



INAF

ISTITUTO NAZIONALE
DI ASTROFISICA

CUG Comitato Unico di Garanzia

II CUG INAF Informa / Newsletter N.1 | Year 2026

ACTIVITIES/ NEWS

Updates on initiatives and actions started by INAF CUG

- **EXTENSION OF THE COUNSELLING DESK FOR WORK-RELATED DISTRESS**

The Inaf Counselling Desk for Work-related Distress has been extended to October 2026. Here you can see the [video](#) and [information](#) related to the service.

- **ORGANIZATIONAL LISTENING CIRCLE**

In the course of 2026 INAF will start - on an experimental basis - organizational listening circles in 4 INAF Institutes: Catania, Roma, Arcetri, and Bologna. This is a participated tool aimed at improving work well-being and organizational climate, while valuing the direct contribution of those working in the Institute.

These circles are working groups, composed of INAF employees, which will address the issues of wellbeing in the individual working realities, by drawing up proposals and planning hypotheses of intervention in order to overcome the problems undermine working coexistence. This “reial” will develop over a period of one year, using the method of organizational listening circles, a working method adopted in several Italian administrations .

Organizational listening circles are a participated tool aimed at improving work well-being and organizational climate.

In the INAF context, these circles will be promoted both by CUG and by the Trusted Counsellor, as well as by the person responsible for the Counselling Desk for work-related Distress, and the manager of the Organizational Well-being and Training Office, as a preventive and proactive action on organizational well-being. The meetings are conducted by specially-trained facilitators and take place during working hours. The goal is to develop concrete and shared proposals for improvement, while valuing people’s skills and experiences.

- On the occasion of the 2025 International Day against Violence on Women, the Cug invited the various Inaf offices to take part with their own initiatives. Here you can find a [list of the activities](#) and related [pictures](#) of the day.
- **Since the new INAF CUG was established, there has been an online meeting every month in order to guarantee**, within the working environment, equality and equal gender opportunities, the protection of workers against discriminations and mobbing, as well as the absence of any form of physical and psychological violence.

- The minutes and the agendas of the sessions held so far by CUG are available at the following [LINK](#).
- Since the end of 2023, INAF CUG has been engaging in participating, sponsoring or organizing various initiatives to raise awareness of gender equality and organisational well-being. [Here](#) is a summary of the activities carried out in recent months.
 - [INAF-CUG INAF Report sent to the Ministry \(2025 in reference to 2024\)](#)
 - [2025-2027 PTA Three-year Plan of Proactive Actions](#)
 - **Reports on the activity carried out in 2024 in Inaf by:**
 - [CUG \(Italian and English\)](#)
 - [Counselling Desk for Work-related Distress \(SADL\) \(Italian and English\)](#)
 - [Trusted Counsellor \(Italian and English \)](#)

All documents can be found in the Inaf website in the [section devoted to CUG](#). [1]
[2]

CUG EVENTS / NEWS/ SPONSORSHIPS / EXTERNAL EVENTS / TRAINING

List of initiatives organized and supported by CUG, as well as proposals for staff training

- **“Parità di Genere come opportunità di crescita (Gender equality as an opportunity for growth)” – National Forum for Equality: promoting a concrete dialogue among Institutions, businesses and civil society, so as to build a more equitable, competitive and sustainable country.**
Among the protagonists, Antonella Polimeni, Dean of Rome University 'La Sapienza', who will bring her experience and vision on how the culture of equity may become a lever for innovation, training and shared growth.
Palazzo Ripetta – Roma January 28, 2026 | 10:00 – 13:00
In order to take part, write to: segreteria@winningwomeninstitute.org
website: winningwomeninstitute.org

CALLS/OPPORTUNITIES/ PROJECTS/TRAINING COURSES

- [new call “Percorsi per la parità di genere” \(Pathways for Gender Equality\), devoted to the promotion of equality and inclusion as engines of sustainable development and social innovation, with a financing of 150 thousands euros.](#)
- [Feminist Climate Action Fund - Second call for proposals open now](#)
Call for submission of applications
There has just been a second call for submission of applications, devoted to supporting inclusive informal women’s groups! Through this call, we aim to strengthen awareness of the different forms that climate action can take. By highlighting the solutions promoted by the community, we promote a more inclusive and representative movement for climate. Within the Feminist Climate Action Fund, groups may ask for funding up to 5.000 euros to realize actions contributing to reinforce the movement for climate. If you want to find out which activities we are going to supporting, and whether you are eligible to apply, read the call for proposals

NUGGETS FROM CUG

Suggested resources, food for thought, news from the world

- [*Cittadini, Uguaglianza, Diritti e Valori: pubblicato il nuovo Work Programme CERV 2026-2027 \(Citizens, Equality, Rights and Values: the new CERV 2026-2027 Work Programme has been published\)*](#)
- [*Approfondimenti sul tema del Benessere Organizzativo \(IN-depth Analysis on the topic of Organizational Well-being\)*](#)
- [*Maternità e lavoro, cos'è la child penalty e perché essere madre costa caro \(Motherhood and work: what is the child penalty and why being a mother costs so much\)*](#)
- [*Quando contestare la bassa produttività non è mobbing? \(When is challenging productivity not mobbing?\)*](#)
- [*Liste d'attesa, reddito, genere: perché la sanità non è uguale per tutte \(Waiting lists, income and gender: why healthcare is not the same for all women\)*](#)
- [*Picture an Astronomer: Best Practices for Retaining Talent in Astrophysics*](#)
- [*14 gennaio: lancio Rapporto OIL 2026 sulle tendenze mondiali del mercato del lavoro \(January 14: launch of the OIL 2026 Report on the World labour market trends\)*](#)
- [*Convertito in legge il Decreto Salute e sicurezza sul lavoro \(Health and safety at work decree converted into law\)*](#)
- [*Legge di Bilancio 2026: le principali misure per lavoratori, imprese e famiglie \(2026 Budget Law: the main measures for workers, businesses and households\)*](#)
- [*Malattia del bambino: 10 giorni di permesso annuali non retribuiti dai 4 ai 14 anni. Novità in Legge di Bilancio 2026 \(Sick children leave: 10 days unpaid leave per year for children from 4 to 14 years of age\)*](#)

THE CUG NETWORK

Updates and initiatives of the National P.A. CUG Network.

- **"Wellness Pills" Meeting Calendar, foreseen in the activity plan of the Network Welfare Commission**, which will take place 14:00- 15:00 on Microsoft teams, in the following days:
 - **January 15:** "l'accomodamento ragionevole come strumento di inclusione lavorativa delle persone con disabilità" ("Reasonable Accommodation as a tool for job inclusion")
Francesca Taricone - Inapp LOGIN:
https://teams.microsoft.com/join/19%3ameeting_YzFmZDFmY2UtMDkxZC00ZDE1LTNmYjUtNDZmNGYwODJhNjc1%40thread.v2/0?context=%7b%22tid%22%3a%22baeefbc8-3c8b-4382-9126-e86bfef46ce6%22%2c%22oid%22%3a%220c29b7ad-681f-4457-90b9-7c0d1bf20f75%22%7d
 - **February 13** "Organizzazioni felice: un nuovo modello di efficacia organizzativa" (Happy Organizations: a new model of organizational efficiency)Isabella Bonacci - Università Mercatorum

- **March (day to be defined)** “Felicità e lavoro: lavorare bene per vivere meglio” (Happiness and your job: work well to live better) Emilia Filosa - Ordine Psicologi del Lazio

- **April 22** "Antropologia Organizzativa e benessere" (Organizational Anthropology and Wellbeing) Cinzia De Rossi - Organizational expert

- **May 19** "Gestire lo stress: quale strategia?" (Managing stress: what strategy?) Cristina Finocchiaro - Psicologa

- **June 5** "Lavorare sui processi operando sull'emergenza: vincoli, opportunità e possibili indicatori di output" (Working on processes, while handling emergency: constraints, opportunities and output markers)Rita De Carli - Istat

- **THURSDAYS OF CUG: January 22, 14:00 “Il valore delle differenze: inclusione, accessibilità e pari opportunità come motore di innovazione” (The value of differences: inclusion, accessibility and equal opportunities as engine of innovation)**

The speaker will be Paola Profeta, Pro-rector of Università Bocconi, Milan.

The topic of gender equality nowadays represents one of the main challenges for higher education institutions, which are called not only to produce critical knowledge on the phenomenon of inequalities, but also to assume an active role in preventing and reducing them. This seminar proposes a path which starts from the theoretical foundations of gender equality and from the analysis of the main inequality measurement tools – such as gender balance and gender equality plan – to get to the design and implementation of concrete policies and initiatives to transform the academic environment into a really inclusive and people-friendly space.

Registration link: [Il valore delle differenze: inclusione, accessibilità e pari opportunità come motore di innovazione | Partecipazione alla riunione | Microsoft Teams](#)

- MAGAZINE ["The Voice of CUG"- November - December 2025](#)

[Review of legislation and case law on the topics handled by the “Equal Opportunities Committees, for the valorization of workers’ wellbeing and against discriminations](#)

FOR INFORMATION AND CONTACTS

In order to receive further updates on topics of interest concerning Measures to guarantee equal opportunities, wellbeing of workers and absence of discriminations in public administrations::

visit the website <http://www.inaf.it/it/sedi/sede-centrale-nuova/comitato-unico-di-garanzia>

Folow the Facebook page <https://www.facebook.com/InafCug>

CONTACTS:

CUG

E-mail cug@inaf.it to report general issues concerning working environment and organizational wellbeing

or write a message to the President of CUG: Dr. Anna Giglio anna.giglio@inaf.it

INAF [Confidential Counsellor](#) Avv. Marina Capponi

For further information or arrange a meeting, write an email to: consigliera.fiducia@inaf.it or call during office hours/contact via whatsapp the number 3667664628

Inaf Counselling Service:

Contact person: Psychologist Alice Fattori sportellodascolto@inaf.it for a private meeting

--

Newsletter edited by CUG INAF

For info and reports > Chiara Badia e-mail: chiara.badia@inaf.it

English Translation by Giuliana Giobbi