



**INAF**

ISTITUTO NAZIONALE  
DI ASTROFISICA

CUG Comitato Unico di Garanzia

## II CUG INAF Informa / Newsletter N.5 | Year 2026

### 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 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

- **we point out the new section - “Inclusion” in the EDUINAF website**  
<https://edu.inaf.it/inaf-didattica-inclusiva/>
- **TRAINING:**
  - OAB Gender meetings "Cronaca, sport e scienza: così parliamo di donne" (News, sport and science: this is how we talk about women)- learning test and certificate of attendance of the GiULiA ((Giornaliste Unite Libere Autonome -united free autonomous women journalists) meeting. You have the chance of obtaining a certificate of attendance to the meeting "Così parliamo di Donne"(This is how we talk about Women) of the GiULiAGroup, held on 15/4/2026 at the Astronomical Observatory of Brera, after passing a post-training test. The Indico page for the material useful for self-study or review (slides and complete recording) are at this link:  
<https://indico.ict.inaf.it/event/3521/>  
You can find the questionnaire [HERE](#)

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## CALLS/OPPORTUNITIES/ PROJECTS

- The Call for Applications for “Mothers in Science Caregiver Travel Grant” is open: this is a grant designed to support women’s career in STEMM disciplines, and help them overcome economic obstacles related to care responsibilities when they take part in scientific meetings. For 2026/27, 10 grants of 250 euros each will be awarded to caregivers who want to take part in in-person meetings. The funds, collected thanks to the community of members, can be used in a flexible way to cover expenses linked to the care of children, elderly people, or people with disabilities or chronic diseases, provided they are necessary to allow participation in the event. Applications for 2026 are currently open. <https://www.mothersinscience.com/caregiver-travel-grant>
  - **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*

- [\*Donne Che Curano, mille oncologhe sottoscrivono la Carta di Montecitorio Meno burocrazia, più tempo ai pazienti e maggiori tutele per i caregiver \(Women caring: a thousand women oncologists subscribe the Montecitoris Charter - less Bureaucracy, more time for patients and greater protection for caregivers\)\*](#)
- ***Interessante articolo di commento a una sentenza CEDU che apre agli accomodamenti ragionevoli sul lavoro dei caregiver che si riflettono sull'assicurare i diritti alle persone con disabilità*** (Interesting article commenting a CEDU judgment admitting reasonable concessions of the work of caregivers, granting rights to people with disabilities)  
<https://journals.uniurb.it/index.php/dsl/article/view/5498/4843ù>
- [\*Agire contro le discriminazioni: il contributo del CUG alla PA del futuro. Competenze, responsabilità e strumenti per una cultura del benessere e dell'inclusione \(Acting against discriminations: CUC's contribution to a future Public Administration. Skills, responsibilities and tools for a culture of wellbeing and inclusion\)\*](#)
- [\*Leadership e donne, la sindrome del Gattopardo nelle aziende \(e il rischio della parità di facciata\) \(Leadership and Women, the syndrome of the "Gattopardo" in firms, and the risk of window-dressing equality\)\*](#)
- [\*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 \(Beyond barriers: how Italy is reinforcing inclusion in the labour work . calls and tools to support people with disabilities towards working autonomy\)\*](#)
- [\*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 \(Cass. n. 9104/2026\) \(A caregiver has the right to anti-discrimination protection, due to people with disabilities. An indirect discrimination consists in not adopting reasonable accommodations enabling the employee to give his/her disabled child necessary assistance and care \)\*](#)

### **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-

**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](#)
- [PODCAST Donne e uomini alleati contro il sessismo \(Women and Men allied against sexism\)](#)

[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>  
Follow 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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*Newsletter edited by CUG INAF*

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