

Il CUG INAF Informa / Newsletter
N.8 | Anno 2025

EVENTI DEL CUG / NEWS / PATROCINI / EVENTI ESTERNI / FORMAZIONE

Elenco delle iniziative da noi organizzate, patrocinate, partecipate e proposte formative per il personale

- **Equal Pay: objectives and processes - September 17, 14:30 - online**
With Marzia Barbera, Emeritus Professor of Labour Law, University of Brescia - Tiziano Treu
Emeritus Professor of Labour Law, Catholic University of the Sacred Heart of Milan
<https://fondazionerigel.it/parita-retributiva-obiettivo-e-percorsi/>
- **Seminar: “Gender inequalities in science and research: numbers, reasons and mechanisms”** with Camilla Gaiaschi.
Organized by the Astronomical Observatory of Brera, it will take place on **September 23, 2025 at 11:00 in Merate**, via Emilio Bianchi 46
The seminar will be in Italian, we will try to provide English subtitles for those who will take part to the seminar online. We encourage in-person participation to favour the exchange and comparison of opinions. In any case, it will be possible to follow it online at the following link: <https://meet.google.com/szq-yrru-wdp>
Abstract: This contribution is intended to shed light on the phenomenon of gender inequalities in science and research, with particular attention to the academic world, based on the results of International scientific literature and the research carried out by the author, both quantitative and qualitative, largely merged into the book « Doppio Standard » (“Double Standard”, Carocci, 2022). Starting from some comparative and longitudinal data, we will focus three questions regarding women and science (Why so few? Why so low? Why so slow?) to then delve into the explanatory factors of inequalities, distinguishing between individual, organizational and institutional reasons.
- **GENERA Network online lecture next week Thursday (25 September 2025) at 13:00 (CEST): How Can Robots Enable Inclusive Workplaces? Rethinking Safety and Design for Diversity in Manufacturing** by Clara Wiederschwinger-Fischer (Joanneum Research Forschungsgesellschaft mbH)
Registration here: <https://indico.desy.de/e/gn25robots>

● **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 exists: 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

BANDI/OPPORTUNITA'/PROGETTI/CORSI DI FORMAZIONE

PILLOLE DAL CUG

Risorse consigliate, spunti di riflessione, notizie dal mondo

- [Bonus Psicologo 2025, domande dal 15 settembre. Pubblicato in Gazzetta Ufficiale decreto riparto delle risorse](#) (2025 Bonus for Therapy, applications starting on September 15. Published in the "Gazzetta Ufficiale" - Decree for allocating resources)
- The **Femicide Bill** was approved unanimously by the Senate, and is now going to be debated at the Chamber. In the session of July 23, 2025 the Senate approved at first reading the AS 1433 Bill introducing "femicide and other regulatory interventions to combat violence against women and protect victims". Here is the provision sent to the Chamber for consideration: <https://www.giurisprudenzapenale.com/2025/07/25/femminicidio-il-testo-approvato-dal-senato-e-trasmesso-alla-camera/>
- [Global Gender Gap Report 2025: mancano 123 anni alla parità](#) (there are 123 years left until we obtain equality)
- [Norme salva-lavoro per 4 milioni di malati oncologici: Dà diritto a congedi o a sospensioni dell'attività autonoma](#) (job-saving rules for cancer patients: they will the right to leave or suspension of self-employment)
- [Nuovi congedi e permessi per i lavoratori affetti da malattie oncologiche, invalidanti e croniche](#) (New leaves and permits for patients suffering from disabling or chronic oncological diseases)
- [Buste paga e trasparenza](#) (Payroll and transparency)

- [La Consulta: «La madre intenzionale in una coppia di donne ha diritto ai 10 giorni previsti per i padri e agli altri congedi»](#) (The Constitutional Court says: “The intentional mother of a female couple is entitled to any leave provided for fathers”)
- [Reato di femminicidio, Ddl approvato in Senato, ora passa alla Camera. Cosa prevede](#) (Crime of femicide, Bill approved at the Senato, it is now going to be debated at the Chamber: here are its provisions)
- [Contro la violenza di genere in Uganda si educano gli uomini](#) (In Uganda, men are educated against gender violence)
- [Sono neurodivergente e lo racconto, così aiuto chi si sente sbagliato](#) (I’m neurodivergent and I tell it, so I’m helping those who feel wrong)
- [Perception to policy: Dismantling gender stereotypes in the European Union](#)
- [Ordine degli psicologi: "L'abuso digitale è come quello fisico, rischio di sindrome da stress post traumatico"](#) (The Order of Psychologists says: “digital abuse is like physical abuse: risk of post-traumatic stress syndrome)
- Pagina Instagram consigliata: She is a scientist - [progetto Who Counts](#) (Suggested Instagram page: She is a scientist - Who Counts project)

THE CUG NETWORK

Updates and initiatives of the National CUG Network of the Public Administration

- 10 years on the Network: [il video dell'evento di dieci anni di attività della Rete](#) (Video of the event of the Network’s 10 years of activities)
- MAGAZINE ["La Voce dei CUG" \(The Voice of CUG"- July August 2025](#)

ATTIVITÀ/ AZIONI DEL CUG INAF

Aggiornamenti su iniziative e azioni intraprese dal CUG INAF

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 INAF Report sent to the Ministry \(2025 as referred to 2024\)](#)
 - [PTAP Three-year Plan of di proactive actions 2025-2027](#)
 - **Reports on 2024 activity in Inaf by:**
 - CUG ([Italian](#) and [English](#))
 - Counselling Desk Report [on work-related issues \(SADL\)](#) ([Italian](#) and [English](#))
 - [Trusted Counsellor](#) ([Italian](#) and [English](#))
- All these documents can be found in the Inaf website in the [section devoted to CUG](#).
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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 Desk: Contact person: Psychologist Alice Fattori

email sportellodascolto@inaf.it for a private meeting

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Newsletter edited by CUG INAF

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