INAF
ISTITUTO NAZIONALE
DI ASTROFISICA

CUG Comitato Unico di Garanzia

MINUTES N. 7/2026

On Julyy 9, 2026, at 10.30, the INAF CUG, appointed by Decision of the Manager of Office I "Human Resources" nr. 60 of 31.10.2023, met online.

The following full members were present: **Fiamma CAPITANIO** "Istituto di Astrofisica e Planetologia Spaziali", **Vito CONFORTI** "Osservatorio di Astrofisica e Scienza dello Spazio di Bologna, **Anna GIGLIO** "Osservatorio Astrofisico di Catania", **Giuseppe ESPOSITO** "Osservatorio Astronomico di Capodimonte", **Giuliana GIOBBI** "Amministrazione Centrale, "**Francesca Romana PORTA** "Direzione Generale , **Silvia PIRANOMONTE** "Osservatorio Astronomico di Roma", **Clementina SASSO,** "Osservatorio Astronomico di Capodimonte", **Daniela VERGANI**, "Osservatorio di Astrofisica e Scienza dello Spazio di Bologna.

The following alternate members were present: **Chiara BADIA** "Osservatorio Astronomico d'Abruzzo", **Daniele FULVIO** "Osservatorio Astrofisico di Catania", Giulia **MANCA** "Osservatorio Astronomico di Trieste", **Marilena SPAVONE** "Osservatorio Astronomico di Capodimonte", **Giorgio TOSO** "Istituto di Astrofisica Spaziale e Fisica Cosmica di Milano".

Absent full members: **Giuseppe DI PERSIO** "Istituto di Astrofisica e Planetologia Spaziali di Roma", **Francesca MARTINES** "Osservatorio Astronomico di Palermo",.

Absent alternate members: **Stefania PEZZUTO**, "Istituto di Astrofisica e Planetologia Spaziali di Roma", **Boris SBARUFATTI** "Osservatorio Astronomico di Brera", **Maria Teresa MENNA**, "Osservatorio Astronomico di Roma".

Agenda:

- **Approval of preceding minutes**
- **Questionnaire by DEA Group, Brera**
- **Proposal of Convention among INAF CUG, UniCT CUG and Catania Polyclinic**
- **Preparation of a Google Form for the Webinar on Violence against Women**
- **Implementation of recent rules for the appointment of managers**
- **Any other business**

- **Approval of preceding minutes**
  The approval of the minutes of the preceding meetings is postponed until all participating members approve them.

- **Questionnaire by DEA Group, Brera**
  The group discussed a questionnaire on well-being, proposed by the colleagues of the Astronomical Observatory of Brera, belonging to the DEA Group. We expressed our concern about the overlap with the work already underway on the part of the working group on wellbeing

and work-related stress. The CUG members agreed that initiatives must go through the appropriate institutional channels. Also, the working group should be involved in planning. We decided to answer the Brera colleagues, providing clarification and publicizing the working geoup through the CUG Newsletter.

- **Proposal of Convention among INAF CUG, UniCT CUG and Catania Polyclinic**
  In order to create a network among CUGs in the Public Administration, according to the 2026-2028 Affirmative Action Plan, Anna G. proposed the group the possibility to conclude a pilot agreement with the CUG of the University of Catania and the one of the Catania Polyclinic, which belong to the same University area. The proposal of convention concerns providing training and prevention courses, both in-presence and online. The same convention might be proposed, in the next few years, to other INAF Structures. There are currently moments of discussion among the President of the three CUGs (INAF, Catania University, Catania Polyclinic). Francesca R.P. suggested that the relevant doctors, the coordinating doctor and the workers' safety representatives should also be involved. Moreover, Francesca R.P. suggested broadening the areas of intervention and include other activities, such as workshops. Vito C. agrees with the remarks of Francesca R.P. and added that the Training Office should be informed: one should specify that such training moments will give rise to the right to credits recognized according to the Zangrillo Directive, potentially also valid for those involved in workers' training and safety. Daniele F. raised concerns about the replicability of the initiatives in other INAF Structures, and suggested a more systematic, even National approach if this pilot project is successful. The group agreed to take 10 days to review the proposal and gather any comments.

- **Preparation of a Google Form for the Webinar on Violence against Women**
  Present members discussed planning training courses for the period starting from September until December. The three course will be announced in the CUG July Newsletter, before the summer break. They agree to prepare a Google Form and advertise the initiative at the start of September.

- **Implementation of recent rules for the appointment of managers**
  Pino E. suggested that soft skills should be added among the requisites for the selection of Research Structures Directors, according to the recent Ministerial decrees and the lessons of Prof. Gabriella Nicosia of the University of Catania, one of the teachers of the training course on organizational wellbeing, organized by Formez. The group discussed how to evaluate soft skills of the candidates for directorship. Pino E. suggested consulting a legal expert to clarify procedures, whereas Giuliana G. confirmed that the recent Ministerial decrees allow candidates to add training courses in their CV, and allow selection boards to evaluate soft skills during their interviews. Present members agreed to share the draft of the letter before July 15, before the Board meeting of July 28.

- **Any other business**
  - Anna G. informs that there is no news on the draft of the new version of the CUG regulation after the CUG sent it in the first three months of 2026
  - The group discussed planning an annual award to give recognition to women in research, at first considering a public competition, but taking into account problems of gender limitation issues and issues related to tax problems for the awards. Clementins S. explaining that they are taking into consideration alternatives, such as 5 awards of € 5000,00 to support planned research activities, with the administrative support of Brera and Capodimonte. Anna G. asked for an update before the end of September.
  - Anna G. proposed to organize a training meeting with the Trusted Counsellor, the Lawyer Marina Capponi on October 29, before the Well-being Day of October 30. The meeting would focus upon the INAF Ethical Code.
  - Anna G. informs that the contract of the Trusted Counsellor has been extended to December 31, 2027. On the other hand, as regards the psychologist responsible for the INAF Counselling Desk for Work-related Distress, Anna is in contact with Dr. Pedoto in order to select available funds for the contract extension.

Actions:

- Everyone: Update the proposal of a convention between INAF CUG, Catania University CUG and CUG of the Catania Polyclinic;
- Chiara B.: include in the Newsletter the activities of the DEA Working Group
- Pino E.: before >July 15, he will take care of writing the letter to ask include soft skills, according also to the new Ministerial decrees, in the INAF call for candidates to the Directorship of Research Structures.

The meeting ends at 12.15.

Recording secretary: Vito Conforti

CUG President: Anna Giglio