

Il CUG INAF Informa / Newsletter
N.6 | Year 2026

CUG EVENTS / NEWS/ SPONSORSHIPS / EXTERNAL EVENTS / TRAINING

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

- **we point out the new section - “Inclusion” in the EDUINAF website**
<https://edu.inaf.it/inaf-didattica-inclusiva/>

LATEST ARTICLE: [Costruire un futuro dell’Astrofisica equo e sostenibile \(Building an equitable and sustainable future\)](#)

- **TRAINING:**
DEA@OAB Seminars "Sfumature di rosso per la convivenza delle differenze: “Grovigli di possibilità. Una lettura critica della neuro-normatività” (“Shades of red for the coexistence of differences: “Tangles of possibilities. A critical reading of neuro-normativity” June 8, 2026 at 15:00, at the Astronomical Observatory of Brera, Merate, Sala Belloni. The speaker is Stefania Donzelli. Here are the title and abstract of the talk. Every person, at birth, is a tangle of possibilities. Which of these possibilities take shape also depends on how individual trends meet rules and expectations of the context one grows up. In this process — which is particularly visible and institutionalized during childhood — where neuro-normativity is manifested: a pervasive social force which guides development, the experience, behaviours and relations. The seminar proposes to critically question this force, making its assumptions and effects visible, instead of assuming them as natural and necessary. Finally, we invite self-inquiry as a practice, capable of bringing to light, in the contexts of life, study and work, which forms of perception, thought, attention and communication are facilitated — or marginalized — and with what effects. The goal is building environments which can welcome the ability to accommodate the variety of experience. We encourage you to take part in the seminar in person, so as to favour the exchange of opinions. In any case, you can follow the seminar online at the following link: <https://meet.google.com/scd-qqtb-iak> The seminar will be in italiano; those who follow it online can set up Google Meet to receive English subtitles.

CALLS/OPPORTUNITIES/ PROJECTS

- **INAF CHILD CARE**
Procedure for GEP Fund request: (Objective AT1-2, 2025-2027 GEP Actions), Child Care. You will find here below the link for the **procedure you should follow to ask**

for "Dedicated funds for organizing children care and care for minors with special needs for all participants to the meetings organized by INAF" (Objective AT1-2, 2025-2027 GEP Actions). Link:

<http://www.inaf.it/it/amministrazione-trasparente/disposizioni-general/atti-general/docu menti-di-programmazione-strategico-gestionale-1/gep/gender-equality-plan>

- **INPS Call: screening for prevention and early diagnosis of oncological and cardiovascular diseases** Prevention is the most effective tool to protect your own body and mind well-being! Within the welfare benefits and services funded by the Unitary Management of credit and social benefits in favour of public employees and pensioners registered with it, INPS, following the permanent establishment of the "Screening for prevention and early diagnosis of oncological and cardiovascular diseases", set up the following, for the contributions to cover the costs of carrying out health screening for the prevention and early diagnosis of oncological and cardiovascular diseases, reserved for individuals born between 01/01/1958 and 31/12/1990. Questions are defined in chronological order of presentation, within the maximum number of screening of 60.000 contributions, and until the funds in the budget for the benefit are exhausted. The application may be submitted not later than 12.00 of November 30, 2026 via the Welfare Benefit Portal

[Call](#)

[List of accredited structures](#)

(1) ISEE is not required, as from Art 4 of the accredited call – Excluding all reference to the economic condition: the recognition of the benefit without regard to any reference to economic condition of the family unit;

2) while filling the application, you should declare: (Only after checking that - within the payslip - in the box "Welfare and Social Security Contributions" you find the following item: Withholding Tax for I.N.P.D.A.P. Credit Fund - A Autonomous Management - Credit Fund - 0,35% rate and related amount paid) I am aware that, in order to submit application form, I must be registered with the unitary management of credit and social benefits, without prejudice to the provisions of art. 27 of the law 203/2024

- [Oltre le barriere: come l'Italia sta rafforzando l'inclusione nel mondo del lavoro. Bandi e strumenti per supportare le persone con disabilità verso l'autonomia lavorativa \(Beyond Barriers: how Italy is reinforcing inclusion in the labour world. Calls and tools to support people with disabilities towards working autonomy\)](#)

NUGGETS FROM CUG

Suggested resources, food for thought, news from the world

- [«Nessun diritto resta acquisito per sempre, ricordiamocelo» Intervista alla prima ricercatrice Anna Wolter \("No right remains acquired forever, let us remember that", interview to the researcher Anna Wolter\)](#)
- [Salute mentale, emergenza mondiale: disturbi per 1,2 miliardi di persone. Dato raddoppiato dal 1990. I preoccupanti risultati di un'analisi appena pubblicata su Lancet \(Mental health, a world emergency: mental disorders for 1,2 billions people. This figure has doubled since 1990. The concerning results of an analysis which has just been published in Lancet\)](#)
- [Buoni pasto pubblico impiego, Cassazione: non è diritto automatico \(Meal vouchers for public employees. According to the Supreme Court, it is not an automatic right\)](#)
- [Lavoratore caregiver ha diritto alla tutela antidiscriminatoria riconosciuta alle persone con disabilità. È discriminazione indiretta l'omessa adozione di accomodamenti](#)

[ragionevoli che consentano al lavoratore di dare al figlio disabile l'assistenza necessaria alle cure \(Cass. n. 9104/2026\) \(Caregivers have a right to the anti-discrimination protection due to persons with disabilities. The failure to adopt reasonable accommodations enabling the worker to give his/her child the necessary assistance becomes a form of indirect discrimination\)](#)

- [NEW EQUALITY BODY AND EUROPEAN DIRECTIVES - Reform, issues, opportunities](#)
- *La maternity penalty frena lavoro e crescita demografica. Parità di genere più formale che sostanziale, il Gap rischia di aggravarsi con l'invecchiamento della popolazione (Maternity penalty slows down work and population growth. Gender equality more formal than substantial, Gap risks worsening with an ageing population)*
<https://www.ilsole24ore.com/art/la-maternity-penalty-frena-lavoro-e-crescita-demografica-AISShcJD>
- *Disabilità. In Gazzetta Ufficiale il Terzo Piano d'Azione: sette linee di intervento per l'inclusione (Disabilities. In the Official Journal, the Third Action Plan has been published: seven intervention lines for inclusion)*
<https://share.google/bRdcNMEjRpE63Z04z>

Prevention

- [bando inps aperto fino a novembre 2026 per la prevenzione oncologica e cardiovascolare. \(INPS call until November 2026 for oncological and cardiovascular prevention\)](#)

THE CUG NETWORK

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

- **CUG Thursday Webinar: “Being a caregiver: balance between work, private life and psychological wellbeing”** - June 11, 2026 The initiative aims at promoting awareness, self-help skills and strategies of stress management in the role of caregivers and focuses upon the main psychological aspects related to the burden of care, with a particular care for the strategies of protection of personal wellbeing and the prevention of emotional overload. Talks by Livia Quintiliani, Responsible for the Clinical Psychological Unit - Fondazione Policlinico Universitario Campus Bio-Medico, Roma and Flavia Vicinanza, Clinical Psychology Unit - Fondazione Policlinico Universitario Campus Bio-Medico, Roma [link](#)
- **Schedule of the “Wellbeing Pills” Meetings proposed by the Wellbeing Committee of the CUG Network**, which will take place from 14,00 to 15,00 on Microsoft teams, in the following days:
 - June 5 "Lavorare sui processi operando sull'emergenza: vincoli, opportunità e possibili indicatori di output" (“Working on processes working on emergency: ties, chances and possible output indicators”, Rita De Carli - Istat) [LINK](#)
- **MAGAZINE [The Voice of CUG - March-April 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](#)

ACTIVITIES/ NEWS

Updates on initiatives and actions started by INAF CUG

- The 2025 Annual Report on the situation of the INAF personnel INAF has just been published, and is, available at the following [link](https://portalecug.gov.it/format-2/relazione-cug-istituto-nazionale-di-astrofisica-inaf-2026).
<https://portalecug.gov.it/format-2/relazione-cug-istituto-nazionale-di-astrofisica-inaf-2026>
Preparing this report represents one of the tasks of the INAF CUG, together with the Affirmative Action Plan, in accordance with the provisions of the Directive nr. 2/2019, which underlines the importance of the promotion of equal opportunities and a strengthened role of CUGs inside public administrations.

- **2025 Activity Reports in Inaf:**

- CUG ([Italian](#) and [English](#))
 - [Listening Desk for Work-related Distress \(SADL\)](#) ([Italian](#) and [English](#))
 - [Trusted Counsellor](#) ([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>
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

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Newsletter edited by CUG INAF

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