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**Committee on the Elimination of Discrimination
against Women****Concluding observations on the eighth periodic
report of Italy***

1. The Committee considered the eighth periodic report of Italy (CEDAW/C/ITA/8) at its 2035th and 2036th meetings (see CEDAW/C/SR.2035 and 2036) held on 1 February 2024.

A. Introduction

2. The Committee appreciates the submission by the State party of its eighth periodic report, which was prepared in response to the list of issues prior to reporting (CEDAW/C/ITA/QPR/8), as well as its follow-up report to the previous periodic report (CEDAW/C/ITA/CO/7/Add.1). It welcomes the oral presentation by the delegation and the further clarifications provided in response to the questions posed orally by the Committee during the dialogue.

3. The Committee commends the State party's high-level delegation which was headed by Mr. Fabrizio Petri, Minister Plenipotentiary, President of the Inter-ministerial Committee for Human Rights. The delegation also included representatives of the Senate of the Republic, the Chamber of Deputies, the Ministry of Foreign Affairs and International Cooperation, the Italian Agency for Development Cooperation, the Presidency of the Council

* Adopted by the Committee at its eighty-seventh session (29 January -16 February 2024).

of Ministers, the Ministry of the Interior, the Ministry of Justice, the Ministry of Education and Merit, the Ministry of Labour and Social Policies, the Ministry of Health, the National Institute of Statistics, the Authority Guarantor on Communications, His Excellency Mr. Vincenzo Grassi, Ambassador, and other members of the Permanent Mission of Italy to the United Nations Office and other international organizations in Geneva, and interpreters.

B. Positive Aspects

4. The Committee welcomes the progress achieved since the consideration in 2017 of the State party's seventh periodic report (CEDAW/C/ITA/CO/7) in undertaking legislative reforms, in particular the adoption of:

(a) Law No. 168 of 2023, which provides for enhanced measures to combat gender-based violence against women and domestic violence;

(b) Legislative Decree No. 149 of 2022, which reformed of the justice system and introduced measures to protect women victims of gender-based violence;

(c) Law No. 53 of 2022, which mandates data collection on gender-based violence;

(d) Law No. 69 of 2019, which strengthens the protection of victims of gender-based violence, persecution and ill-treatment;

(e) Law No. 165 of 2017, which introduces a new electoral system and provides for specific measures to ensure gender equality.

5. The Committee welcomes the State party's efforts to improve its institutional and policy framework aimed at accelerating the elimination of discrimination against women and promoting gender equality, such as the adoption and establishment of the following:

(a) The National Strategy for Equality (2021-2026);

- (b) The National Plan of Action against Trafficking and Serious Exploitation of Human Beings (2022-2025);
- (c) The National LGBT+ Strategy (2022-2025);
- (d) The Permanent Observatory on the Effectiveness of Norms on Gender-Based and Domestic Violence (2022);
- (e) The Certification System for Gender Equality (2022);
- (f) The National Observatory for the Integration of Gender Policies, established by Decree of 22 February 2022;
- (g) The National Strategic Plan on Male Violence against Women (2021-2023);
- (h) The fourth National Action Plan on Women, Peace and Security (2020).

6. The Committee welcomes the fact that, during the period since the consideration of the previous report, the State party has ratified the ILO Convention (No. 190) concerning the elimination of violence and harassment in the world of work in 2021.

C. Sustainable Development Goals

7. The Committee welcomes the international support for the Sustainable Development Goals and calls for the realization of de jure (legal) and de facto (substantive) gender equality, in accordance with the provisions of the Convention, throughout the process of implementing the 2030 Agenda for Sustainable Development. The Committee recalls the importance of Goal 5 and of the mainstreaming of the principles of equality and non-discrimination throughout all 17 Goals. It urges the State party to recognize women as the driving force of the sustainable development of the State party and to adopt relevant policies and strategies to that effect.

D. Parliament

8. The Committee stresses the crucial role of the legislative power in ensuring the full implementation of the Convention (see the statement by the Committee on its relationship with parliamentarians, annex VI to E/CN.6/2010/CRP.2). It invites the Chamber of Deputies and the Senate, in line with their mandates, to take necessary steps regarding the implementation of the present concluding observations between now and the submission of the next periodic report under the Convention.

E. Principal areas of concern and recommendations

Implementation of the Convention

9. The Committee takes note of the significant progress made since the presentation of the last periodic report and calls on the State Party to further consolidate the implementation of the Convention in all its dimensions. The Committee underlines the responsibilities of the State party before the Convention and the requirement for due diligence in implementing the provisions of the Convention and notes with concern the need to adopt further measures to correct persistent regional disparities and guarantee the effectiveness of rights throughout the territory.

10. The Committee recommends that the State Party strengthen in a systemic manner and in a long-term perspective the gender dimension in the implementation of the Convention and adopt measures to effectively address the regional disparities in women's enjoyment of their rights under the Convention.

Visibility of the Convention, the Optional Protocol and the Committee's general recommendations

11. The Committee welcomes the State's commitment to strengthening the visibility of the Convention, in particular the creation of a specialized web-based

platform. However, the Committee remains concerned about the general lack of awareness of the Convention, the Optional Protocol, the Committee's general recommendations and the Committee's views on individual communications and inquiries in the State party. It is particularly concerning that disadvantaged groups of women, including rural women, women with disabilities, migrant, asylum seeking and refugee women, Roma, Sinti and Caminanti women and LGBTI women, are unaware of their rights under the Convention and the remedies available to claim them.

12. The Committee encourages the State Party to strengthen exchange and cooperation with civil society in order to enhance women's awareness of their rights under the Convention and the remedies available to them to claim violations of such rights, and ensure that information on the Convention, the Optional Protocol and the Committee's general recommendations is provided to all women, targeting in particular women belonging to disadvantaged groups, such as rural women, migrant, asylum seeking and refugee, women, Roma, Sinti and Caminanti women and LGBTI women, as previously recommended (CEDAW/C/ITA/CO/7, para. 12).

Legislative framework

13. The Committee commends the State party on its efforts to strengthen its legislative and institutional framework on gender equality and to eliminate discrimination against women, in particular the adoption of the Law N. 69 of 2019 which expedites judicial procedures in cases of gender-based violence, and the criminalization of forced marriage, acid attacks and the illicit distribution of sexually explicit images or videos in the new Criminal Code. However, the Committee notes with concern:

(a) The lack of a clear definition of discrimination against women;

(b) The rejection by the Senate of the "Zan Bill" proposal, amending Article 604 bis of the Criminal Code to criminalize discrimination and violence based on sex, gender, sexual orientation, gender identity and disability in July 2022;

(c) The lack of data on the effectiveness of laws and policies for the promotion of gender equality and women's empowerment and the lack of monitoring and evaluation mechanisms.

14. In line with its general recommendation No. 33 (2015) on women's access to justice, the Committee recommends that the State party:

(a) Adopt a clear definition of discrimination against women, encompassing direct and indirect discrimination in the public and private spheres, as well as intersecting forms of discrimination, in accordance with articles 1 and 2 of the Convention;

(b) Mobilize political support for and resubmit the "Zan Bill" proposal amending Article 604 bis of the Penal Code to criminalize discrimination and violence based on sex, gender, sexual orientation, gender identity and disability to the Senate for approval;

(c) Systematically collect data on and create mechanisms to monitor and evaluate the effectiveness of laws and policies to promote de jure (legal) and de facto (substantive) equality of women and men as well as women's empowerment.

Access to justice

15. The Committee is concerned about:

(a) The limited access to free legal aid for women without sufficient means, especially those belonging to disadvantaged groups, including rural women, women with disabilities, migrant, asylum-seeking and refugee women, Roma, Sinti and Caminanti women;

(b) The use of discriminatory language and secondary victimization in legal proceedings.

16. The Committee recommends that the State party:

(a) Expand and adequately fund public legal aid services to ensure access to free legal aid to women without sufficient means, in particular rural women, women with disabilities, migrant, asylum seeking and refugee women, Roma, Sinti and Caminanti women, in criminal, civil and administrative proceedings relating to gender-based violence and discrimination against women;

(b) Strengthen capacity building programmes for judges, prosecutors, lawyers and other legal professionals on the Convention, the Optional Protocol, the Committee's general recommendations and its views on individual communications and inquiry reports under the Optional Protocol, and address judicial gender bias and prevent secondary victimization of women.

Women, peace and security

17. The Committee commends the State party on its commitment to the implementation of Security Council resolution 1325 (2000) and the launch of its Fourth National Action Plan on Women, Peace and Security (2020-2024). It also welcomes the revision of arms export authorization procedures to increase control and compliance with international law and measures taken to reduce the risk that exported arms are used to commit or facilitate violence against women. The Committee notes with concern, however, the lack of information on how the State party is addressing the correlation between its arms exports and the liberal regulation of acquisition of firearms in its territory, on one hand, and femicides and other forms of gender-based violence against women within the State party and abroad, on the other hand. The Committee is also concerned about the delays to

incorporating the Rome Statute of the International Criminal Court into national legislation.

18. Recalling the Committee's general recommendation No. 30 (2013) on women in conflict prevention, conflict and post-conflict situations, the Committee recommends that the State party continue and further strengthen its measures to protect women's rights, recognize the role of women in the prevention of conflicts and ensure their effective participation in peace negotiations. The Committee further recommends the State party to apply all possible measures to prevent the negative impact of the misuse of exported arms and light weapons on women, including in conflict zones. It further recommends that the State party includes information on measures taken to address the correlation between its arms transfers and the liberal regulation of acquisition of firearms in its territory, on one hand, and gender-based violence against women, on the other hand, in its next periodic report. The Committee also recommends that the State party expedite the incorporation of the Rome Statute of the International Criminal Court into national legislation, in line with the General recommendation No. 30 on women in conflict prevention, conflict and post-conflict situations and with particular focus on crimes of gender persecution.

National machinery for the advancement of women

19. The Committee welcomes the establishment of the Department for Equal Opportunities directly under the Presidency of the Council of Ministers, the Inter-ministerial Committee on Human Rights, the National Observatory on Violence Against Women as well as the Observatory for the Budgetary Integration of Gender Policies and the Operational Steering Committee. The Committee also notes that the State party mainstreams gender in the formulation and implementation of laws, regulations and programmes, such as the National

Recovery and Resilience Plan, the National Budget Law 2024 and the budgeting circular (Circular 7/2020), and in the strategic orientation of the Italian Agency for Cooperation and Development (2019/2021). However, the Committee notes with concern:

(a) Insufficient coordination of gender equality policies and programmes across Ministries and at the national and regional levels;

(b) The lack of adequate resources for capacity building on gender equality for the public administration at the national and regional levels;

(c) The limited participation of women's rights organizations in the design and implementation of national plans and strategies, including the National Recovery and Resilience Plan;

(d) The lack of resources allocated to international cooperation to promote gender equality and women's empowerment, particularly in countries of origin of the main migrant populations in the State party.

20. The Committee recommends that the State party:

(a) Strengthen its national machinery for the advancement of women by establishing a coordination mechanism and provide it with a strong mandate and adequate human, technical and financial resources to advance women's rights and gender equality in a coordinated manner;

(b) Allocate adequate resources to capacity building on gender equality for the public administration at the national and regional levels;

(c) Ensure the equal participation of women's rights organizations in the design, adoption and implementation of national plans and strategies, including the National Recovery and Resilience Plan;

(d) Reinforce gender equality and women's empowerment priorities in negotiations and cooperation agreements in the framework of international cooperation and development and increase resources allocated to international cooperation to promote gender equality and women's empowerment, particularly in countries of origin of the main migrant populations in the State party.

National Human Rights Institution

21. The Committee takes note of the information provided by the State party about progress in the adoption of the draft law for the establishment of a national human rights institution with a mandate to protect, promote and address women's human rights. However, it remains concerned about the long delay in the adoption of the draft law.

22. The Committee recommends that the State party expedite the establishment of an independent national human rights institution in line with the principles relating to the status of national institutions (the Paris Principles) with a strong mandate to protect and promote women's human rights, including women's rights, and provide it with adequate human, technical and financial resources to effectively discharge its mandate.

Temporary special measures

23. The Committee notes the adoption of legislation to ensure equal participation of women and men in political and public life and employment (Golfo-Mosca Law) and the creation of a special fund for people with disabilities. However, it notes with concern the limited understanding among public officials in the State party of temporary special measures, in line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures the limited use of such measures in areas where women are underrepresented or disadvantaged, such as

political life, education, and employment, as well as the lack of temporary special measures to advance women facing intersecting forms of discrimination. The Committee also notes with concern the non-compliance with article 48 of Legislative Decree N.198 of 2006, which requires that at least one third of persons recruited to the public administration are women.

24. The Committee recommends that the State party increase the use of temporary special measures, including quotas and parity systems, in line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, to achieve substantive equality of women and men in all areas covered by the Convention where women are underrepresented or disadvantaged, including in Parliament and regional and municipal councils, education, employment, including managerial positions. It also recommends that the State party raise public awareness about the non-discriminatory nature and provide capacity building to public officials on the use of temporary special measures and systematically collect data on their impact. It further recommends that the State party ensure strict enforcement of article 48 of the Legislative Decree N. 198 of 2006 and raise its minimum quota of one-third for women's recruitment to the public administration to 50 percent in order to reach parity by 2030.

Stereotypes

25. The Committee welcomes the adoption of Resolution 442/17/CONS to eliminate gender stereotypes in information and entertainment programmes on television, the adoption of Legislative Decree N. 208 of 2021 vesting the Italian Regulatory Authority for Communications (AGCOM) with powers to fine hate speech in audio-visual media services, and the creation of the Independent Observatory on the Media against Violence in Language

against Women, in 2023. However, the Committee notes with concern:

(a) The persistence of sexism and gender stereotypes at the societal and institutional levels, and the lack of information of the application of sanctions;

(b) Hate speech against lesbian, bisexual, transgender and intersex women and girls and women and girls with disabilities, including in the digital space;

(c) The lack of safeguards against gender stereotyping associated with biometric, surveillance and algorithmic profiling systems used by law enforcement authorities in combating crime.

26. The Committee recommends that the State party:

(a) Reinforce existing normative measures and expedite the adoption of a comprehensive strategy with proactive and sustained measures to eliminate stereotypes on the roles and responsibilities of women and men in the family and in society, allocate adequate human, technical and financial resources to its implementation in cooperation with the regions, and ensure the assessment of the sanctions imposed by the Italian Communications Regulatory Authority (AGCOM) in cases involving the use of discriminatory language against women and hate speech;

(b) Take resolute measures to counter hate speech against LGBTI women and girls and women and girls with disabilities and promote the use of gender-sensitive language in the media, including by holding social media platforms accountable for user-generated content;

(c) Put in place adequate safeguards to prevent gender stereotyping associated with biometric, surveillance and algorithmic profiling systems by law enforcement authorities in crime prevention and investigation and adopt measures to eliminate

algorithmic bias related to artificial intelligence and algorithmic services.

Gender-based violence against women

27. The Committee takes note of the adoption of Law No. 53 of 2022 aimed at enhancing systematic data collection on cases of gender-based violence against women, the Cartabia Law under which conciliation is forbidden and protective measures must be adopted in divorce proceedings in which domestic violence has been demonstrated, Legislative Decree 208 of 2021 on the Consolidated Act on Audio-visual Media Services, which introduced measures to combat incitement to acts of violence or hatred in media, and the ongoing revision of the National Strategic Plan on Male Violence against Women 2021-2023. The Committee also notes the development of protocols for the investigation of gender-based violence against women within two regions. However, the Committee notes with concern:

(a) The high prevalence of gender-based violence against women in the State party and the lack of a national operational plan based on cooperation with the regions;

(b) The underreporting of gender-based violence against women and girls owing to victims' fear of stigmatization or reprisals, their economic dependence on abusive partners, legal illiteracy, linguistic barriers and lack of trust in the law enforcement authorities;

(c) That femicide is not defined as a specific criminal offence;

(d) That the definition of rape in the Criminal Code is not explicitly based on lack of consent;

(e) The lack of information on the use of the new measures introduced by the Cartabia Law in cases of gender-based violence against women and reports on the continued use of conciliation proceedings even in the absence of the victims' consent;

(f) The lack of information on the effective enforcement and monitoring of protection orders, in particular restraining and separation orders, which exposes women survivors of domestic violence at risk of revictimization;

(g) The lack of adequate counselling and victim support services for women seeking to escape violent relationships and regional disparities in the availability and quality of such services;

(h) The lack of disaggregated data on all forms of gender-based violence against women and girls, including domestic violence, forced sterilization and cyberviolence.

28. The Committee recommends that the State party:

(a) Reinforce the implementation of the normative framework aimed to prevent, combat and punish all forms of violence against women, as well as of the new National Strategic Plan on Male Violence against Women, throughout the State party territory and ensure that adequate human, technical and financial resources are allocated for their implementation, monitoring and evaluation;

(b) Encourage reporting of gender-based violence against women and girls, including women with disabilities, rural women, and refugee, asylum seeking and migrant women, by enhancing awareness raising on the criminal nature of gender-based violence against women, challenging its social legitimization and destigmatizing and protecting women from reprisals for reporting incidents of gender-based violence;

(c) Amend the Criminal Code to specifically criminalize femicide, including violence against LGBTI persons, and define all forms of gender-based violence against women, covering physical, psychological, sexual, economic and domestic violence, as criminal offences, in line with the General recommendation No.

35 on gender-based violence against women, updating general recommendation No. 19;

(d) Amend the Criminal Code to incorporate a definition of rape based on the lack of free and voluntary expression of consent so that it covers any non-consensual sexual act and takes into account all coercive circumstances, in line with international human rights standards;

(e) Ensure, through mandatory and continuous capacity-building for judges, prosecutors, police officers and other law enforcement officials, that gender-based violence, including sexual and domestic violence against women, is effectively investigated and prosecuted, that perpetrators are adequately punished and that protection orders are effectively enforced and monitored, with penalties in case of non-compliance;

(f) Assess the impact of the new measures introduced by the Cartabia Law in cases of gender-based violence against women and ensure that alternative dispute resolution mechanisms, such as mediation, conciliation and restorative justice, are not given priority over prosecution in criminal proceedings and that they do not constitute an obstacle to women's access to formal justice, and continue and further strengthen the efforts to create specialized courts on gender-based violence against women in all regions of the State party;

(g) Adequately fund victim support services, including by subsidizing shelters run by non-governmental organizations, and expand the network of specialized, inclusive and accessible shelters for women and girls who are victims of gender-based violence, taking into account the specific needs of women and girls with disabilities, and ensure that victims have access to psychosocial counselling, financial support, education, professional training,

income-generating activities, affordable housing and, if necessary to ensure their safety, a changed identity;

(h) Ensure the systematic collection of data on the incidence of all forms of gender-based violence against women and girls, including domestic violence, forced sterilization, cyberviolence and femicide, disaggregated by age, region, disability and relationship between the victim and the perpetrator, covering all regions of the State party.

Trafficking and exploitation of prostitution

29. The Committee welcomes the adoption of the National Plan of Action against Trafficking and Serious Exploitation of Human Beings (2022-2025), the Guidelines on “Identification of victims of trafficking among applicants for international protection and referrals procedures” (2020), and the creation of the National Anti-Trafficking Helpline based in the municipality of Venice. However, the Committee remains concerned about:

(a) The prevalence of trafficking in women and girls to the State party and the low prosecution and conviction rates in trafficking cases;

(b) Failures in the mechanisms for early identification and referral of appropriate services of victims of trafficking in need of protection, who are considered irregular migrants rather than protected persons, and the lack of an individualized risk assessment before their return to avoid trafficking and re-trafficking;

(c) The lack of specific mechanisms to identify child victims of trafficking and victims of trafficking forced into web-based prostitution;

(d) The lack of specific measures to address the continued operation of organized Nigerian trafficking networks, that subject Nigerian women and unaccompanied Nigerian minors to sex trafficking;

(e) Insufficient provision of information and assistance for victims of trafficking in accessible language;

(f) Restrictions on the work of non-government organizations assisting victims of trafficking in the context of the implementation of Legislative Decree No. 1 of 2023;

(g) The lack of data on victims of trafficking disaggregated by sex, age and nationality and of standard operating procedures for data protection;

(h) The lack of exit programmes for women and girls wishing to leave prostitution.

30. In line with the general recommendation No. 38 on trafficking in women and girls in the context of global migration (2020), the Committee recommends that the State party:

(a) Adopt comprehensive legislation to combat trafficking in persons, in particular women and girls, and prosecute and adequately punish traffickers and their accomplices, including when they are public officials (CEDAW/C/ITA/7, para. 29);

(b) Enhance mechanisms for the early identification and referral of victims of trafficking to appropriate services, provide temporary residence permits and protection to victims of trafficking, irrespective of their ability or willingness to cooperate with the prosecution authorities, and ensure that an individualized risk assessment is conducted prior to any forced removal to avoid trafficking or re-trafficking of victims of trafficking on return to their country of origin;

(c) Adopt procedures for the early identification and referral to appropriate services of child victims of trafficking and victims of trafficking forced into web-based prostitution;

(d) Enforce specific measures to target the continued operation of organized Nigerian trafficking networks that subject Nigerian women and unaccompanied Nigerian minors to sex trafficking;

(e) Ensure victims of trafficking full and timely access to information and assistance in the accessible language and procedure;

(f) Remove any restrictions on the work of non-government organizations assisting victims of trafficking to obtain international protection and access social inclusion projects;

(g) Ensure the systematic collection of data on victims of trafficking disaggregated by sex, age and nationality and adopt standard operating procedures for data protection;

(h) Strengthen assistance and exit programmes for women and girls who wish to leave prostitution, including by providing them with alternative income-generating opportunities.

Equal Participation in political and public life

31. The Committee notes with appreciation the appointment of the first woman as President of the Council of Ministers and the efforts of the State party to increase women's representation on boards of directors of public companies, as a result of the adoption of the Golfo-Mosca Law and quota systems. However, it notes with concern that women's representation in both the Senate and the Chamber of Deputies has decreased following the elections in 2022 and that women are still significantly underrepresented as parliamentary committee chairs and as Ministers. The Committee also notes with concern the underrepresentation of women in regional and municipal councils, higher courts, particularly the Constitutional Court, diplomatic careers, decision-making positions in the private sector as well as in the military and the police.

32. **The Committee recommends that the State party define a strategy to ensure gender parity 50/50 between women and men in all areas of political and public life, with a clear timeframe, in particular in elected positions in national, regional and local legislative bodies and within the structures and on the electoral lists of political parties, paying particular attention to the representation of disadvantaged groups of women, as well as in the public administration, the diplomatic service, and the highest courts, especially the Constitutional Court. It also recommends that the State party provide training for women on leadership skills, campaigning and constituency-building to prepare them as candidates at all levels of governance, ensure compliance with minimum quota in the electoral system, progressively increase such quotas to reach parity 50/50 by 2030, and adopt legislation to combat harassment, hate speech and sexist discourse faced by women in politics.**

Nationality

33. The Committee remains concerned at the large number of stateless persons in the State party, in particular among the Roma and Sinti communities, and their limited access to education, employment, and housing. It also notes with concern the complex legal and administrative procedures for obtaining statelessness status, including the excessive costs and standard of proof. The Committee also notes with concern that only children whose parents are officially recognized as being stateless may acquire Italian nationality.

34. **The Committee reiterates its previous recommendation (CEDAW/C/ITA/7, para. 34) that the State party strengthen statelessness determination procedures and facilitate access to Italian nationality for stateless persons and children of non-formally recognized stateless persons, with a particular focus on women and girls. It also recommends that the State**

party ensure compliance with international standards on procedural safeguards in statelessness determination procedures and apply them in a gender-sensitive manner.

Education

35. The Committee welcomes the adoption of the “Guidelines for STEM Disciplines” (Decree No. 184 of 2023), which provide for measures to increase the enrolment of young women in STEM disciplines in higher education. However, the Committee notes with concern:

(a) Girls’ and women’s underrepresentation in non-traditional fields of study and career paths, in particular science, technology, engineering and mathematics (STEM) and information and communication technology (ICT), including artificial intelligence;

(b) The persistence of gender stereotypes in textbooks and the lack of systematic capacity building for teachers on women’s rights and gender equality;

(c) The lack of mandatory, comprehensive and age-appropriate education on sexual and reproductive health and rights at all levels of education;

(d) The high drop-out rates among schoolgirls in some regions of the State party, especially among Roma, Sinti and Caminanti communities, and the discrimination and barriers that Roma women and girls, women and girls with disabilities, and refugee and migrant women and girls continue to face in accessing education.

36. Recalling its general recommendation No. 36 on the right of girls and women to education, the Committee recommends that the State party promote the importance of girls’ education at all levels as a basis for their empowerment, and that it:

(a) **Continue and further strengthen measures to address gender stereotypes and structural barriers that may deter or discourage young women and girls from pursuing careers as university professors and**

studies in traditionally male-dominated fields of study, including science, technology, engineering and mathematics (STEM) and information and communication technology (ICT), including artificial intelligence;

(b) Ensure that gender stereotypes are eliminated from textbooks at all levels of education and in all regions of the State party, and that school curricula, academic programmes and professional training for teachers adequately address women's rights and gender equality;

(c) Provide mandatory, comprehensive and age-appropriate education on sexual and reproductive health and rights to girls and boys as part of the regular school curriculum, including on responsible sexual behaviour and prevention of early pregnancy and sexually transmitted infections, in all regions of the State party;

(d) Adopt targeted measures to reduce school drop out of girls and women belonging to disadvantaged groups, in particular Roma, Sinti and Caminanti women and girls and migrant and refugee women and girls, and develop a national anti-bullying policy to provide safe and inclusive educational environments free from discrimination, harassment and gender-based violence against women and girls, including through safe transportation to and from schools, and investigate, prosecute and adequately punish all cases of harassment and gender-based violence against girls and women in educational institutions.

Employment

37. The Committee welcomes the measures adopted by the State party to support the participation of women in the labour market and facilitate the reconciliation of work and family life such as the creation of the Gender Equality Certification System, the Code for companies in favour of

maternity, the new Kindergarten Bonus and the increase of the children's allowance from 30 to 60% of the salary of parents. It also notes the social security exemption for employers hiring unemployed women victims of gender-based violence and the ratification of ILO Convention (No. 190) concerning the elimination of violence and harassment in the world of work in 2021. However, the Committee notes with concern:

(a) The extremely low level of female employment rates and the insufficient measures to promote the economic empowerment of women, and the disproportionately high unemployment rate among women living in the southern regions of the State party;

(b) The persistent gender wage gap and its negative impact on women's pension benefits, and the lack of information on the impact of Law No. 162 of 2021 on the gender wage gap and women's career development in both the public and private sectors;

(c) The high number of women leaving the workforce after childbirth due to barriers to re-entering the labour market, including the limited availability and accessibility of childcare facilities, babysitting and after-school care services and the lack of targeted programmes to support mothers to re-enter the workforce;

(d) The low levels of women accessing employment in the areas of climate transition and innovation sectors, including the digital sector;

(e) The low number of fathers using parental leave and the lack of measures to address gender stereotypes that deter fathers from participating in parenting responsibilities.

38. The Committee recommends that the State party:

(a) Reframe the national policy for equal opportunities at work and continue and further strengthen the measures aimed at increasing women's access to employment in the formal economy,

including by providing further incentives to hire women, adopting temporary special measures to promote women's equal participation in the labour market, and establishing special training programmes and counselling to support and promote women's entrepreneurship;

(b) Enforce the principle of equal pay for work of equal value, regularly review wages and benefits in sectors where women are overrepresented and further strengthen measures to close the gender pay gap, including through gender-inclusive job classification and evaluation methods and regular pay surveys, and provide information on the impact of Law No. 162 of 2021 on the gender pay gap and women's career development in both the public and private sectors in the next periodic report;

(c) Promote equal sharing of family and care responsibilities between women and men by introducing flexible working arrangements, and introducing innovative measures to increase social acceptance of men taking care of their children and of women choosing to return to work following childbirth, increase the availability of affordable quality childcare facilities and services significantly and adopt programmes aimed at supporting women seeking to re-enter the workforce after long career breaks;

(d) Implement specific programmes aimed at building women's capacity and increase women's access to work opportunities in the areas of climate transition as well as technology and innovation, and ensure the allocation of the European Union funds for the implementation of national recovery and resilience plans to the consolidation of professional and wage equality between men and women;

(e) Dismantle gender stereotypes deterring fathers from equally sharing parental responsibilities

and increase paid paternity leave or shared parental leave in order to promote equal sharing of domestic and childcare responsibilities between women and men, as well as responsible fatherhood.

Women migrant workers

39. The Committee welcomes the measures taken by the State party to combat labour exploitation of women migrant workers, in particular in the agricultural sector. However, the Committee nevertheless remains concerned about the persistent labour exploitation of women migrant workers, especially those employed in agriculture and domestic labour.

40. **In line with its general recommendation No. 26 (2008) on women migrant workers, the Committee recommends that the State party continue and further strengthen its measures to combat labour exploitation of women migrant workers, by increasing labour inspections and strengthening the capacity of the National Labour Inspectorate, facilitating access to regularization procedures for undocumented women migrant workers to reduce undeclared work, and establishing confidential complaint procedures to enable women migrant workers to lodge complaints against their employers without fear of reprisals, arrest, detention or deportation, as previously recommended (CEDAW/C/ITA/7, para 40). The Committee also recommends that the State party ratify the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.**

Health

41. The Committee welcomes the measures taken by the State party to upgrade the Essential Levels of Care, facilitate access to health services by asylum-seeking and migrant women and women living with HIV-AIDS. However, the Committee notes with concern:

(a) The persistence of regional disparities and inequalities in access to basic health services due to social and economic status, gender and geographic location, which particularly affects rural women, women living in poverty, women with disabilities, women from ethnic minorities such as Roma, Sinti and Caminanti women, refugee, asylum-seeking and migrant women, and LGBTI women;

(b) Women's and girls' limited access to affordable modern contraceptives in the State party;

(c) The lack of information on access to safe abortion services, the very limited number of health centres providing these services, the high rate of conscientious objection to performing abortions by medical practitioners, the requirement to undergo prolonged mandatory waiting periods of up to 4 weeks in practice, and the lack of measures to prevent and address defamation, victimization and harassment of women who choose to have an abortion;

(d) The limited access for women and girls with disabilities to health services and information in accessible formats.

42. In line with its general recommendation No. 24 (1999) on women and health, the Committee recommends that the State party:

(a) Strengthen women's access to health services, including sexual and reproductive health services, throughout the State party, especially in rural and remote areas, with a special focus on rural women, women living in poverty, women with disabilities, , women belonging to ethnic minorities such as Roma, Sinti and Caminanti women, refugee, asylum-seeking and migrant women, and LGBTI women;

(b) Increase the budget allocated to the prevention of sexually transmitted infections, in particular HIV, and ensure that women and men, girls

and boys, have affordable access to modern contraceptives;

(c) Ensure that the exercise of conscientious objection by health-care personnel does not prevent women from accessing safe abortion services, including by requiring mandatory referrals, and remove the requirement for mandatory waiting periods in line with the recommendations of the World Health Organization, and adopt effective measures to prevent and address defamation, victimization and harassment of women who choose to have an abortion;

(d) Ensure that women and girls with disabilities, including women and girls with intellectual and psycho-social disabilities, have adequate access to health care services, including sexual and reproductive health services, and health information in accessible formats, and provide capacity building to health care personnel on the right of women and girls with disabilities to decide autonomously on matters relating to their health.

Economic empowerment of women

43. The Committee notes with satisfaction the adoption of the National Plan against Poverty (2021-2023) and the implementation of the Basic Income policy (*Reddito di Cittadinanza*). The Committee notes with concern:

(a) That women have been disproportionately affected by the adverse economic consequences of the COVID-19 pandemic, as well as the lack of information on the integration of a gender perspective into the post-COVID-19 development plan and policy and other COVID-19 recovery strategies;

(b) The persistence of horizontal and vertical occupational segregation in the State party and women's concentration in the lower-paid service sectors, temporary and part-time work, and in the informal labour market;

(c) The persistent gender pay gap and the increased risk of poverty for women, in particular women with disabilities.

44. The Committee recommends that the State party:

(a) Ensure that post-COVID-19 recovery policies and programmes include a gender perspective, that women equally participate in the design, adoption and implementation of such policies, and that women who have been severely affected by the COVID-19 pandemic have adequate access to social benefits for themselves and their children;

(b) Adopt targeted measures to increase women's access to formal employment and prioritize the transition of women from part-time to full-time work, including by providing a sufficient number of adequate and accessible childcare facilities;

(c) Adopt and implement targeted measures to narrow and close the gender pay gap and strengthen the implementation of programmes to promote women's entrepreneurship and economic empowerment.

Rural women

45. The Committee welcomes the implementation of the programme "Women in the field", designed to encourage the development and consolidation of farms run and managed by women. However, the Committee notes with concern:

(a) The lack of measures to address the economic vulnerability of rural women, including migrant women, their limited access to economic opportunities, health care and social benefits, and the lack of mechanisms to ensure their participation in decision-making processes in relation to rural development programmes;

(b) That rural women still have limited access to land ownership in the State party.

46. The Committee recommends that the State party:

(a) Promote entrepreneurial activities of rural women, including those who are migrants, facilitate access to low-interest loans without collateral and other forms of financial credit, and ensure that rural women, including women agricultural workers, have adequate access to economic opportunities, social benefit and health care, and that they equally participate in decision-making processes in relation to rural development programmes;

(b) Ensure that rural women have equal access as men to land ownership and use, including through awareness-raising campaigns to dismantle patriarchal attitudes and gender stereotypes.

Women with disabilities

47. The Committee welcomes the creation of the Fund for inclusion of persons with disabilities and takes note of the information provided by the State party on incentives for employers to hire women with disabilities and the adoption of the Disabled Advanced Medical Assistance (DAMA), a model of medical assistance to women and men with severe intellectual and neuromotor disabilities to be applied in all hospitals across the State party. However, it notes with concern persistent intersecting forms of discrimination faced by women and girls with disabilities, particularly in education, employment and health care, and their limited inclusion in public and social life and in decision-making processes. The Committee also notes with concern that women and girls with psychosocial disabilities face various barriers in accessing justice in the State party, including denial of their legal capacity.

48. The Committee recommends that the State party further strengthen targeted measures to ensure that women and girls with disabilities have access to inclusive education, formal employment, health services and decision-making processes. It also

recommends that the State party recognize the legal capacity of women and girls with psychosocial disabilities, which should only be revokable by court decision in exceptional cases and subject to strict safeguards, and remove barriers they face in accessing justice, such as lack of information in accessible formats on their human rights and the remedies available to claim them.

Women refugees and asylum seekers

49. The Committee takes note of the adoption of the *Vademecum* for the identification of and support to vulnerable persons, in 2023, and of the standard operating procedures on identification of survivors of gender-based violence and their referral, in 2021. However, the Committee is concerned about:

(a) The lack of a comprehensive and harmonized framework for the identification of and provision of assistance to women refugees and asylum seekers with specific needs and vulnerabilities evenly applied in all regions of the State party;

(b) The lack of information on the efforts made to fulfil the obligation to respect the principle of non-refoulement for victims rescued at sea, in particular women and children.

50. In line with its general recommendation No. 32 (2014) on the gender-related dimensions of refugee status, asylum, nationality and statelessness of women, the Committee recommends that the State party:

(a) **Adopt gender-responsive, culturally sensitive and age-appropriate screening and assessment procedures to ensure the identification, protection and referral to relevant support services of refugees and asylum seekers, in particular women and girls who are victims or at risk of gender-based violence, as previously recommended (CEDAW/C/ITA/7, para. 16);**

(b) Strictly observe the principle of non-refoulement for all women and girls in need of international protection and ensure that no individual is expelled without an individual risk assessment.

Women in detention

51. The Committee welcomes the adoption of the Legislative Decree No. 123 of 2018, which provides for equal access of women and men in detention to professional training, and the alternatives to detention for pregnant women and mothers of young children. However, the Committee notes with concern the inadequate conditions, including overcrowding, in places where women are deprived of liberty and the lack of information on their access to justice.

52. The Committee recommends that the State party ensure that women in pretrial detention have adequate access to legal assistance, in line with the United Nations Principles and Guidelines on Access to Legal Aid in Criminal Justice Systems (General Assembly resolution 67/187, annex) and that the conditions of detention for women, including in migration detention centres, are in line with the United Nations Rules for the Treatment of Women Prisoners and Non-custodial Measures for Women Offenders (the Bangkok Rules; General Assembly resolution 65/229 of 21 December 2010, annex) and the United Nations Standard Minimum Rules for the Treatment of Prisoners (the Nelson Mandela Rules; General Assembly resolution 70/175, annex).

Climate change and disaster risk reduction

53. The Committee notes with concern the absence of a gender-responsive national strategy to address environmental risks and challenges, climate change and disaster risk reduction.

54. In line with its general recommendation No. 37 (2018) on the gender-related dimensions of disaster

risk reduction in the context of climate change, the Committee recommends that the State party;

(a) Ensure that women are equally represented and participate in the development of legislation, policies and programmes on climate change, disaster response and disaster risk reduction;

(b) Integrate a gender perspective into such legislation and policies and ensure that women, in particular rural women, equally participate in their development;

(c) Take measures to address the impact of climate change specifically on women's livelihoods and access to resources.

Marriage and family relations

55. The Committee takes note of the adoption of the Law-Decree No. 149 of 2022, which provides for measures to prevent secondary victimization of survivors of gender-based violence, as well as of the adoption of National Plan for the Family (2022/2027). The Committee also notes the recent provisions on the acceleration of divorce procedures and the new rules preventing the use of mediation in case of gender-based violence. However, the Committee notes with concern:

(a) Cases of court decisions ordering shared custody even when there is a record of domestic violence against the mother;

(b) The lack of information on the impact of Law No. 69 of 2019, on the criminalization of forced marriage, and the impacts of the Cartabia law in respect to protecting women victims of gender-based violence.

56. The Committee recommends that the State party:

(a) Ensure that courts give due weight to a history of gender-based violence when deciding on child custody or visitation rights, and provide mandatory

and continuous capacity-building for judges, lawyers and child welfare services in that regard;

(b) Assess the impacts of the the Law No. 69 of 2019 and the Cartabia law in protecting victims of gender-based violence and provide information on the criminalization of forced marriage and generally on measures to prevent child and/or forced marriage in the next period report.

Beijing Declaration and Platform for Action

57. The Committee calls upon the State party to use the Beijing Declaration and Platform for Action and to further evaluate the realization of the rights enshrined in the Convention in order to achieve substantive equality between women and men.

Dissemination

58. The Committee requests the State party to ensure the timely dissemination of the present concluding observations, in the official language(s) of the State party, to the relevant State institutions at all levels (national, regional, local), in particular to the Government, Parliament and the judiciary, to enable their full implementation.

Ratification of other treaties

59. The Committee notes that the adherence of the State party to the nine major international human rights instruments would enhance the enjoyment by women of their human rights and fundamental freedoms in all aspects of life. The Committee therefore encourages the State party to ratify the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, to which it is not yet a party.

Follow-up to concluding observations

60. The Committee requests the State party to provide, within two years, written information on the

steps taken to implement the recommendations contained in paragraphs 22, 24(a), 50(a) above.

Preparation of the next report

61. The Committee will establish and communicate the due date of the 9th periodic report of the State party in line with a future predictable reporting calendar based on an eight-year review cycle and following the adoption of a list of issues and questions prior to reporting, if applicable, for the State party. The report should cover the entire period up to the time of its submission.

62. The Committee requests the State party to follow the harmonized guidelines on reporting under the international human rights treaties, including guidelines on a common core document and treaty-specific documents (see [HRI/GEN/2/Rev.6](#), chap. I).
