



INAF

ISTITUTO NAZIONALE
DI ASTROFISICA

CUG Comitato Unico di Garanzia

II CUG INAF Informa / Newsletter N.2 | Year 2026

ACTIVITIES/ NEWS

Updates on initiatives and actions started by INAF CUG

- **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.

CUG EVENTS / NEWS/ SPONSORSHIPS / EXTERNAL EVENTS / TRAINING

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

- **“Sfumature di rosso per la convivenza delle differenze” (“Shades of red for the coexistence of differences”)** - Seminar by Giulia Blasi, February 5 - **“Nessun corpo è un'isola” (“No body is an island”)**

the next seminar of the series of meetings “Shades of red for the coexistence of differences: disability, identity, aesthetic pressure, neuro-divergencies”, organized by the DEA group of the

Astronomical Observatory of Brera, will take place on February 5, 2026 11:00 a.m. in Merate, in via Emilio Bianchi 46, Astronomical Observatory of Brera, Sala Belloni. The speaker will be Giulia Blasi. Title and abstract of the intervention here below:

No body is an island: how the collective speech about our bodies affects our decisions (and what we can do in daily life to change it).

Talking about bodies (our own bodies and other people's bodies) seems normal to us. Making observations on how they turn out, their weight, their aspect; giving unrequited advice, or using criticism or body shaming are a way to belittle people we think deserve it. However, the discussion about bodies is not neutral, and even when the intention is good, it does have consequences upon people's life, and upon our own life. In this meeting, we will try to focus on a few critical aspects of the discussion on bodies (our own bodies and other people's bodies) and how to change it may change many other things.

We encourage the in-person participation, so as foster exchange and comparison of opinions. In any case, it will be possible to follow the seminar online at the following link:

<https://meet.google.com/scd-qgtb-iak>

The seminar will be held in Italian; we will try to provide English subtitles for those who will participate online.

- **Gender Violence** please find attached the slides and the documents related to the meetings held in Trieste in 2025 on the topic of the fight against gender violence. The documents, written both in Italian and in English, explore in depth the work carried out by two associations operating in different areas:
 - GOAP – Centro Antiviolenza di Trieste (Trieste Antiviolence Centre): the perspective is supporting the victims;
 - InterPares – Rete Relive: the perspective is to intervene/train the authors of violence.

MATERIAL

- **FOCUS:**

[Giornata internazionale delle donne e delle ragazze nella scienza](#) - [International Day of Women and Girls in Science](#)

INAF/IAU Initiatives

<https://edu.inaf.it/news/eventi/settimana-stem-11-febbraio-2026/>

(In the initiative in Palermo, Francesca Martines (on behalf of CUG) will intervene as a member of CUG)

Initiative of INAF CUG - February 11, 2026 @INFN Frascati

INAF CUG, in collaboration with the CUGs of ASI, ENEA, CREA, INAF, ISS, ISTAT and Sapienza University of Rome, is organizing the event "[Chi vuol essere STEM sia! Dallo stereotipo di genere alla PASSIONE che accende le idee nella scienza](#)" (*May she who wants, study STEM! From the gender stereotype to the PASSION that ignites ideas in Science*). This event aims at promoting a full, equal access for women and girls to take part in science.

On February 11 the whole world celebrates the International Day of Women and Girls in Science, established by the UN General Assembly in the month of December 2015, and supported by UNESCO. Gender equality and empowerment of women and girls may give a key contribution to economic development and achieving the goals of the 2030 Agenda for a sustainable development. Scientific institutes and all countries are called to promote initiatives aiming at achieving an effective gender equality. Young female researchers of our Institutes will talk, schools' projects will be presented, while the winners of the contest will be given their prizes.

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.](#)

NUGGETS FROM CUG

Suggested resources, food for thought, news from the world

- [Starting from the 1st January 2026 smart working . permits and leaves for workers suffering from serious illnesses.](#)
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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:
 - **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
- 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/lnafCug>

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

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Newsletter edited by CUG INAF

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