

Il CUG INAF Informa / Newsletter

N.5 | Anno 2024

ACTIVITIES/ NEWS

Updates on initiatives and actions started by INAF CUG

- 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.

- **GENERA NETWORK:** INAF, with the consent of the Board, officially joined the [GENERA](#) Network.

If you are mail interested in taking part in it by remote connection, you can contact chiara.badia@inaf.it for further information.

CUG EVENTS / SPONSORSHIPS / EXTERNAL EVENTS / TRAINING

List of the initiatives organized, sponsored, participated by CUG and training proposals for the staff

- **CUG IN TOUR**

“CUG in Tour” started off again on September 23 and visited other INAF Institutes, together with the Confidential Counsellor and the Psychologist responsible for the Counselling Service. The last stop of the tour took place on November 5 at the INAF Headquarters in Rome Monte Mario.

- **A TOUCH OF RED TO SAY NO TO VIOLENCE AGAINST WOMEN**

The INAF CUG, in the framework the initiatives for the upcoming International Day for the Elimination of Violence Against Women promoted by the UN – scheduled for November 25th – invites all INAF staff to voluntarily and actively participate by painting a bench, a chair, a canvas, or any other object red in the various INAF Institutes . These objects can also be inaugurated with a moment of reflection on the issue of violence.

Please read the dedicated email for further details.

- **EVENT @ASI - ROMA - INTERNATIONAL DAY TO END VIOLENCE AGAINST WOMEN - November 25**

Co-organization and participation to the ASI event, jointly organized by the CUGs of ENEA-ASI-INFN-INAf- La Sapienza University - ISS

- **IL CINEMA OLTRE LO SCHERMO (CINEMA BEYOND THE SCREEN) - starting from November 20**

Please note the initiative with 9 dates with film screenings for schools in different cities of Liguria, accompanied by in-depth discussions on school-related topics, organized by thei Association “Circuito Cinema Scuole” which collaborates with INAF.

In particular, on Wednesday, November 20, and Tuesday, December 10 two meetings will be held in the framework of this series on the topic “Science and Gender Equity, respectively with Francesca Panessa (Inaf Roma) and Clementina Sasso (Inaf Napoli and member of the INAF CUG). Admission free, reservation required. Here you can find information for participation > [link](#)

CALLS/OPPORTUNITIES/ PROJECTS

- **(Free) TRAINING COURSES**

UNIVERSITY OF INSUBRIA «Prevenzione e contrasto alla violenza contro le donne tra diritto e cultura»(Preventing and Fighting Gender Violence between Law and Cultura)
Module: November-December 2024 PROGRAMME

The course is open also to the general public through registration for individual modules, by filling the form available at the following link <https://forms.office.com/e/yQHmQmzbKM>

- **TAGS project “Tackle Gender Stereotypes”**

Aims at promoting communication and language free from gender stereotypes among young people, teachers, media professionals and public institutions.

There are 4 Partners who collaborate in synergy: Foundation “L’Albero della Vita”, “Maschile Plurale”, “FPS Lab” and “Italia Che Cambia”.

→ On November 15, INAF sent a letter of endorsement for the project

→ realization of the manual GUIDA “INDICAZIONI PER UNA COMUNICAZIONE SOCIALE E ISTITUZIONALE PER IL CONTRASTO AGLI STEREOTIPI DI GENERE
(Social and Institutional Communication to counter gender stereotypes)

NUGGETS FROM CUG

Suggested resources, food for thought, news from the world

SPECIAL for NOVEMBER 25

- Useful resources and information in the section “25/11 Against Gender Violence” here: linktr.ee/cug_inaf

- **National demonstrations “Non Una di Meno/Not One Less”- Roma and Palermo**

November 23 (see enclosed document)

For INAF staff who would like to join the demonstration in Rome: meeting at 14:00 in Piazza Albania, at the entrance of the “Parco della Resistenza dell'8 settembre” (<https://maps.app.goo.gl/aetNQqYtZ72F67Dq7>) and then head towards Piazzale Ostiense where the demonstration will start.

- **DOSSIER UE** [Zero-tolerance code of conduct](#)

[Counteracting gender-based violence, including sexual harassment, in the EU research and innovation system](#)

- **Inauguration of the exhibition “Io sono Franca” (“My name is Franca)**

University Tor Vergata, Roma - 12,30 on November 25 in the Library Hall - Economics “V.Pareto”, Department of Economics , B Building, ground floor.

The “Io sono Franca” exhibition will be inaugurated in the presence of the Rector. This is an artistic and communication project by the Association “Differenza Donna” in order to disseminate, first of all among young people, the awareness of the role of women in the fight against gender violence. (enclosed brochure)

- **Free intensive course of Female Self-defence**

Sunday November 24, Roma EUR, 10:00 to 13:00.

<https://www.facebook.com/events/489082493442616/>

- ARTICLE: [Uno studio sulla direzione dello sguardo racconta la paura delle donne \(A Study on the direction of gaze reveals women's fear\)](#)
- ARTICLE: [Misurare le molestie](#) (Measuring Harassment) Recognize harassment is the first step in order to measure them, and per counter them. At work, women are the first victims, but girls with higher levels of education are more aware of this. The analysis originates from recent Istat's surveys
- NEWS: “[Violenza economica di genere](#)” (Economic Gender Violence)
- FILM: we recommend that you watch the new film “[Familia](#)” by Francesco Costabile

—

- EVENT: Women economic forum, Rome, November 20-22
[Empowerment femminile: il “Women economic forum” torna a Roma per la sua](#)

[seconda edizione italiana \(Female empowerment: The “Women Economic Forum” comes back to Rome for its second Italian edition\)](#)

- FILM: [Il Ragazzo dai pantaloni rosa \(The Boy with pink Pants\)](#) Inspired by the true story of the fifteen-year old vera Andrea Spezzacatena, who, on November 20, 2012 took his own life after suffering several acts bullying from his school peers. [link](#)
- ARTICLE: [Why four scientists spent a year saying no](#)
- ARTICLE [Contratto statali, le novità del rinnovo dalle promozioni alla settimana corta \(Government Contract: the features of the new contracts, from promotion to shorter week\)](#)
- ARTICLE [La deputata spagnola Mar Galceran: «Guardiamo alle persone andando oltre la disabilità» \(The Spanish Congresswoman Mar Galceran: Let's look at people going beyond disabilities\)](#)
- ARTICLE [“Whistleblowing, sanzione di 5.000 euro a sindaco, ritorsione su dipendente che ha segnalato illeciti” \(Whistleblowing, a 5.000 euros fine to a mayor, retaliation against an employee who reported wrongdoing\)](#)
- ARTICLE [“Congedo biennale per assistere familiare con disabilità: quale stipendio, scatti anzianità e contributi pensione. La Guida” \(Two-year leave to assist a disabled member of the family: how much salary, seniority and pension contributions. A guide\)](#)
- ARTICLE [“Congedo parentale in manovra 2025, Giorgetti: «Tre mesi all'80% di stipendio» \(“Parental leave in the 2025 financial measures. Giorgetti: three months with 80% of the salary”\)](#)
- ARTICLE: [Burnout lavorativo, l'importanza dell'inclusione per il benessere dei dipendenti \(Burnout at work: the importance of inclusion for the wellbeing of employees\)](#)
- ARTICLE [“Sta finendo l'Out of Office, sta arrivando il Personal Time Off” \(“Out of Office is disappearing, Personal Time Off is now in fashion”\)](#)
- ARTICLE [“Messaggi Out of Office: 7 idee vincenti per la tua posta automatica” \(“Out of Office Messages: 7 winning ideas for your automatic reply”\)](#)
- ARTICLE [“Manovra 2025, arriva un nuovo bonus bebè: ecco chi ne ha diritto e come funziona” \(“2025 Budget package: a new baby bonus arrives - who is entitled to it and how it works”\)](#)
- ARTICLE: [“Permessi 104: il lavoratore è vincolato all'orario di lavoro?” \(“Leave permits under Law 104: is the worker bound by working hours?”\)](#)
- ARTICLE: [“Diritto alla disconnessione: chat, messaggi o mail a tutte le ore, anche nei weekend. Il dipendente non deve essere connesso 24 ore su 24 e 7 giorni su 7” \(“Right to disconnect: chat, messages or e-mails at all hours, even at weekends. The employee does not have to be connected 24 hours a day, 7 days a week”\)](#)

- ARTICOLO: "[Routine del mattino: le cose da fare e da evitare per un buon giorno](#)" ("[Morning routine: things to do and avoid for a good day](#)")
- NEWS "[Inail: calano gli infortuni, ma crescono le malattie professionali](#)" ("Accidents are falling, but occupational diseases are growing")

THE CUG NETWORK

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

- **Convegno "Diversi da chi? Percorsi di accompagnamento, inserimento e inclusione delle persone con disabilità"** ("Meeting: Different from whom? Pathways to support, integrate and include disabled people")
Rome, November 26, 2024, starting from 9.00 at the INAIL Headquarters (via IV novembre, Rome)
Organized by the National Network of Guarantee Committees in collaboration with INAIL CUG and RIGEL Foundation. The Meeting aims at favouring reflection and comparison on policies and strategies for the social inclusion of disabled people. Best practices and innovations will also be discussed for access to necessary services and resources to improve everyone's quality of life. In particular, the challenges faced everyday by disabled will be examined more in detail, even in a working context, and the most suitable support and integration routes in order to ensure participation in the labour market on equal terms. The Meeting will also be streamed live: [here is the link](#).
- Periodical MAGAZINE "La Voce dei CUG" (The Voice of CUG) CUG" [September - October 2024](#)

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>

Follow 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