



INAF

ISTITUTO NAZIONALE
DI ASTROFISICA

CUG Comitato Unico di Garanzia

II CUG INAF Informa / Newsletter N.7 | Year 2026

CUG EVENTS / NEWS/ SPONSORSHIPS / EXTERNAL EVENTS / TRAINING

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

TRAINING COURSES PROMOTED BY CUG

Following the proposal made by CUG regarding the activation of four training courses, the initiative received a favourable opinion from the WG of the Gender Equality Plan (GEP), and will start in the Fall. The 4 webinars, which can be recognized as training according to the "Zangrillo" directive, should take place more or less from 10:00 to 13:00, in the dates below, remotely, in Italian. Here below you will find the calendar and the topics. In the next few weeks we will share the detailed programme of each webinar, how to register and further info.

28 September – Linguaggio inclusivo e comunicazione non ostile (Inclusive Language and non-hostile Communication - 3h) ([Associazione Thamaia Onlus](#)) A meeting devoted to the value of words and the importance of a respectful and inclusive communication. Through concrete examples and practical exercises, participants will be invited to recognize discriminatory or unknowingly exclusionary expressions, experimenting more inclusive communication methods. The webinar also includes group activities and simulations to navigate tricky situations, such as sexist comments, stereotypes and prejudices in the working environment.

26 October–Prevenzione e responsabilità collettiva: dal linguaggio all'azione (Prevention and collective responsibility: from language to action - 3h) ([Associazione Thamaia Onlus](#))

This second meeting will examine in depth the role which anyone can play in preventing violence and discriminations, highlighting the link between language, communication and collective responsibility. Through the analysis of awareness-raising campaigns, creative laboratories and moments of discussion, participants will be engaged in building effective communication strategies, as well as in a shared choice of good practices for promoting a culture of respect.

10 November – Comprendere gli autori di violenza (Understanding the perpetrators of violence 2h30min) ([Associazione Interpares](#)) This webinar will offer tools for understanding the dynamics which may lead men to violence in relationships, while delving into aspects such as quality emotion management, the need for control and cognitive distortions. They will introduce empowering paths and patterns of intervention adopted by specialized centres, with a space devoted to a comparison on cases and experiences, so as to foster a greater awareness of the phenomenon and possible prevention strategies.

14 December – Uomini che cambiano: dal privilegio alla responsabilità (Men who are changing: from privilege to responsibility - 1h30min) ([Fondazione Libellula](#)) This meeting will suggest a reflection on the cultural models of masculinity and on how stereotypes and social expectations may foster discriminatory or violent behaviours. Through examples taken from daily life and from the working environment, we will explore the different aspects of violence, the continuum that connects them and the strategies

to recognize and defuse harassing attitudes, while promoting relationships based upon respect, mutual care, individual and collective responsibility.

- The INAF CUG is taking part in the organization of the **2° Giornata sul Benessere Organizzativo in INAF (INAF Organizational Well-Being Day)** (30 October at the INAF Headquarters in Rome Monte Mario. Further details will be made available soon.
- **We point out the "Inclusion" section on the EDUINAF portal, with a few articles about inclusion** <https://edu.inaf.it/inaf-didattica-inclusiva/> **ULTIMO ARTICOLO:** [Costruire un futuro dell'Astrofisica equo e sostenibile](#)
- we point out the new initiative of the UniStem Centre of the University of Milan entitles **"Women Driving Discovery": five scientific seminars** open to PhD students, post doc, researchers and lecturers to know something more on the studies of five Italian women scientists who carry out their research activities in prestigious International Institutes. These meetings represent a chance to enhance women's contribution in biological and biomedical frontier research, thus promoting models of female scientific and encourage an interdisciplinary dialogue, also with the aim of fostering new scientific networks and collaborations. The seminars will be in English, from September to December 2026, in the Aula Milani of the IRCCS Foundation Ca' Granda Ospedale Maggiore Policlinico di Milano.
> The first appointment will be on 18 September with the seminar "Modeling the human brain in a dish: iPSC-derived platforms to study neurodegeneration", by Valentina Fossati from the Jackson Laboratory-NYSCF, New York.

CALLS/OPPORTUNITIES/ PROJECTS

CALL [Festival L'Eredità delle Donne \(Women's Heritage\)](#) Do you have an idea? A project? An event you would like to realize? This is the right chance!

- **Calls and Opportunities which deal with prevention and wellbeing**
<https://granter.it/cerca-bandi/prevenzione-e-benessere/>
- **Open calls on Gender Equality**
https://www.obiettivoeuropa.com/bandi/aperti/settore/parita-di-genere/pagina/1/?utm_source=chatgpt.com
- [Al via la seconda edizione del Premio per la Parità di Genere 2026: candidature entro il 20 luglio \(The second edition of the 2026 Gender Equality Prize is under way: deadline for applications July 20\)](#)

NUGGETS FROM CUG

Suggested resources, food for thought, news from the world

- [Il Dipartimento per le pari opportunità al Forum PA 2026 per la presentazione della nuova prassi UNI per la conciliazione vita-lavoro \(The Department of Equal Opportunities at 2026 PA Forum for the presentation of the new UNI procedure for the work-life balance\)](#)
- [Parità salariale, cosa cambia nel 2026-2027: guida operativa per le aziende \(Equal pay, what will change in 2026-2027? Operational guide for companies\)](#)
- [Né felici né infelici: il benessere dei lavoratori italiani si ferma a metà strada. Cosa misura il Bef Index? \(Neither happy nor unhappy: workers' wellbeing stops halfway. What does the Bef index measure?\)](#)
The Observatory "BenEssere Felicità" (Wellbeing Happiness) presented the 2026 BEF Index, the first Italian index devoted to workers' wellbeing. The results show 43% of workers declare they are "neither happy, nor unhappy"; work-life balance and the quality of working conditions remain among the most critical aspects; those use smart working records average higher levels of wellbeing
- [Lavoro agile per dipendenti pubblici con disabilità, la Raccomandazione del Garante: può essere un accomodamento ragionevole - Orizzonte Scuola Notizie \(Smart working for civil servants with disabilities, the Recommendation of the Guarantor: there may be a reasonable accommodation - School Horizon News\)](#)
- [Il femminicidio nella cronaca italiana \(Femicide in Italian news\)](#)
- [Quanto costa la disabilità? Quando la vita indipendente dipende dal reddito \(How much does disability cost? When independent life depends on your income\)](#)
- Training: [Intelligenza artificiale, dal 2 agosto scatta l'obbligo di formazione per i dipendenti. Ma 2 aziende su 3 sono impreparate \(Artificial Intelligence, the employee training requirement starts from August 2\)](#)

VIDEO Come funziona la mente delle donne? (How does women's mind work? | by Raffaella Rumiati | <https://youtu.be/9ECIQjwmb6U>

THE CUG NETWORK

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

- [MAGAZINE The Voice of CUG -May June 2026](#)

[Review of the Working Group on Legislation and Case Law - June 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 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 - Video

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 Video

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 Video

Contact person: Psychologist Alice Fattori sportellodascolto@inaf.it for a private meeting

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