

## **Women in Italy from Renaissance to Present Times**

*“What women’s place, function, and meaning are [in Italy] is a question that has never ceased to be asked....”<sup>1</sup>*

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### *Abstract*

As a country known for ushering renaissance and modernity, one would expect Italy to be a liberal and open society, with respect for gender equality. However, in reality, it has a poor record in protecting women rights. The paper provides a short historical background to the issue, takes due note of the governmental sensitivity to inclusion of women in the economic sphere, and provides an analysis of the measures taken by government to enforce gender sensitive practices in the managerial world, especially in business. It details the discriminatory practices vis-à-vis women at the workplace and the approach taken by the society at large and government in particular to remedy this problem. The study concludes that the measures are still inadequate and negative stereotypes regarding women persist in Italian society, which explain continued underrepresentation of women in the Italian workforce.

**Keywords:** Renaissance, Women in Italy, Gender Equality, Gender Sensitivity, Gender Gap, Work-Life Balance.

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<sup>1</sup> Rebecca West (2006) ““What” as Ideal and “Who” as Real: Portraits of Wives and Mothers in Italian Postwar Domestic Manuals, Fiction, and Film”, in Penelope Morris ed., *Women in Italy, 1945–1960: An Interdisciplinary Study*, Palgrave Macmillan: New York, p.5.