

Direttiva UE 2023/970: trasparenza retributiva, nuovi obblighi e impatti operativi per le imprese

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Webinar informativo

24 aprile 2026 – ore 11:30 (1h)

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Direttiva UE 2023/970: cosa cambia per le imprese con la trasparenza retributiva

Dalla parità formale alla trasparenza effettiva

La Direttiva (UE) 2023/970 del 10 maggio 2023 segna un cambio di paradigma: non più solo principio di parità salariale, ma strumenti concreti di controllo e misurazione

Il decreto di recepimento introduce due pilastri fondamentali:

- Trasparenza
- Controllo

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Gli obblighi per i datori di lavoro

Tra le principali novità:

- Obbligo di indicare la retribuzione iniziale negli annunci
- Divieto di chiedere la retribuzione precedente ai candidati
- Diritto dei lavoratori a conoscere i livelli retributivi medi per sesso

- Comunicazione periodica del gender pay gap (aziende >100 dipendenti)

Quando scatta la valutazione congiunta

Se emerge un divario $\geq 5\%$ non giustificato da criteri oggettivi, l'azienda deve attivare una valutazione congiunta con i rappresentanti dei lavoratori.

Questo introduce:

- un meccanismo di autoregolazione
- un anticipo del rischio giudiziario
- una responsabilità organizzativa interna

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Impatti organizzativi: non è solo un adempimento

Le aziende dovranno:

- mappare le mansioni comparabili
- documentare i criteri retributivi
- implementare sistemi di raccolta dati
- integrare la trasparenza con modelli 231 e parità di genere

Non si tratta di un obbligo isolato, ma di una revisione strutturale del sistema retributivo.

Perché prepararsi prima del 2027

Gli obblighi entreranno gradualmente in vigore fino al 2031 in base alla dimensione aziendale

Informativa sulla trasparenza r...

La preparazione anticipata:

- riduce il rischio contenzioso
- tutela la reputazione aziendale
- preserva l'equilibrio delle relazioni industriali

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People S.p.A. e Studio Birtolo & Partners hanno attivato un percorso di assessment e adeguamento per supportare le imprese nella gestione strutturata della trasparenza retributiva.

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DVR e tipologia contrattuale: perché oggi non è più un dettaglio trascurabile

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Una recente pronuncia della Corte di Cassazione ha riaperto l'attenzione su un aspetto spesso sottovalutato nella gestione della sicurezza aziendale: il rapporto tra **Documento di Valutazione dei Rischi (DVR)** e **tipologia contrattuale dei lavoratori**.

Il tema non riguarda solo la conformità al D.Lgs. 81/2008, ma ha **ricadute dirette anche sulla validità dei contratti di lavoro**, in particolare quelli a termine. Un segnale chiaro per le aziende: sicurezza, organizzazione e gestione del personale sono oggi più che mai interconnesse.

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DVR e valutazione dei rischi: cosa dice il D.Lgs. 81/2008

L'articolo 28 del D.Lgs. 81/2008 stabilisce che la valutazione dei rischi debba riguardare **tutti i lavoratori**, tenendo conto non solo dei rischi tecnici, ma anche delle **caratteristiche**

soggettive e organizzative, tra cui:

- genere, età e provenienza;
- **tipologia contrattuale** (integrazione introdotta dal D.Lgs. 106/2009).

Questo principio rafforza un concetto chiave: **la forma del contratto incide sull'organizzazione del lavoro e, di conseguenza, sull'esposizione ai rischi.**

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Tipologia contrattuale e validità del rapporto di lavoro

Il D.Lgs. 81/2015 (Jobs Act) prevede che i contratti non a tempo indeterminato – come tempo determinato, intermittente, somministrazione e apprendistato – **non possano essere attivati da datori di lavoro che non abbiano effettuato la valutazione dei rischi.**

In assenza di DVR, il rischio non è solo sanzionatorio: il contratto a termine può essere **dichiarato illegittimo e convertito a tempo indeterminato**, come confermato anche dalla giurisprudenza.

Contratti atipici e sicurezza: le criticità da valutare

La Circolare INL n. 1148/2020 individua alcune condizioni di rischio tipiche dei rapporti non standard, tra cui:

- minore familiarità con ambienti e procedure aziendali;
- utilizzo di attrezzature conosciute solo parzialmente;
- professionalità iniziale più fragile;
- formazione non sempre adeguatamente contestualizzata;
- minore propensione alla segnalazione delle criticità;
- maggiore complessità nella gestione di formazione, DPI, sorveglianza sanitaria ed emergenze.

Quando presenti, **questi fattori devono essere analizzati nel DVR** e gestiti attraverso misure organizzative, procedurali e formative mirate.

La stessa circolare chiarisce però un punto importante: se i rischi delle mansioni sono già correttamente individuati e la tipologia contrattuale non incide sull'esposizione, **il DVR non**

è automaticamente incompleto solo perché non contiene una sezione dedicata.

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Indicazioni operative per le aziende

Alla luce degli orientamenti normativi e ispettivi, oggi è fondamentale:

- ✓ verificare se il DVR considera le diverse tipologie contrattuali;
- ✓ valutare l'impatto di formazione ridotta e minore familiarità operativa;
- ✓ strutturare procedure di inserimento, affiancamento e vigilanza rafforzata;
- ✓ integrare questi aspetti nella gestione quotidiana della sicurezza.

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Il supporto di People S.p.A.

People S.p.A. affianca le aziende nella:

- verifica di conformità del DVR;
- valutazione dei rischi organizzativi e contrattuali;
- progettazione di percorsi di inserimento sicuri per lavoratori a termine, intermittenti e somministrati.

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Avviso 4/2025 Fondimpresa: 5 milioni di euro per la formazione sull'Intelligenza Artificiale

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Formazione finanziata per accompagnare l'innovazione digitale delle imprese

L'Intelligenza Artificiale sta trasformando in modo profondo i modelli organizzativi, i processi produttivi e l'erogazione dei servizi. Per supportare le aziende in questo percorso di cambiamento, **Fondimpresa ha pubblicato l'Avviso 4/2025**, mettendo a disposizione **5 milioni di euro** per la formazione sulle competenze legate all'Intelligenza Artificiale.

L'obiettivo dell'Avviso è favorire un'adozione **consapevole, efficace e responsabile dell'IA**, sostenendo piani formativi che accompagnino investimenti reali in soluzioni tecnologiche innovative.

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A chi si rivolge l'Avviso 4/2025 Fondimpresa

L'Avviso è rivolto alle **aziende aderenti a Fondimpresa** che stanno sviluppando o implementando progetti basati su tecnologie di Intelligenza Artificiale, anche integrate con altri strumenti digitali.

I progetti devono introdurre **cambiamenti significativi**:

- nei processi produttivi
- nell'organizzazione aziendale

- nell'erogazione dei servizi
- nella gestione dei processi interni ed esterni

La formazione del personale deve essere parte integrante del progetto di innovazione.

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Interventi esclusi dal finanziamento

Non sono ammessi:

- interventi di miglioramento marginale o manutentivo
- semplici incrementi di capacità produttiva senza reale apporto dell'IA
- corsi limitati all'addestramento operativo sull'utilizzo di software standard di Intelligenza Artificiale

L'Avviso mira allo **sviluppo di competenze strategiche**, non al solo utilizzo di strumenti.

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Le aree tematiche finanziabili

I Piani Formativi possono svilupparsi su una o più delle seguenti aree:

- Strategia e governance dell'Intelligenza Artificiale
- Progettazione, architetture e UX IA
- Sviluppo e integrazione di soluzioni IA
- Operazioni e service management IA
- Sicurezza, compliance e gestione dei rischi IA
- Dati, conoscenza e qualità per l'IA
- Gestione dei progetti, portafoglio e miglioramento continuo

Un approccio strutturato che consente alle aziende di governare l'innovazione tecnologica in modo sostenibile.

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Il supporto di People S.p.A.

People S.p.A., ente qualificato da Fondimpresa, affianca le aziende in tutte le fasi del percorso:

- analisi dei fabbisogni formativi
- progettazione del Piano Formativo
- gestione amministrativa e rendicontazione
- realizzazione degli interventi formativi

Un supporto completo per trasformare la formazione finanziata in un vero vantaggio competitivo.

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❑ Vuoi sapere se la tua azienda può accedere all'Avviso 4/2025 Fondimpresa?

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Caratteristiche delle azioni formative

Ogni azione formativa può prevedere:

- durata minima di **8 ore**
- durata massima di **100 ore**

Sono privilegiate metodologie flessibili e personalizzate:

- action learning
- coaching
- affiancamento operativo
- training on the job

La formazione può essere erogata anche in **FAD sincrona**.

Tutti i percorsi prevedono **valutazione finale**

dell'apprendimento e rilascio di attestazioni e certificazioni delle competenze, in conformità alla normativa regionale.

Regime di aiuti

I contributi dell'Avviso 4/2025 sono concessi secondo:

- regime **de minimis**
- Regolamento UE n. **651/2014**

I Piani possono essere presentati da:

- Enti qualificati da Fondimpresa
- Aziende aderenti, in forma aziendale o interaziendale

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