INAF
ISTITUTO NAZIONALE
DI ASTROFISICA

CUG Comitato Unico di Garanzia

Il CUG INAF Informa / Newsletter
N.11 | Year 2026

CUG EVENTS / NEWS/ SPONSORSHIPS / EXTERNAL EVENTS / TRAINING

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

TRAINING COURSES PROMOTED BY CUG

Following the proposal made by CUG regarding the activation of four training courses, the initiative received a favourable opinion from the WG of the Gender Equality Plan (GEP), and will start in the Fall. The 4 webinars, which can be recognized as training according to the "Zangrillo" directive, should take place more or less from 10:00 to 13:00, in the dates below, remotely, in Italian. Here below you will find the calendar and the topics. In the next few weeks we will share the detailed programme of each webinar, how to register and further info.

14 December – Uomini che cambiano: dal privilegio alla responsabilità (Men who are changing: from privilege to responsibility - 1h30min) *(Fondazione Libellula) This meeting will suggest a reflection on the cultural models of masculinity and on how stereotypes and social expectations may foster discriminatory or violent behaviours. Through examples taken from daily life and from the working environment, we will explore the different aspects of volti violence, the continuum that connects them and the strategies to recognize and defuse harassing attitudes, while promoting relationships based upon respect, mutual care, individual and collective responsibility.*

- **INAF TRAINING:** The DEA@OAB team offers the chance to those who took part - in person, or online, or through individual study with the available materials, to obtain a certificate of attendance - after a post-training test - also for th **"Tavola rotonda di confronto su linguaggio, diritto, identità, pressione estetica" (Roundtable for a discussion on language, rights, identity, aesthetic pressure) with Vera Gheno, Loredana Garlati, Giulia Blasi,** held on October 15, 2026. The seminar is valid for 2 trining hours, and is open to all interested staff (researchers, technologists, administrative staff, associated staff, students, …).

The Indico page for the materials (slides and recordings) is at the following link:
https://indico.ict.inaf.it/event/3578/
Il questionnaire is here: https://forms.gle/A7nH87mMBwBtYqaF6
Questionnaires are composed of three screen pages, and all fields are obligatory:
personal data + rating/suggestion to the Organizing Committee
learning test
self-certification of attendance
the questionnaire can be filled only once; when it is submitted, a copy of the answers will be sent back. Questionnaires can be filled until December 11, 2026. The certificate will be sent to the e-mail address written in the form.

FOCUS 25 NOVEMBER- International Day for the elimination of violence against women

- **INAF TRAINING:**

Teaching materials of the Webinars promoted by INAF CUG to fight violence and discriminations.

- Thamaia Association

Module 1: “Linguaggio inclusivo e comunicazione non ostile: genere, stereotipi e violenza di genere (Inclusive Language and non-hostile communication: gender, stereotypes of gender violence)"

Registrazione - slides

Module 2: “Prevenzione e responsabilità collettiva: dal linguaggio all’azione (Prevention and collective responsibility: from language to action)”

Slides - Recording (partial recording, due to technical problems of the association)

- **INAF TRAINING:** the next seminar of the series "Shades of red for the coexistence of differences: disability, identity, aesthetic pressure, neuro-divergences", organized by the DEA grou of the Astronomical Observatory of Brera, will be held Wednesday, November 18, 2026 at 11:30 at the Merate branch of the Astronomical Observatory of Brera, via E. Bianchi 46, Belloni Room. The speaker will be Carolina Capria. We encourage in-person participation to enable an exchange and comparison of views. In any case, it will be possible to follow the seminar online at this link: https://meet.google.com/scd-qqtb-iak
  The seminar will be in Italiano. If you follow it online, you can activate automatically generated English subtitles in Google Meet. Here are title and abstract of the talk.

Women’s political body

Who takes decision about women’s bodies? Why, nowadays, their freedom is still a matter of contention? This is a story of battles, conquests and resistances, which marked the path for female self-determination. From sexuality to motherhood, and the wish for free choice, to realize how the control of womens’ bodies has represented a power tool, and how women have been able to fight it, and transformed their own experience into a collective fight. Because the body is never just a private matter, but rather an area on which the chance to be free is measured. The battles fought in the past help you read those which are still open now.

- **DEMONSTRATION “NON UNA DI MENO”(NOT ONE LESS) -** November 25, participation of a few colleagues to the demonstration promoted in Bologna. Info: https://nonunadimeno.wordpress.com/

- **20-25-28 NOV 2026 – In the whole of Italy la settimana degli stati generali dell’autodeterminazione (Week of the States-General of Self-Determination**

- November 18: In-person and online event online in Perugia **“Misurare per comprendere la violenza di genere. Il quadro informativo integrato dell’ISTAT e i risultati dell’indagine sulla sicurezza delle donne (Measure and realize gender violence. ISTAT integrated information framework and the results of women’s Safety Survey).” LINk**

- **Giornata Internazionale per l’eliminazione della violenza contro le donne (International Day for the Elimination of Violence against Women:** the initiatives in Monza in 12 events

*. ***GENERA - COPA Pilot Online Workshops 11-12 November 2026***

On November 11 and 12 there will be two pilot workshops devoted to two fundamental topics: Day 1: Inclusive Teaching and Learning / Day 2: Gender Dimension
The courses are free of charge and targeted on:
PhD students, Post-Docs, researchers/university lecturers currently being qualified, responsible for research groups,
university lecturers and educators
The two workshops were thought to study in depth the needs, expectations and specific challenges of certain target groups. These introductory courses will provide students, researchers at the start of their career, teachers and group coordinators with the skills needed for success in diverse academic contexts. Although this is not yet part of the University educational offer, it is an element you really need in order to carry out research activity effectively and efficiently, in order to contribute to a more inclusive higher educationsystem.
For further information: https://indico.desy.de/event/54671

- ***GENERA lecture 19 November 2026 "Intersectional analysis for science and technology"*** *by Mathias Wullum Nielsen (University of Copenhagen)*
  Intersectionality describes interdependent systems of inequality connected to sex, gender, race, age, social class and other socio-political dimensions. By focusing on the combined effects of social categories, the intersectional analysis can improve science's accuracy and experimental effectiveness.

- ***We point out the "Inclusion" section on the*** *EDUINAF* ***portal, with a few articles about inclusion*** *https://edu.inaf.it/inaf-didattica-inclusiva/ Latest Articl: Costruire un futuro dell'Astrofisica equo e sostenibile (Building an equal, sustainable future for Astrophysics)*

- *we point out the new initiative of the UniStem Centre of the University of Milan entitles* ***"Women Driving Discovery": five scientific seminars*** *open to PhD students, post doc, researchers and lecturers to know something more on the studies of five Italian women scientists who carry out their research activities in prestigious International Institutes. These meetings represent a chance to enhance women's contribution in biological and biomedical frontier research, thus promoting models of female scientific and encourage an interdisciplinary dialogue, also with the aim of fostering new scientific networks and collaborations. The seminars will be in English, from September to December 2026, in the Aula Milani of the IRCCS Foundation Ca' Granda Ospedale Maggiore Policlinico di Milano.*

CALLS/OPPORTUNITIES/ PROJECTS

- (by November 15) Survey on Fostering Inclusion, Mental Well-being, and Leadership Equity in Astronomy
  The IAU Working Group "Women in Astronomy" (WiA) invites all members of the World astronomical community to take part in an anonymous survey: "Promoting inclusion, mental wellbeing and equity in Astronomy leadership".

The deadline for submitting contributions is November 15, 2026. The survey is open to researchers, technicians, lecturers and administrators from Research organisations, Observatories, Universities and International collaborations from all over the world.
https://www.iau.org/IAU/News/Ann2026/Survey-Inclusion-Mental-Wellbeing-Equity.aspx

- INPS (ITalian NAtional Health Security): 2026 “supermedia” grants: the call for proposals has been published.

In the framework of social benefits in favour of State employees, pensioners, and their families, according to article 1c), of the Ministerial Decree of July 28, 1998 nr. 463, Inps, in order to reinforce and continue the students’ assistance programme, published this Call: https://www.inps.it/content/dam/inps-site/it/scorporati/welfare-bandi/2026/09/Bando_170/Allegati/1125_bando-borse-di-studio-supermedia-2026.pdf in order to award scholarships to obtain junior and higher school degrees, and promotion to the next classes of high schools.
With reference to this INPS Call, whose deadline is 12:00 of October 13, 2026, and the opportunity foreseen by INAF, we invite you to evalutae priorities according to the deadlines of participation and the value of the scholarship, by submitting your application to INPS and, in case of exclusion from the ranking list of INPS scholarship recipients, to avail of the possibility to apply to INAF, accordion to the terms and methods adopted by the INAF rules for awarding scholarship to children of employees in tenured service: http://www.inaf.it/it/amministrazione-trasparente/documenti/regolamento-borse-di-studio-ai-figli-dei-dipendenti-inaf.
Here are the amounts of the scholarships laid down in the INAF Regulation INAF and the above-mentioned INPS call:
The amount of each grant is:
a) € 250,00, for each child enrolled in a junior secondary school;
b) € 500,00, for each child enrolled in a higher secondary school;
For the school year 2025/2026, Inps has published a call for the awarding of various grants in favour of children, orphans, or equivalent, of State employees registered in the unitary management of credit and social benefits, a competition for awarding a few grants. For further information, visit the INPS website.

NUGGETS FROM CUG

Suggested resources, food for thought, news from the world

- ***INAF NEWS > The We Award-Women Excellence to Clementina Sasso***

https://www.media.inaf.it/2026/11/12/clementina-sasso-we-award-2026/

- ***2026 European Week of Gender Equality.*** *In the month of November 2026, the European Week of Gender Equality underlines the constant commitment of the European Parliament in promoting women’s rights through legislation.*

- ***Rapporto sul Benessere equo e sostenibile (Report on equitable and sustainable Well-being) – 2026 Edition – Istat***

- *La ricetta per costruire buone relazioni al lavoro (The recipe to build good relationships at work) | link*

- *Approvato nuovo piano su medicina di genere, Monni: "Cure sempre più personalizzate"(The new plan on gender medecine has been approved. Monni: "Increasingly personalized care)*

- *Le aziende? Per crescere devono avere lavoratori felici. Ecco come (Firmes? In order to grow they should have happy employees. Here is how)» https://share.google/W7ztQG0NZ4GGOe1vO*

THE CUG NETWORK

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

- **WCUG's Thursday Webinar 19 novembre -**Consigliera/e di fiducia nella PA: strumenti, prassi operative, gestione dei conflitti a garanzia del benessere lavorativo - 19 novembre 2026 ore 14:00 Interviene: Sabrina Colombari, Presidente del Cug Azienda USL di Bologna (Trusted Counsellor inside the Public Administration: tools, operational practice, conflict management ensuring working well-being - November 19, 2026, 2 pm: soeaker: Sabrina Colombari, CUG President at USL Bologna)

  LINK di accesso diretto (senza registrazione):

- MAGAZINE La Voce dei CUG - settembre - ottotbre 2026

Review of the Working Group on Legislation and Case Law - June 2026

ACTIVITIES/ NEWS

Updates on initiatives and actions started by INAF CUG

- *NEWS - Agreement between INAF CUG and UNICT_POLICLINICO DI CT*
  INAF CUG INAF, through Dr Palumbo Maria Elisabetta, Director of the Astrophysical Observatory of Catania, signed a one-year experimental agreement for organizing events, campaigns and initiatives addressed to the INAF personnel aiming at spreading organizational wellbeing, in collaboration with the Uni CT CUG and the POLICLINICO (General Hospital) of Catania.
- *Such events, max 3, will be open to all INAF personnel INAF, who will be informed by email.*
- *Moreover, each Protocol implementing the Convention will organize individual events, whenever possible, so as to ensure compliance with nthe requirements laid down in the Directive of the Ministry for Public Administration, of January 14, 2025 (the so-called "Zangrillo Directive ") "Valorization of people and production of public value through training".*

- **2025 Activity Reports in Inaf:**

- CUG (Italian and English)
- Listening Desk for Work-related Distress (SADL) (Italian and English)
- Trusted Cuonsellor (Italian and English)

All documents can be found in the Inaf website in the section devoted to CUG.

- **Three-year Plan** The CUG informs that the INAF 2026-2028 Integrated Activity and Organization has been approved (you will find the CUG's 2026-2028 Plan of positive actions from page 286 to page 300)

- **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.**

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

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Newsletter edited by CUG INAF
For info and reports > Chiara Badia e-mail: chiara.badia@inaf.it
English Translation by Giuliana Giobbi