



**INAF**

ISTITUTO NAZIONALE  
DI ASTROFISICA

CUG Comitato Unico di Garanzia

**Il CUG INAF Informa / Newsletter**  
**N.11 | Year 2025**

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**CUG EVENTS / NEWS/ SPONSORSHIPS / EXTERNAL EVENTS / TRAINING**

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

**Orange the World over 16 days. Priority challenges and actions for the rights of women and girls**

**December 2025 – 14.00 - 15.30**

**Webinar on TEAMS platform**

<https://events.teams.microsoft.com/event/94e54dae-f8a1-4cbb-8e9d-c6c7c0547346@418322d3-5401-446f-9996-9e2e03ee3a5e>

(see enclosed info)

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**CALLS/OPPORTUNITIES/ PROJECTS/TRAINING COURSES**

- **Call “L’Italia delle donne” (Women’s Italy)**

The second edition of the call promoted by the Department Equal Opportunities of the Prime Minister’s Office has officially been launched, with the aim of enhancing the female contribution to the history of our country.

The initiative aims at recovering and disseminating the biographies of women strongly rooted in the territories, and still little known on a national level, who made a key contribution to the cultural, social and civil life of communities.

A precious opportunity to restore memory and visibility to prominent female figures in the fields of art, sport and entrepreneurship, thus offering positive models for new generations. Applications must be submitted by December 19, 2025 by the public entities identified by the call. Further information and rules for participation [HERE](#)

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**NUGGETS FROM CUG**

*Suggested resources, food for thought, news from the world*

- [Violenza di genere: ciò che non si vede, ciò che resta per ricominciare \(Gender violence: what cannot be seen, what is left to start over\)](#)

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**THE CUG NETWORK**

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

- 10 years on the Web: [video of the celebration of ten years of activity of the Network](#)
  - MAGAZINE ["La Voce dei CUG"- September October 2025](#)
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## ACTIVITIES/ NEWS

### *Updates on initiatives and actions started by INAF CUG*

#### **ORGANIZATIONAL LISTENING CIRCLE**

In the course of 2026 INAF will start a few organizational listening circles, 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. Preparatory work is under way for the realization of the circles, with the definition of the model, the training of facilitators and the start of the experimental phase: in the structures involved the circles will start meeting in the month of January 2026.

- **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.**
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#### **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](mailto: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](mailto: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](mailto: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](mailto:sportellodascolto@inaf.it) for a private meeting

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*Newsletter edited by CUG INAF*

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