



INAF

ISTITUTO NAZIONALE
DI ASTROFISICA

CUG Comitato Unico di Garanzia

Il CUG INAF Informa / Newsletter

N.2 | Year 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.
 - Towards the end of June, the INAF CUG met at the INAF Headquarters in Rome, and had the chance to meet both the President and the Director General and had a positive and constructive discussion about future actions and activities.
 - The minutes and the agendas of the sessions held so far by CUG are available at the following [LINK](#).
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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 (IAPS), Merate, Brera, Trieste, Milano, Padova, Abruzzo, Palermo, Catania, Napoli e Cagliari. After the summer, probably between October and December, the tour will start again with the next visits in the missing Inaf institutes, whose directors have already been contacted so as to schedule the meetings.
- From the end of 2023 to the present day, INAF CUG has undertaken to participate, sponsor or organise 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.

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
- **L'Oréal Unesco Prize** - International Awards in Physical sciences, Mathematics and Computer science - 2025 Call for nomination [link](#)

NUGGETS FROM CUG

Suggested resources, food for thought, news from the world

- **L'Oréal-Unesco Prize to Giada Peron of Inaf**
L'Oréal Italia announced the six winners of the twenty-second Italian edition of the Young Talents Italy prize established by L'Oréal Italy Unesco for women and science. The competition was really hard: the jury has selected among 260 nominations the six researchers to whom they awarded the prize, consisting in 20.000 euros. Among the winners, we can find Giada Peron, 30 years old, from Inaf Arcetri <https://www.media.inaf.it/2024/06/17/premio-loreal-giada-peron/>
- **INAF Inclusion** From the art of embroidery and knitting of a group of "Spazio Donna Zen" came the "Astro PupazZen" ("Astro Dolls"): marvellous artifacts inspired by the figures of women scientists, from Margherita Hack to Vera Rubin, from Hypatia from Alexandria to Samantha Cristoforetti. This is part of the Inaf project: Astronomy for equality, diversity and inclusion. The title of the project is "Tessere l'astronomia" ("Weaving Astronomy"), and involved the women of the "Spazio Donna Zen" for a very precise reason: i.e. the belief that the power of astronomy is its universality. [Da Margherita Hack a Vera Rubin, atterrano a Palermo le Astro PupazZen](#)
- **Disability**: new regulations May – June 2024 [link](#)

- **Report Global Gender Gap 2024 of the World Economic Forum** [link](#)
18th annual report, which estimates the current state and the evolution of gender equality in four key dimensions: Participation and Economic Opportunities, educational level, Health and Survival, and Political Power. This year the report analyses 146 economies, thus providing a basis for the analysis of the evolutions of gender equality in two thirds of the world's economies, and includes a subgroup of 101 countries which have been analysed in each edition since 2006, allowing a longitudinal analysis of trends.
- **Guida completa alla comunicazione con i dipendenti nel 2024** [Link](#)
- **(A Complete Guide to Communication with employees in 2024)**
- MEETING (in Italian, recording of event)
["Partecipazione e inclusione nella prospettiva del pubblico impiego"](#)
- PAPER: ["Psicologia del lavoro: chiave del successo e del benessere organizzativo"](#)
- PAPER: ["Una leadership filosofica per la gestione dei talenti e delle diversità nelle organizzazioni"](#)
- PAPER: «Ambiente di lavoro tossico e poco coinvolgimento. Le dimissioni di massa non sono solo un problema di salario» (Toxic working environment and little involvement. Mass resignation is not only a salary problem) – [Interview](#)
- PAPER: Il carico mentale delle donne é il burnout domestico (The mental load of women is domestic burnout) [link](#)
- Residential camp "Cultivating peace" with oneself, the others and the systems in which we live. August 23-28, 2024 [Link](#)
- Training Public Administration to the culture of legality. Anac-Sna Agreement for common actions [link](#)

THE CUG NETWORK

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

- MAGAZINE "The Voice of CUG" [June 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>

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 Service:

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

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