**Disability:IN Global Directory**

**Italy**

Disability Definition

[Law 104/1992](https://www.un.org/development/desa/disabilities/wp-content/uploads/sites/15/2019/11/Italy_Law-104-92-Framework-Law-for-assistance-social-integration-and-rights-of-the-handicapped.pdf) defines disability as "a loss of the ability of the person to perform basic daily activities unaided.”

Legislation

[Law 104/92](https://www.un.org/development/desa/disabilities/wp-content/uploads/sites/15/2019/11/Italy_Law-104-92-Framework-Law-for-assistance-social-integration-and-rights-of-the-handicapped.pdf) (“Framework Law for assistance, social integration and rights of the handicapped”) aims to guarantee the respect for human dignity, as well as the rights to freedom and autonomy of persons with disabilities, while promoting their integration in families, schools, work and society; to prevent and remove negative conditions that stop the human development, the highest possible level of autonomy and participation in social life, as well as the enjoyment of civil, political and patrimonial rights; achieving a functional and social rehabilitation of people with physical and sensory impairment, while ensuring adequate services and prevention, care and rehabilitation measures, as well as a legal and economic protection; to prepare adequate initiatives to overcome marginalization and social exclusion.

[Law 68/1999](https://www.un.org/development/desa/disabilities/wp-content/uploads/sites/15/2019/11/Italy_Norms-for-the-right-to-work-of-the-disabled.pdf) provides for the assessment of the work skills of persons with disabilities to put them in appropriate working places through support services and measures of targeted employment, which have been strengthened in 2015 (see [Legislative Decree 151/2015](https://www.ilo.org/dyn/legosh/en/f?p=14100:1100:0::NO::P1100_ISO_CODE3,P1100_SUBCODE_CODE,P1100_YEAR:ITA,,2015)).

Italy ratified the [UN Convention on the Rights of Persons with Disbilities](https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-rights-persons-disabilities) on 15 May 2009.

Employer Requirements

"The Law on the employment of disabled people (Law no. 68 of 12 March 1999: "Regulations on the right to employment for persons with disabilities”) is the main legislation governing the employment of disabled workers in Italy. Disabled workers are also supported by various other legal provisions. the Law on the employment of disabled people (Law no. 68 of 12 March 1999: "Regulations on the right to employment for persons with disabilities”) offers a bonus on social security tax fees and a funding scheme to adapt the premises and working conditions to the disabled worker."

Reference: [Italy | European Blind Union (euroblind.org)](https://www.euroblind.org/convention/article-27/italy)

Accessibility Requirements

The [Italian federal law Law 9, January 2004](https://www.parlamento.it/parlam/leggi/04004l.htm), n. 4 (also known as The Disposizioni per favorire l’accesso dei soggetti disabili agli strumenti informatici/Provisions to support the access to information technologies for the disabled) addresses accessibility considerations in Italy. The act is commonly referred to as the “Stanca Act.” The Stanca Act applies to public sector organizations, regional municipal companies, public assistance and rehabilitation agencies and ICT services contractors working with public agencies. The provisions of the law does not apply to private sector organizations, except those in the transport or telecom sector that have partial government ownership. At the national level, the implementation of the law is monitored by the Department for Innovation and Technology; at the regional, provincial and municipality levels, each organization is responsible for overseeing their own implementation of the Act. ICT accessibility is based on the international standard (WCAG 2.0, Web Content Accessibility Guidelines released by W3C): see DPR 75/2005 and Ministerial Decree 8 July 2005. The application of the standard is not very clear: it appears that frequently there is a low level of adherence. Sanctions are the legal responsibility of public servants. European Accessibility Act The European Parliament and the Council came to a provisional agreement on the Commission’s proposal for a European Accessibility Act on 8 November 2018.

Cultural Norms

The biggest obstacle for the country’s physically challenged may, in fact, be the fabled Italian family. Because of the social stigma that still attaches to disabilities, “they tend to keep disabled people at home” and out of public view. Public transportation and infrastructure are inadequate. For years, Italy ranked just above Greece and Portugal in terms of worst European accessibility.

Reference: [Italy Part 1: Facts and Perceptions – RHS 100 Fall 2018 (psu.edu)](https://sites.psu.edu/rhs100fa18001/2018/10/05/italy-part-1-facts-and-perceptions/#:~:text=Many%20Italian%20families%20create%20a%20stigma%20about%20individuals,Italian%20companies%20are%20afraid%20of%20hiring%20disabled%20people.)

Insights

Using data from 2009, there are “2,609,000 individuals with a disability in Italy which is about 4.8 percent of the population over the age of 6. Disability is related to age with 18.7% of the population over 65 and the percentage rises to 44.5% (35.8% men and 48.8% women) for the population over 80 years old." using 2009 data.

Reference: [Italy Part 1: Facts and Perceptions – RHS 100 Fall 2018 (psu.edu)](https://sites.psu.edu/rhs100fa18001/2018/10/05/italy-part-1-facts-and-perceptions/#:~:text=Disability%20Statistics%20on%20Population%20%28Info%20dated%20from%202009%29%3A,an%20Assisted%20Health%20Residence%20is%20190%2C134.%20More%20items)

Supplier Diversity

Certification is in place for women-owned business enterprises through an affiliation with [WeConnect](https://weconnectinternational.org/europe-mena/).

Talent Sourcing Resources

The [ASPHI Foundation](https://asphi.it/) promotes the inclusion of people with disabilities in school, work and in society through the use of digital technologies. The provide consulting on access to employment for persons with disabilities. They are holding now a course for medium-small size companies on employment for persons with disabilities and reasonable accommodation.

Additional Resources

[The Italian Disability Forum](https://www.edf-feph.org/our-members/italian-disability-forum/) (Forum Italiano sulla Disabilità – FID) is an Italian not-for-profit DPO, full member of the European Disability Forum (EDF), representing the interests of persons with disabilities in Italy. It is composed exclusively of national organizations of persons with disabilities and their families. Its aims are to fight for the recognition, promotion and protection of the human rights of persons with disabilities, as well as for non-discrimination and equal opportunities. Since its establishment, the Italian Disability Forum has participated in all initiatives and activities carried out by EDF.

[SuperAbile](https://www.superabile.it/portale/it.html) is an “Integrated Contact Center” consisting of an online information clearinghouse and a free telephone consultation service. Topics span disability rights in Italy to prosthetics, and it includes employment documents in Italian. They are nationally networked and will refer to local providers and projects as possible.

[Cooperative Interate Onlus](http://www.coinsociale.it/) aims to improve the development of the professions and employment of disadvantaged people (physically and mentally disabled, subject to the risk of social exclusion) through the social integration of work integration.

[Agency for a Digital Italy](https://www.agid.gov.it/en/) is an independent European non-governmental organization (ENGO) that represents the interests of 50 million disabled people in the European Union and stands for their rights.

References

[Services for Persons with Intellectual and Developmental Disabilities in Italy](https://www.researchgate.net/publication/301641469_Services_for_Persons_with_Intellectual_and_Developmental_Disabilities_in_Italy)

NGOs

Additional content coming soon.