



**INAF**

ISTITUTO NAZIONALE  
DI ASTROFISICA

CUG Comitato Unico di Garanzia

## II CUG INAF Informa / Newsletter N.3 | 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**.

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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*

- ● **FOCUS MARCH 8**
  - [CNR STUDY: Gender stereotypes among adolescents are increasing](#)

New alarm about gender stereotypes among adolescents!

According to the first results of a study of the MUSA research group of CNR-IRPPS, out of more than 3000 adolescents in Roma, in 2025, 62,3% of them shows a medium-high adherence to

gender stereotypes, namely preconceived ideas on roles and behaviour which are considered as “typical” of men and women.

This phenomenon regards both boys and girls, but is more widespread among males: 79,0% of the boys interviewed showed high levels of stereotypy, as against 40,2% of the girls.

#### - **Is there gender equality in INAF?**

The analysis of data related to the Italian National Institute for Astrophysics (INAF), included in the 2025–2027 PIAO (see **2025–2027 Three-year Positive Action Plan** written by INAF CUG, page 223), highlights a numerically significant personnel structure, characterized by meaningful gender differences.

By 31 December 2024, the total staff amounted to 1.465 units, both fixed-term and permanent. **Gender distribution shows a male majority:** 63% of the staff is composed by men, and 37% by women. If a distinction is made between the types of contract, men represent about 62,5% of the permanent staff and 64,5% of fixed-term staff, whereas women constitute respectively 37,5% and 35,5%. Female underrepresentation is therefore stable both in permanent and temporary contracts.

The distribution by occupational category highlights even more marked differences. Within research roles, preceding data (2023) show that women represent about 42% in the general levels of researcher, but the percentage goes down to 25% among i First Researchers, and further down to 11% in the role of Associate Astronomer. Therefore, the female presence progressively decreases as scientific career rises, a typical pattern known as “leaky pipeline”.

In the technical and administrative roles, the picture is rather different. **Women appear clearly prevalent in administrative profiles**, where they reach percentages between 70% and 75%, whereas in technical roles their presence represents about 23–24%. This imbalance indicates a horizontal segregation, with a higher female concentration in administrative functions and a minor presence in technical-scientific areas.

As regards top positions, **female under-representation appears even more clearly.** At the highest levels of scientific career, as Full Astronomer and Research Manager, the majority is male, and in a few categories there are no women. In first-level technological jobs, the female percentage is very low, both for permanent and temporary positions, and in some organizational units we find no women. This reflects a possible “glass roof”, with difficult access to levels of maximum responsibility.

On the contractual and programme plan, INAF regulates recruitment according to the 2025–2027 PIAO, which envisages public competitions for permanent positions, including researchers and technologists, compliant with the three-year requirement. Differences also emerge on the pay side. The CUG Report indicates deviations in average net earnings between men and women at different professional levels. In the case of Research Managers, the difference is minor, whereas in technological roles the gap appears more marked in the last year noted. While not automatically setting up a discrimination, such differences signal the need for continuous monitoring.

The 2025-2027 Three-year Positive Action Plan, included in the PIAO, envisages interventions for the promotion of equal opportunities, such as awareness-raising and internal training, encouraging a non-discriminatory language and work-life balancing actions, such as organizational flexibility and parenting support. These measures are included in the framework of “positive actions” envisaged by D.lgs. 198/2006 and represent a strength of the Institute from the point of view of rules and organization.

All in all, INAF presents a workforce predominantly male, with 63% men and 37% women on 1.465 staff units. Female presence is more consolidated in initial levels and in administrative roles,

while it is significantly reduced in technical roles and, above all, in scientific top positions. **The situation mirrors a widespread pattern of the scientific community**, in which female participation gradually decreases while careers advance. Notwithstanding the existence of programming tools and formal positive actions, there are still structural problems which require measurable goals, progress indicators and systematic monitoring over time.

- [Non solo 8 marzo. Donne, autonomia economica e professionale: il talento non ha genere \(Not only March 8. Women, economic and professional autonomy: talent has no gender\)](#)
  - [Occupazione femminile, la situazione tra luci e ombre \(Female employment, the situation between light and shadow\)](#)
  - [Una ricerca ha dimostrato che i maschi della Gen Z credono che le mogli debbano obbedire ai mariti molto di più dei maschi Boomer \(A research showed that genZ men believe that their wives should obey their husbands, much more than Boomer men\)](#)
- [Aumentano le inventrici in Italia, quarte in Europa: A guidare è Milano, ma il divario è ancora notevole \(Female inventors increase in Italy, fourth place in Europe: first of all Milan, but there is still a significant gap\)](#)

- **TRAINING COURSES:**

- The DEA@OAB in Milan offers the possibility to all those who took part, either in person or online, or through individual study with available materials, to obtain a certificate of attendance - after a post-training test, also for the seminar "Nessun corpo è un'isola" (Nobody is an island) by Giulia Blasi, which was held on 5/2/2026. The seminar is valid for 2 hours of training, and is open to all interested personnel (researchers, technologists, administrative staff, associates, students, ...). The Indico page for all materials (slides and integral recording) can be found at the following link: <https://indico.ict.inaf.it/event/3300/>  
The questionnaire is [HERE](#)

- The next seminar for the series of meetings "Shades of red for the coexistence of differences: disability, identity, aesthetic pressure, neuro-divergences" organized by the DEA group of the Astronomical Observatory of Brera, will be held *terrà* on March, 2026 at 11:00 am in Merate, via Emilio Bianchi 46, Astronomical Observatory of Brera, Sala Belloni. The speaker will be Valentina Tomirotti. **Doppia discriminazione: quando l'inclusione si ferma a metà. Sesso, disabilità e il diritto di non essere invisibili (Twofold discrimination: when inclusion stops halfway. Sex, disability and the right not to be invisible).**

Discrimination rarely comes alone. For many people, mainly disabled women, appears as an overlapping of barriers: gender, body, social expectations. This is the so-called twofold discrimination, which can often be multiplied for three, and can be systemic and structural. Being a woman in a society still crisscrossed by inequalities means fighting for authority, economic independence and representation. Being a person with disability means fighting against paternalism, invisibilization and marginality. When these conditions meet, the risk is not only exclusion: it is a symbolic cancellation. In this talk, we will analyze how twofold discrimination acts in working contexts, mass media, sport, public policies and cultural storytelling. Above all, we will talk of power: who represents who? Who decides which bodies are believable, desirable, competent? The talk moves the focus from dependency to self-determination, from the rhetoric of "inclusion" to the real redistribution of opportunity and voice. It is not enough to add a ramp or a quote: we need to rethink systems. Twofold discrimination is not a theoretical category. It's a lens for reading the present. It is also a starting point to change the game. We remind you that, for those who registered, we will also organize a short afternoon lab with Valentina, in which we will discuss topics of interest

for participantd. The lab will only be in-person. We encourage in-person participation to the seminar, so as to favour exchange and comparison of opinions. However, you can follow the seminar online at this link: <https://meet.google.com/scd-qgtb-iak>

- **SLIDE OF THE CUG NETWORK SEMINAR L'accomodamento ragionevole come strumento di inclusione lavorativa per le persone con disabilità (Reasonable Accommodation as a tool of work inclusion for the disabled)**  
<https://drive.google.com/file/d/1x5YXYx889sQdaMi0QMtHEPz6GldP86YM/view?usp=sharing>
- **POST 11 FEBRUARY**  
On February 11 Inaf took part in the [Giornata internazionale delle donne e delle ragazze nella scienza - International Day of Women and Girls in Science](#) here you can find the video of the event.

**INAF/ IAU Initiatives** <https://edu.inaf.it/news/eventi/settimana-stem-11-febbraio-2026/>  
(In the initiative in Palermo, Francesca Martines (representing CUG) will talk on behalf of CUG)

[VIDEO](#)

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, school projects will be presented and contest winners will be given a prize.

- **CUG Network WEBINAR**

On Thursday, March 12 at 14:00, on the Microsoft TEAMS platform, there will be a webinar about: **“Benessere e performance della PA: buone pratiche di ascolto e valorizzazione del Personale” (PA Wellbeing and Performance: good listening practices and staff development).**

[Link for direct access without registration: Benessere e performance della PA: buone pratiche di ascolto e valorizzazione del personale | Partecipazione alla riunione | Microsoft Teams](#)

Promoted by Inail CUG, the initiative studies in depth the positive connection between organizational culture and performance of the Public Administration. As it has been often stated, an inclusive context, oriented towards listening and valuing people, is a key element to encourage psychological, social and professional wellbeing of workers.

The event will represent a chance for introducing some of the initiatives realized by the National Statistics Institute (Istat) and by the National Research Council (CNR) as *good practices* addressed to the promotion of a positive climate and orienting the quality of the performance of the Organization.

After the introduction by Antonella Ninci, Benedetta Orlandi, CUG President of ISTAT and Antonio Tintori, CUG President of CNR will talk.

In order to suggest interesting topics to be studied in depth in the next webinars, please fill the following online forms: <https://forms.office.com/e/kHKYdSGanT?origin=lprLink>

- **SEMINARS of the FONDAZIONE RIGEL**

- March 18 "Felicità e lavoro: lavorare bene per vivere meglio" (Happiness and work: work well to live well, Emilia Filosa - Ordine Psicologi del Lazio) [LINK](#)
- April 2 "Organizzazioni felice: un nuovo modello di efficacia organizzativa" (Haèè Organisations: a new pattern of organizational effectiveness, Isabella Bonacci - Università Mercatorum) [LINK](#)
- April 22 "Antropologia Organizzativa e benessere" (Organizational Anthropology and Wellbeing, Cinzia Rossi - Esperta di organizzazione) [LINK](#)
- May 19 "Gestire lo stress: quale strategia?" (Managing stress: what is the strategy?, Cristina Finocchiaro - Ordine Psicologi del Lazio) [LINK](#)
- June 5 "Lavorare sui processi operando sull'emergenza: vincoli, opportunità e possibili indicatori di output" (Working on processes while acting in an emergency: ties, opportunities and possible output indicators, Rita De Carli - Istat) [LINK](#)

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## CALLS/OPPORTUNITIES/ PROJECTS

- The new Portal for Family and Parenting is online <https://www.inps.it/it/it/portale-della-famiglia-e-della-genitorialita.html> which offers INPS services, and the services of other Institutes devoted to both family and parenting. The portal offers in-depth studies and essential services on Pregnancy, Birth, Adoption and Foster Care, as well as paths for growing children Disability. Thanks to the Centres for Families and the function "Services near you", it is possible to quickly identify available services on the territory. As an alternative, you can have the support from the operators of the INPS [ContactCenter Multicanale](#) <https://www.inps.it/it/it/sedi-e-contatti/contatti/contact-center-multicanale.html> Among the news, they have published the new calculation method, in force since January 1°, of the Indicator of the Equivalent Economic Situation (ISEE), more favourable for families with children, with access to the main measures for social inclusion (art. 1 2026 budget law) <https://www.inps.it/it/it/inps-comunica/notizie/dettaglio-news-page.news.2026.01.nuovi-criteri-isee-per-l-inclusione-sociale-aggiornamento-procedure.html> The universal unique allowance for the months of January and February 2026 will still be calculated on the basis of ISEE valid until December 31, 2025, so as to ensure continuity of payment.
- The Call for Application to the third edition of the National Prize "Rossella Panarese" is open. The prize is promoted by the Association ODV Donne fra le Stelle (Women among the Stars), devoted to scientific dissemination on the topic of space, Astronomy,

Astrophysics and aerospace activities. The Prize was established in memory of Rossella Panarese, scientific journalist of extraordinary value, historical curator of the programme *Radio3 Scienza*, to value the quality of scientific communication as a cultural and civil asset, with a particular attention to new generations of communicators. The call is addressed to those working on scientific dissemination in the space area; it realizes quality contents on astronomy, space exploration, scientific research; and contributes to make science accessible, rigorous and of public interest. The Prize enjoys the sponsorship of important national scientific and cultural institutions and is included in the framework of the “Donne fra le Stelle” (Women among Stars) Festival, now in its fifth edition, recognized at a national and international level. Deadline and rules for participation, together with all the details of the call, are available at the following link:

<https://www.donnefralestelle.com/premio/>

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## NUGGETS FROM CUG

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

- *REPORT UE: [Women's rights and democracy: combatting stereotypes, disinformation, violence in the digital age](#)*
- *REPORT [Presentato il Rapporto sulla Formazione a cura del Dipartimento della funzione pubblica \(The Report on Training, by the Department for Public Administration, has been presented\)](#)*
- *Videos of the CUG of University of Rome La Sapienza on: [Violence against LGBTQ+ people](#)*
- *[Medicina di genere: l'Italia è un modello che rischia di restare solo sulla carta \(Gender Medicine: Italy is a model which runs the risk of being purely nominal\)](#)*
- *[Gender equality nella ricerca: c'è ancora il soffitto di cristallo \(Gender Equality in Research: there is still a glass ceiling\)](#)*
- *[Gender Equality Index: Methodological report](#)*
- *[Donne e scienza \(e media\), tra pavimento appiccicoso e soffitto di cristallo #2 \(Women and Science - and media - between sticky floor and glass ceiling\)](#)*
- *[Aborto. Associazione Coscioni: "La relazione del 2025 sulla legge 194 ancora non c'è ma i dati sì"\(Abortion. Coscioni Association: there is still no 2025 Report on Law 194, but we have the data\)](#)*
- *[Aborto sicuro: ora è un diritto senza confini e pagato con i fondi UE \(ma senza legge ad hoc\) \(Safe Abortion: it is now a borderless right, paid with EU funds, but without ad ad hoc law\)](#)*
- *[Congedo parentale paritario: cos'è e perché è stato bocciato \(Equal parental leave: what it is and why it was rejected\)](#)*
- *LIBRO ["Medicina femminile plurale: il sapere delle donne nella storia" \(Medicine: feminine plural: the knowledge of women in history\)](#)*
- *PODCAST "DIRITTI AI DIRITTI" (RIGHTS TO RIGHTS)*

Work Burnout

<https://open.spotify.com/episode/2azMrPjdoHGDiarP3wqObi?si=2Ym4enjkQHG0qY99FJ7Tqw&nd=1&dlsi=ba170ad50fcb4d00>

Mobbing

<https://open.spotify.com/episode/2azMrPjdoHGDiarP3wqObi?si=2Ym4enjkQHG0qY99FJ7Tqw>

### **Support to Parenting**

- book [ETICA PER UN FIGLIO \(ed. Laterza\) \(Ethics for a son\)](#)
- book [60 attività Montessori per il mio bebè \(60 Montessori activities for my baby\)](#)
- Web Portal [UPPA](#)
- Radio24 podcast ["Crescere è un'arte" \(Growing up is an art\)](#)

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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:
  - **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 - Psychologist
  - **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"- January February 2026](#)

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

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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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