

2025 CUG Activity Report with reference to the actions assigned by GEP

In the course of 2025, the Guarantee Act Committee (Comitato Unico di Garanzia - CUG) continued its to pursue its main commitment – namely the promotion of equal opportunities, organizational wellbeing and preventing any form of discrimination inside the Institute. The activities carried out during the year were divided into four main areas: listening to the personnel requests, promoting training and awareness, la interinstitutional collaboration and initiatives enhancing organizational wellbeing and inclusion.

1. Listening to Personnel requests:

- CUG carried out an institutional and confidential listening function as concerns personnel requests on topics within its competence, while collecting reports and needs, analyzing critical issue and making proposals to the administration to improve the working climate. This allowed the Committee to work proactively, fostering an inclusive and respectful working environment.

2. Training and Awareness-raising

- **January 2025 – “Safe Zone” training course**
INAF CUG organized and promoted the *Safe Zone* training course, aimed at creating an inclusive culture, which respects gender diversity. This initiative attracted widespread participation and represented an important opportunity for discussion and growth for INAF staff. Research shows that Safe Zones promote a safer and more inclusive environment, thus improving the welfare of the INAF community, while fighting gender and sexual orientation stereotypes and discriminations.
- **Participation to the International Day of Women and Girls in Science**
INAF CUG, together with other Public Research Institutes, collaborated and actively participated in this initiative, organized with other CUGs of the Network, as well as to the initiative of the **Astronomical Observatory of Palermo**, with an intervention of the Committee President. The initiatives underlined the importance of valuing women in scientific and technological research.
- **International Day for the Elimination of Violence against Women**
This year too, CUG proposed, collected and shared the initiatives of the various INAF Institutes and Observatories for the International day, so as to create a culture of non-violence and hospitality.
- **Course “How to develop an effective communication based upon dialogue and confrontation” (2025) and “Course on Organizational Wellbeing and Ethical Values”, which will take place in 2026.** INAF CUG, together with the Welfare Office, promoted the participation of the INAF staff to training courses aiming at strengthening soft skills and disseminating an organizational culture based upon dialogue and wellbeing.

3. Interinstitutional Collaborations and Initiatives

- **Meeting “*Oltre i Confini (Beyond Borders)*”**
In collaboration with The INAF **GEP** (Gender Equality Plan) Group and with the **UNIVERS@LL** group, the INAF CUG helped organize the meeting *Oltre i Confini (Beyond Border)*. This Meeting represented an opportunity of dialogue among experts, researchers and institutes, so as to explore highly relevant topics, and enhance INAF’S key-role in promoting an open scientific environment which values diversity. Thanks to the availability of funds from GEP (2022-2024), envisaged for action 5.1, it has been possible to favour the participation of staff without dedicated funds, thus ensuring inclusiveness and equal access to the event.

- **CUG's Presentation at the INAF Board Meeting – June 18, 2025**
On June 18, 2025 during a meeting of the INAF Board in Catania, the CUG presented its functions, goals, and current activities, with the intention of strengthening institutional awareness and collaboration.
- **Participation to the Disability Day in Scientific Research**
INAF CUG, together with CUGs of other public Research Institutes, helped realize the initiative promoted by the Italian Space Agency CUG, dedicated to value inclusiveness of disabled people in the world of research, involving INAF's Disability Manager and the Coordinator of INAF Doctors in Charge. For the participation to this initiative, the INAF CUG used part of the remaining GEP funds of action 5.1, which had been transferred for the accounting management at IRA in Bologna.

4. Organizational Wellbeing and Inclusion

- **Start-up of the organizational listening circles**
INAF-CUG is playing its role in the initiative of the *Organizational Listening Circles*, collaborating with the pilot-group in coordinating the project. The proposal and the promotion of such activity are consistent with the functions and prerogatives of the Trusted Counsellor, according to the Code of Ethics adopted by INAF. The Listening Circles are included in the Actions planned for 2025-2027, within the 2025-2027 INAF PIAO, approved by the INAF Board with the resolution of 29 January 2025.
- **Informative Video-clips and promotion of support services**
In the course of 2025, the INAF CUG advertised its activities and available services through short informative video-clips. In particular, we promoted the service offered by the Trusted Counsellor and the Psychologist responsible for the Listening Desk, so as to improve knowledge and access to tools of protection and support.
- **Budget request for the year 2026**
INAF CUG made a formal request to the Director General for the allocation of the budget relating to the year, in order to ensure continuity and expansion of scheduled activities. The request was granted by Director General, so that in 2026 INAF CUG will have 40.000,00 Euros available, to be distributed in the chapters useful for achieving the Committee's goals, addressing the organizational wellbeing of INAF personnel.

The expenses incurred for travel and CUG meetings, from 01.01.2025 until 31.12.2025, have been about 3.430,13 € for a total of 10 work missions, for 7 CUG members.

The number of reports received by CUG from 01.01.2025 until 31.12.2025 were 33, of which 22 women, and 11 men.

INAF CUG always answered reports within about 1 month, after discussing it among its members (apart from confidential reports, sent to the President and/or Vice-President). In several cases INAF CUG wrote letters to the INAF Management in order to propose solutions for improvement while taking into account the needs reported. During the year 2025, INAF CUG met both President and Director General twice, thus strengthening a clear and constructive line of communication.

Moreover, in 2025 the Committee continued to work in collaboration with several offices of the INAF Headquarters, such as INAF Groups (Univers@LL, GEP, etc.), the office for organizational wellbeing and training needs, the trusted Counsellor and the Psychologist responsible for the Listening Desk for Work-related Distress, so as to make its own activities coherent with the Institute's policy and ensure a constant and purposeful support for all CUG's initiatives.

The requests received during our second year of mandate are related to the following areas:

- Reports of relational critical issues between colleagues, and between managers and employees
- Calls for greater attention to personnel Welfare,
- Calls for greater attention to foreign employees,
- Calls for greater administrative transparency,
- Calls for increased support for vulnerable people
- Requests to facilitate awareness of the role played by top management.

As for the activities related to the Gender Equality Plan in the course of 2025, INAF CUG carried on taking over the actions envisaged in the Gender Equality Plan (GEP) 2022–2024.

In detail:

AT1-1 Survey on the presence of parental and/or care roles within the INAF community in all its components.

The action was realized by the GEP group through a INAF staff survey in 2023, before the current CUG took office on 31.10.2023. The results were shared with the *pro tempore* GEP group Coordinator in 2023.

AT2-1 Annual Analysis of the state of the art and of the annual trend of staff in top positions and in decision-making bodies in INAF and **AT3-1 Annual analysis of the state of the art and of the annual trend of statistics divided by gender of all the staff, at all career levels.** Data are included in the personnel report which the CUG wrote in [March 2024](#) and [March 2025](#) and sent to the Ministry of Public Administration. The Budget allocated by GEP was equal to zero.

AT3-3 Insert the gender variable in all its facets in the parameters used for all kinds of evaluation in INAF (Team composition, allocation of tasks, attention to specific issues). With reference to this action, INAF CUG had no chance to deal with it.

AT4-2 Promotion and implementation of gender equality in organizing and holding INAF scientific events, whether addressed to professionals or to the public. With reference to this action INAF CUG emphasized to the Management the need to always ensure gender equality in organizing and holding INAF scientific events. In the month of January 2024 we sent an e-mail along these lines.

AT4-3 Implementation of a Code of Conduct to be published on the website of all initiatives endorsed or sponsored by INAF. INAF CUG did not have the chance to write down the Code of Conduct.

AT4-4 Establishment of a biennial fellowship award in the name of Margherita Hack, to be given to the best doctorate thesis, preferentially submitted by women scientists and related to topics INAF deals with. In view of the re-organization of the GEP Group, the Committee suggested that Action 4.4., related to calls for **AT4-5 Establishment of award for women researchers and entitled to women who have made their mark in INAF.** The CUG suggested to confirm the envisaged creation of "Awards for women researchers, entitled to INAF female figures" (for instance Hack, Capria, Corradini, Padrielli, Garilli). Managing these awards will require a coordination with the Management and the individuation of a Facility available for issuing the call.

AT5.1 Annual Organization of awareness courses in all facilities on the following topics: inclusion, respect of differences, verbal non-violence, and refusal of gender stereotypes. INAF CUG used part of the GEP funds destined to this action. The Budget allocated by GEP was 20.000,00 Euros; 15.000,00 Euros were transferred, upon CUG's request, by Office II of the Institute of Radioastronomy in Bologna for the administrative management of missions, so as to offer more opportunities of participation to INAF staff interested in the Meeting *Oltre i Confini (Beyond Borders)*, which took place in Bologna in 2025, a training event about inclusion. As for the remaining, i.e. 5.000,00 Euros of the above-mentioned action (5.1), since the GEP budget management was recently transferred to the INAF Scientific Direction, in 2025 INAF CUG 2025 asked them to transfer 5.000,00 Euros to the Astrophysic Observatory of Catania for the organization of training courses /webinar (to be delivered synchronously and asynchronously) on the topics envisaged by Action 5.1 of GEP to interested INAF personnel INAF by the end of 2026.

AT5.3 Disseminating knowledge of tools useful to fight gender violence and appropriate indications to promote a meeting between the victims and those who can protect them. INAF CUG, through its collaboration with Centres against violence, spread all over the country, organized training and awareness meetings for the staff and distributed useful brochures so as to get information about these Centres.

The CUG thanks INAF Administration for the attention and the constant support to their work, and the recognition of the CUG's strategic role in promoting equal opportunities, organizational wellbeing and fight against all discrimination. We are grateful to all those members of staff who contributed with enthusiasm to the activities and initiatives we promoted all through the year. Finally, INAF CUG wishes to thank its own members for their active participation, notwithstanding several commitments related to their roles within INAF.

The collaboration between the Committee, the Administration and the staff represents an essential condition to continue building a fair, inclusive and respectful working environment, in which everyone may feel valued and protected. In this mood, the CUG renews its commitment to continue with determination in 2026 the path taken.

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La Presidente del CUG INAF

Dott.ssa Anna Giglio

(il documento viene inviato tramite mail istituzionale)