

INAF CUG Informa / Newsletter

N.1 | Anno 2024

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](#).

CUG EVENTS / SPONSORSHIPS / EXTERNAL EVENTS / TRAINING

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

- CUG IN TOUR Since April 2024 the Single Guarantee Committee, the Confidential Counsellor and the contact person for the listening desk have been visiting all INAF locations, in order to illustrate the planned activities - current and future - present targets and tools, listen to the needs and requests of the staff. So far, the CUG has visited Inaf Structures in Roma, Merate, Brera, Trieste, Milano, Padova, Abruzzo, Palermo, Catania: the next visits will be in Capodimonte (Napoli), June 12 and Cagliari, June 20.
- From the end of 2023 to the present day, INAF CUG has undertaken to participate, sponsor or organize several initiatives in order to raise awareness of gender equality and wellbeing at work.
[Here below](#) is a summary of the activities carried out in the last few months.
- SEMINAR (in English)
27 June 2024, 1 pm: "The only thing of real importance that leaders do is to create and manage culture. Discussion and provocations on leadership and

behaviour changes" - Fiona McClement, Leeds University
<https://indico.desy.de/e/gn24lead>

CALLS/OPPORTUNITIES

- **Women's Italy (L'Italia delle donne), Public notice for the identification of women to be promoted at national and local level.** [LINK](#) deadline: November 30, 2024
- **Support, Subsidies and Allowances: [INPS Call](#) - 2024 Screening for the prevention and early diagnosis of oncological diseases and cardiovascular diseases: user demand service**

NUGGETS FROM CUG

Suggested resources, food for thought, news from the world

- **Parenting:** the civil servant, with children up to three years of age, may request to be temporarily assigned to a place of employment of the province or region in which the family residence is located. [Judgment of the Constitutional Court 04.06.2024](#)
- **Recruitments and Discrimination:** the case of Elisabetta Franchi [Link](#)
- **Smart Working:** living and working time and demographic rebalancing of the territory. There is a first series of results of the activity of the Observatory on the impact of smart working upon the labour market and inland areas. [Link](#)
- **PNRR Monitoring: few gender awards and many derogations, this will increase inequalities**
The Bologna-based association PERIOD think tank has made a new territorial analysis in order to assess the impact of PNRR procurements on the employment of women and young people. 65% of the calls applied a derogation regarding the mechanisms of protection favouring the inclusion of women, young people and disabled, whereas only 6% of the calls presents gender reward measures. Read more about it, [here](#).

Period Think Tank - APPALTI PNRR Analisi impatti di genere

Sono presenti 170.481 CIG (bandi gara), divisi per 79.409 CUP (codici progetto).

Il 65,54% dei bandi ha derogato parzialmente o totalmente le quote femminili e/o giovanili di assunzione maggiori del 30% previste.

Il 5,92% prevede misure di premialità, nello specifico 3,28% prevede misure a diretto impatto di genere.

L'analisi si basa sulle seguenti dimensioni:

performance regionali, classe di importo, presenza di misure premiali facoltative, deroga della quotidi assunzione femminile e giovanile >30% obbligatoria, missione e componente

Distribuzione bandi gara per Regione



Distribuzione bandi gara per Missione e Componente



Dashboard sviluppata da Giuditta Belloni, Dylan Tartarini e Alessandra Pomella

View on Tableau Public

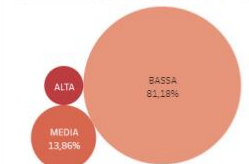
Distribuzione delle tipologie di premialità dove presenti

Abbiamo raggruppati le premialità per 4 categorie di impatto: GENERALE, GENERE, ETA', DISABILITÀ



Distribuzione bandi gara per Classe Importo

Bassa <100k Media: tra 100k e 1 milione Alta: >1 milione



Distribuzione bandi gara per Deroga

La deroga fa riferimento all'occupazione femminile o giovanile >30% obbligatoria



Filtri

Regione

(All)

Provincia

(All)

Comune

(All)

Missione

(All)

Premialità

(All)

Classe Importo

(All)

Deroga

(All)

Esito

(All)

Flag Urgenza

(All)

THE CUG NETWORK

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

- I GIOVEDÌ DELLA RETE DEI CUG (CUG THURSDAYS June 13, 14:00 "When gender violence becomes digital" here is the [link](#) to follow it
- MAGAZINE "The Voice of CUG" [April - May 2024](#)

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/lnafCug>

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 INAF CUG

Translation by Giuliana Giobbi

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