

II CUG INAF Informa / Newsletter

N.7 | Anno 2025

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.

CUG EVENTS / SPONSORSHIPS / EXTERNAL EVENTS / TRAINING

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

- **TRAINING**

- **OAB Gender Seminars - learning test and certification**

- (see dedicated email of 11.07.2025 by Sara Elisa Motta)*

- The chance is offered to obtain the certificate of attendance with profit for the gender seminars held at Astronomical Observatory of Brera in the first six months of 2025 by passing a post-training test (deadline 19/9/25).

- after a successful participation to the series of seminars: "When gender violence does not exist: meetings on language, right, discrimination, evaluation, inside and outside Academy", held at the Astronomical Observatory of Brera, the Organizing Committee decided to offer the possibility to all in-presence and online participants, as well as to those who studied on their own the available materials, to obtain for each seminar a certificate of attendance with profit after an assessment test. Each seminar is valid for 2 training hours, and is open to all interested staff. On Indico you will find the pages with the material (slides or transcript, and full recording) at the following link: <https://indico.ict.inaf.it/category/266/> (click on "show" to view all events)

The questionnaires can be found, respectively at:

1. VERA GHENO: "Basta saperle vedere: relazioni viziose e virtuose tra realtà e linguaggio" (7/2/25) ("You just need to know how to see them: vicious and virtuous relationships between reality and language") [HERE](#)
2. SILVIA PENATI: "L'eccellenza scientifica attraverso la lente dell'inclusività" (7/3/25) ("Scientific excellence through the lens of inclusiveness") [HERE](#)
3. LOREDANA GARLATI: "Processo per stupro, processo allo stupro: storia di un reato" (10/4/25) ("Rape trial, process to the concept of rape") [HERE](#)
4. MARINA CALLONI: "Prevenire la violenza di genere nei luoghi di vita e di lavoro" (4/6/25) ("Prevent gender violence in the places of life and work") [HERE](#)

- **TRAINING:**

ARAN guidelines for application: [Il tempo necessario a partecipare a corsi di formazione organizzati dall'ente a quale istituto giuridico va imputato? Se la formazione si svolge in località diversa dalla sede abituale, il tempo di viaggio per raggiungere la destinazione come deve essere considerato? \(To which legal arrangement should we attribute the time needed to attend training courses organized by the Institute? If the training takes place in a location different from one's own place of work, how do you count the time necessary to reach the destination?\)](#)

- **Report of the INAF training event "Oltre i Confini: Equità e Inclusione nella Cultura Scientifica" ("Beyond Border: Equity and Inclusion in Scientific Culture")**

The event took place in May 5-7, 2025 at the Area della Ricerca of Bologna

Read the detailed news > [Equità e inclusione nella cultura scientifica](#)

This meeting represented the first attempt at meeting to think about the way to make our work and our environment as accessible and welcoming as possible.

The meeting was organized by the members of the UNIVERS@LL group (for equity in teaching and disseminating Astrophysics), of the INAF CUG and of the group which wrote and applied the Gender Equality Plan (GEP). About 90 people took part in the event, with training value, of whom about 70 in attendance. A significant involvement of the administrative and technical staff (above 40%) was noticed, over and above people with scientific and technological roles, with a majority of women, even though this data has not been explicitly collected. During the meeting, we decided to challenge four topics we consider relevant for our working life: neuro divergence, multiculturalism, gender equality, sensorial and motor disabilities. The goal of the event was to provide a general overview, so as to raise awareness of the difficulties which people working in our Institute could face, on their own or interacting among them. The topics were handled in an interactive mode, as a game and group work, in which we came up against realistic problem-solving situations for our working life. The feedback we received were positive: the participants in particular pointed to the importance and usefulness of these themes for staff on soft skills. For participants, materials are available on the website. <https://indico.ict.inaf.it/event/3119>

CALLS/OPPORTUNITIES/ PROJECTS

- [**TELEFONO AMICO ITALIA \(Italy Helpline\)**](#)

Since 1967, Telefono Amico Italia is committed to finding a volunteer ready to listen and talk to anyone in an emotional crisis or emergency, free of charge at any time, so as to promote personal wellbeing and social health. Telefono Amico Italia is committed every day to give a chance - to anyone who needs it - to express one's own suffering anonymously and confidentially, thus allowing each individual to recover one's own history and sense within society.

NUGGETS FROM CUG

Suggested resources, food for thought, news from the world

- NEWS: [Norme salva-lavoro per 4 milioni di malati oncologici Dà diritto a congedi o a sospensioni dell'attività autonoma](#)(Work-saving standards for 4 millions cancer patients)
- NEWS: [Famiglia. Picco di congedi parentali: in Italia la conciliazione ad agosto non](#) (Family. Peak of parental leave: esiste conciliation in August in Italy does not exist)
- NEWSLETTER: [Gender Interuniversity Observatory: GIOB](#)
- NEWSLETTER AND CUG EVENTS OF THE SICILY REGION [LINK](#)
- SUGGESTED PODCAST IDENTITÀ SOSTANTIVO PLURALE (Identities: Plural Noun)
The generational gap between adolescents and adults seems as large as ever, and the world of youth appears way more complex than the one of their parents.
How do you build the identity of teenagers nowadays? What does it mean to live and recognize oneself in a fast, fluid, liquid world as this one, also with regard to gender identity? And what does "identity" mean?

THE CUG NETWORK

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

- Periodical MAGAZINE "La Voce dei CUG" (The Voice of CUG) CUG" [May-June 2025](#)

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 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

For info and reports > Chiara Badia e-mail: chiara.badia@inaf.it

English Translation by Giuliana Giobbi