



MINUTES N. 4/2026

On April 8 2026, at 10.30 a.m. the INAF CUG, appointed through decision of the Manager of Office I “Human Resources” nr. 60 of 31.10.2023, met on line.

The following full members are present: **Anna GIGLIO** “Osservatorio Astrofisico di Catania”, **Daniela VERGANI**, “Osservatorio di Astrofisica e Scienza dello Spazio di Bologna”, **Francesca MARTINES** “Osservatorio Astronomico di Palermo”, **Giuseppe ESPOSITO** “Osservatorio Astronomico di Capodimonte”, **Giuliana GIOBBI** “Amministrazione Centrale”, **Francesca Romana PORTA** “Direzione Generale”, **Giuseppe DI PERSIO** “Istituto di Astrofisica e Planetologia Spaziali di Roma”, **Clementina SASSO** “Osservatorio Astronomico di Capodimonte”

The following alternate members are present: **Giorgio TOSO** “Istituto di Astrofisica Spaziale e Fisica Cosmica di Milano”, Giulia **MANCA** “Osservatorio Astronomico di Trieste

Absent full members: **Fiamma CAPITANIO** “Istituto di Astrofisica e Planetologia Spaziali”, **Vito CONFORTI** “Osservatorio di Astrofisica e Scienza dello Spazio di Bologna”, **Silvia PIRANOMONTE** “Osservatorio Astronomico di Roma.

Absents alternate members: **Stefania PEZZUTO**, “Istituto di Astrofisica e Planetologia Spaziali di Roma”, **Marilena SPAVONE** “Osservatorio Astronomico di Capodimonte”, **Daniele FULVIO** “Osservatorio Astrofisico di Catania”, **Boris SBARUFATTI** “Osservatorio Astronomico di Brera”, **Chiara BADIA** “Osservatorio Astronomico d’Abruzzo.

Agenda:

- Approval of previous minutes
- Report on the Situation of INAF Personnel
- CUG in-presence meeting
- Day of Organizational Wellbeing
- Any other business

- **Approval of previous minutes**

All present members approve the minutes of the previous meeting.

- **Report on the Situation of INAF Personnel**

We discuss the report on the situation of the INAF personnel, which will be sent to the Ministero della Funzione Pubblica (Ministr of Public Administration) through the CUG portal: the report is approved.

Following the data analysis, we propose to send a message to the Management and to all Institute Directors, to recall their attention on the topics of gender, and on guidelines for gender stereotypes.

- **CUG in-presence meeting**

We discuss the in-presence CUG meeting in Rome on May 25 and 26. If half of the CUG members can take part to the in-presence on those dates, we will ask the Director General for the authorization for the business trip.

- **Day of Organizational Wellbeing**

We discuss the draft programme for the day of organizational wellbeing, planned for the month of October 2026 (following the first day of organizational wellbeing, which took place in the month of February 2020). The draft programme will be sent to the Manager of the Organizational Wellbeing Area for any suggestion, as well as to the President and to the Director General for approval.

- **Any other Business**

GEP funds were assigned to CUG for new training courses. The CUG President had asked the Director of the Astrophysical Observatory of Catania the approval for the management of such funds, which will be used for purchasing webinars about violence against women. Anna G. Reminds that personnel of levels IV-VIII will have the chance to obtain the certificate of attendance for the purpose of training (10 hours) through the Zenit, platform. Further instructions will be given by CUG once the Webinars have been purchased. The webinars should take place between September and December 2026, for a total of 4 meetings.

We ask CUG members to declare their availability to meet for writing calls for prizes dedicated to women researchers and named after INAF women

AT4-5 Establishment of prizes dedicated to women researchers and named after INAF women.

Actions:

-Anna will send the report on the situation of the INAF Personnel to the Ministry of Public Administration through the CUG portal, as well as to the INAF management, within 08.04.2026;

- Everyone will have to say whether or not to take part in-presence for the CUG meeting in the month of May, within 14.04.2026;

-The draft programme for the Day of Organizational Wellbeing will be sent to the Manager of the Organizational Wellbeing Area and Training Needs and to the INAF Management before the end of April 2026;

- The Webinars on violence against women will be proposed to the INAF personnel after purchase and probably concluded before the end of December 2026;

-The group constituted by Clementina, Silvia, Vito, Chiara and Daniela should meet to write up the call for the prizes to women Researchers before the end of September 2026;

The meeting ends at 12.05.

Recording Secretary: Daniela Vergani

CUG President: Anna Giglio