves women "trapped" in violent domestic situations.

3. Territorial Divides and the Demographic Paradox

Gender parity in Italy is geographically fragmented, with a dramatic inequality in per capita social spending: €181 in the North compared to only €100 in the South.

- **Employment and Fertility:** Contrary to traditional models, data shows that fertility is higher where female employment is higher. Trentino Alto-Adige records the highest female employment rate (67.2%) and the highest fertility rate (1.39 children). Conversely, regions like Sardinia and Molise (employment rates around 47–50%) have the lowest fertility levels in the country (0.91 and 1.04 respectively).
- **Internal Areas:** In these territories, poor accessibility to essential services (health, mobility) aggravates the isolation of women and drives qualified young people to abandon the territory.

- **NEET Rate (Southern Italy):** The phenomenon of young women not in education, employment, or training (NEET) remains a critical emergency in the South. In regions like Sicily and Campania, the rate for young women (15-29 years) fluctuates around 30-36%.

4. Migrant Women: Intersectionality and the "Violence of Borders"

Migrant women in Italy face a "double discrimination" rooted in the intersection of patriarchal structures and institutional racism.

- **Occupational Segregation and Over-education:** The labor market for foreign women is characterized by extreme polarization: 50% of employed migrant women are concentrated in just four low-skilled sectors (caregivers, housekeepers, cleaners, and waitresses), while native women have access to over 40 different professional categories. This marginalization is exacerbated by the non-recognition of foreign degrees, which affects 77.9% of the foreign population, trapping highly qualified women in low-paid domestic work.
- **Extreme Vulnerability and Trafficking:** Data from the national reception system (SAI) highlights the severe risks faced during the migratory route. Among lone migrant girls hosted in 2024, 22.4% were identified as victims of trafficking and 18.8% had survived torture or targeted physical violence. Additionally, 11.2% of these lone girls were pregnant, a condition often linked to the violence and exploitation suffered during their transit.
- **Poverty and Barriers to Autonomy:** Families with foreign citizenship experience a significantly higher incidence of absolute poverty compared to Italians (affecting approximately 10% of residents), creating a structural barrier to escaping domestic abuse. This economic precariousness, combined with language barriers and fear of losing their residence permit, often leads to severe under-reporting of crimes to the authorities.

5. Healthcare Access and Barriers to Abortion

Exercising the rights granted by Law 194/1978 remains a "hurdle course" due to massive conscientious objection. Approximately 64.6% of Italian gynecologists are objectors, with peaks reaching 80–100% in 72 hospitals. This "medical paternalism" forces women to travel between regions or resort to clandestine abortions, estimated at 15,000 to 20,000 annually.

6. Intersectional Violence and the LGBTQIA+ Community

Women belonging to the LGBTQIA+ community face multiple forms of discrimination.

- **Workplace Discrimination:** 40% of LGBTQIA+ women have experienced discrimination while searching for work. Many (41.5%) hide their orientation for fear of career repercussions.
- **Group Violence:** There is an alarming rise in "pack violence" (#BRANCO), often ideologically motivated or neo-fascist, with increasingly younger attackers. Transgender women are the most targeted, with 91.1% perceiving widespread discrimination in Italy.
- **Under-reporting:** Despite a 58% increase in calls to the 1522 helpline, 72.3% of victims do not report the abuse to authorities, often due to fear of retaliation or lack of trust in institutions.

7. Lack of Judicial Data

A significant political challenge is the lack of statistical transparency. Despite Law 53/2022, the integration of data flows from the courts has not been fully implemented. Without certain data

on convictions and sentencing, it is impossible to monitor the real effectiveness of measures like the "Red Code" or the use of electronic bracelets.

8. Demands from the Grassroots (Non Una Di Meno and Di.Re)

Collectives demand a radical paradigm shift:

- **Self-Determination Income:** Non Una Di Meno calls for an unconditional, individual income—unlinked to work or family—to escape economic blackmail and violence.
- **Defamilization of Welfare:** A rejection of the familistic model that "saves money" by exploiting women's unpaid care labor.
- **Autonomy for Anti-Violence Centers (CAVs):** Di.Re and other collectives demand stable funding that respects the political autonomy of CAVs, rejecting purely assistentialist or security-focused ("securitarian") logics.
- **Consent and Health:** Demanding that free and current consent be the basis of sexual violence laws and ending the pathologization of transition pathways.

7. National Glossary

This glossary provides English definitions for specific Italian legal, social, and economic terms used within the national framework of gender equality and social inclusion.

General Concepts & Policy

- **Parità di Genere:** Gender Equality. The legal and social principle ensuring the absence of barriers to economic, political, and decision-making participation regardless of sex.
- **Pari Opportunità:** Equal Opportunities. The absence of obstacles to participation in economic, political, and social life due to reasons connected to gender, religion, sexual orientation, or ethnic origin.
- **Bilancio di Genere:** Gender Budgeting. A tool for analyzing public budgets to evaluate the differentiated impact of revenue and expenditure policies on women and men, aimed at integrating a gender perspective into financial planning.
- **Intersezionalità:** Intersectionality. An analytical framework used to understand how various social and political identities (gender, race, class, disability, sexual orientation) overlap to create unique modes of discrimination.
- **Gender Mainstreaming:** A cross-cutting strategy that requires evaluating the impact of every public policy—from design to implementation—on gender equality to ensure no policy is "gender-neutral" in its effects.
- **Medicina di Genere:** Gender Medicine. Officially recognized by Law 3/2018, it is the study of how biological (sex) and socio-cultural (gender) differences influence the health and well-being of individuals, ensuring that diagnosis and treatment are appropriate for all.

Labour & Economy

- **Divario Retributivo di Genere: Gender Pay Gap.** The difference between the average gross hourly earnings of male and female employees.
- **Soffitto di Cristallo: Glass Ceiling.** A metaphor representing the invisible barriers (prejudices, care burdens) that prevent women from rising to the upper rungs of corporate or political hierarchies.
- **Segregazione Occupazionale: Occupational Segregation.** The concentration of women in specific sectors, often lower-paid (horizontal), or their confinement to lower hierarchical levels (vertical).
- **Child Penalty: Maternity Penalty.** The professional and economic disadvantage (reduced wages or career stagnation) experienced by women following the birth of a child.
- **Dimissioni in Bianco: Blank Resignations.** An illegal practice where an employer forces an employee to sign an undated resignation letter upon hiring, to be used in case of pregnancy or illness.
- **Certificazione della Parità di Genere: Gender Equality Certification.** A system introduced by Law 162/2021 allowing companies to certify their concrete policies for reducing gender gaps in pay, career advancement, and maternity protection to access tax exemptions.
- **Diversity Management:** A set of corporate policies and practices aimed at managing and valuing individual differences (LGBT+, disability, age, etc.) within an organization as a strategic lever for goals.
- **Lavoro Standard vs. Vulnerabile: Standard vs. Vulnerable Work.** Standard work refers to permanent full-time employment; vulnerable work is characterized by fixed-term contracts or "involuntary part-time," which affects nearly one-fourth of employed women in Italy.
- **Convalida delle Dimissioni: Validation of Resignations.** A mandatory administrative procedure conducted before the National Labour Inspectorate (INL) for working mothers (up to the child's 3rd year) and fathers (if they used leave) to verify that the decision to resign is genuine and not coerced.

Rights & Protection Mechanisms

- **Codice Rosso: Red Code.** Common name for Law 69/2019, which fast-tracks judicial proceedings for domestic and gender-based violence and introduced new specific crimes like revenge porn.
- **Centro Antiviolenza (CAV): Anti-Violence Center.** Specialized, often secular and feminist facilities, providing free counseling, psychological support, and legal advice to women victims of violence.
- **Casa Rifugio: Shelter / Refuge House.** A secure, confidential location providing housing and protection to women (and their children) whose lives are at risk due to violence.

- **Reddito di Libertà: Freedom Income.** A specific economic grant provided to survivors of violence in conditions of poverty to foster their financial independence. Recent legislation has increased its funding for 2025-2026.
- **Obiezione di Coscienza: Conscientious Objection.** The legal right of medical personnel to refuse to perform abortion services (IVG) based on moral or religious beliefs, currently exercised by 64.6% of Italian gynecologists.
- **Interruzione Volontaria di Gravidanza (IVG): Voluntary Termination of Pregnancy.** The legal term for abortion services as regulated by Law 194/1978.
- **Femminicidio: Femicide.** A specific crime introduced into the Penal Code (Art. 577-bis) in late 2025, defined as the murder of a woman committed as an act of hatred, discrimination, or possession because of her gender, punishable by life imprisonment.
- **Violenza Assistita: Witnessed Violence.** The phenomenon of minors witnessing domestic violence against a parent. Under current law, such minors are considered direct victims/offended parties of the crime.

Intersectionality & Inclusion

- **SAI (Sistema di Accoglienza e Integrazione): Reception and Integration System.** A national network of local authorities providing integrated services (housing, legal, health) for migrants and refugees, with specific pathways for victims of trafficking and pregnant women.
- **Carriera Alias: Alias Career.** A procedure primarily used in universities that allows transgender people to use a name matching their gender identity instead of their legal name on internal documents before their legal transition is finalized.
- **Omolesbobitransfobia:** A comprehensive term used in National Strategies to describe discrimination, hatred, or violence based on sexual orientation (homophobia, lesbophobia, biphobia) or gender identity (transphobia).

8. Draft Practical Guide ('How-To')

This section provides a practical guide for accessing the primary services and support measures available to women in Italy, encompassing protection against violence, economic incentives, and labor protections.

Accessing Services and Support

1. Protection and Safety (Violence and Stalking)

- **Emergency Number 1522:** This is a free public service, active 24/7 and multilingual (including English, Arabic, Chinese, etc.). It can be reached by dialing 1522 or via chat on the official website and dedicated app to ensure maximum confidentiality, even in the presence of an aggressor.

Official link: <https://www.1522.eu/>

- Anti-Violence Centers (CAV) and Refuge Houses (CR): CAVs offer listening, free psychological and legal support. Refuge Houses provide safe accommodation and immediate protection with an average stay of 141 nights. To find the nearest center, consult the mapping on the Department for Equal Opportunities website or the D.i.Re (Donne in Rete contro la violenza) network.

Mapping: <https://www.1522.eu/mappatura-1522/>

Di.Re.: <https://www.direcontrolaviolenza.it/>

- "YOU POL" and "SCUDO" Apps: These allow for the transmission of reports (including anonymous ones) directly to the Police Forces, with the ability to attach videos and audio.

<https://www.poliziadistato.it/articolo/youpol--l-app-per-il-contrasto-alla-violenza-di-genere>

2. Economic Support Measures

- Freedom Income (Reddito di Libertà): Intended for victims of violence supported by CAVs who are in a state of particular poverty. It consists of an economic contribution aimed at fostering independence and personal autonomy, with funding recently increased to €11 million for 2025-2026. Applications must be submitted through INPS.

<https://www.inps.it/it/it/dettaglio-scheda.it.schede-servizio-strumento.schede-servizi.reddito-di-libert-.html>

- Microcredit for Freedom (Microcredito di Libertà): A subsidized loan program for victims of violence who intend to start a business, realized in collaboration with the National Body for Microcredit and the ABI.

<https://microcredito.gov.it/progetti/137-progetti/1921-microcredito-di-libert.html?agave;=>

- Indemnity for Victims of Violent Crimes: Victims of serious crimes (such as permanent facial disfigurement or partner homicide) can request economic compensation from the State within 120 days of the event.

<https://www.interno.gov.it/it/presupposti-e-requisiti-laccesso-fondo-vittime-dei-reati-intenzionali-violenti>

3. Labor and Entrepreneurship

- Women's Entrepreneurship Fund (INVITALIA) : Finances the creation and development of businesses with predominant female participation through non-repayable grants and subsidized loans.

<https://www.invitalia.it/incentivi-e-strumenti/fondo-impresa-femminile>

- GOL Program (Guarantee of Workers' Employability): Part of Mission 5 of the PNRR, it offers personalized pathways for re-employment, training, and orientation, with a specific target that at least 75% of total beneficiaries be women or other vulnerable groups. Access is managed through Employment Centers (CPI).

<https://storicoanpal.politicheattive.lavoro.gov.it/programma-gol.html>

- **Social Security Exemptions:** Tax breaks are available for private employers who hire unemployed victims of violence who are beneficiaries of the Freedom Income.
- **Gender Equality Certification:** Companies in possession of this certification (Law 162/2021) can access social security exemptions up to €50,000 per year and receive reward points in public tenders.

<https://certificazione.pariopportunita.gov.it/public/home>

4. Parental Protections

- **Childcare Vouchers and Bonuses:** Contributions are provided to assist with the payment of nursery fees or home support.

<https://www.inps.it/it/it/dettaglio-scheda.it.schede-servizio-strumento.schede-servizi.bonus-asilo-nido-e-forme-di-supporto-presso-la-propria-abitazione-51105.bonus-asilo-nido-e-forme-di-supporto-presso-la-propria-abitazione.html>

5. Inclusion and Specialized Support

- **LGBTQIA+ Individuals:** The Gay Help Line (800 713 713) is active, alongside a national network of CAD (Anti-discrimination Centers) that provide legal, health, and psychological assistance, and in some cases, room and board.

6. Health and Self-Determination

- **Voluntary Interruption of Pregnancy (IVG):** Information regarding public structures practicing IVG and counseling centers can be found via LAIGA (Italian Association of non-objecting Gynecologists). <https://laiga194.it/>

10. Territorial Support – Palermo

"Non è un veleno" Helpdesk: A specialized information and support desk for sexual and reproductive health. It provides practical guidance on accessing Voluntary Interruption of Pregnancy (IVG), with a focus on pharmacological abortion (RU486). It aims to counteract medical misinformation and help women navigate institutional barriers and conscientious objection. - [Official Website and Helpdesk](#)

Le Onde ETS: The main city reference point for shelter, legal, and psychological support for women Contact: +39 091 327973 / Website

Protego Anti Discrimination Center: reference point in Palermo fo LGBTQAI+ community <https://www.arcigay.it/palermo/>

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1. Constitution Article's: The supreme source of the Italian legal system; all other laws must comply with its principles. ↩
 2. Legislative Decree (D.Lgs): an act issued by the Government with the full force of law, often used for complex technical regulations or to transpose EU Directives. ↩
 3. Law: An act debated and approved by the Parliament; it is the standard primary legislation. ↩