

# RESTRICTIVE COVENANTS AS AN INSTRUMENT TO THE INCREASE OF VULNERABILITY IN WORK

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## MAIN GOALS:

1. UNDERSTAND THE CASUAL LINK BETWEEN WORK VULNERABILITY AND RESTRICTIVE COVENANTS
2. REALIZE HOW LEGAL FRAMEWORKS CAN HELP TO INCREASE VULNERABILITY IN WORK RELATIONS.

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## NON-COMPETITION AGREEMENTS – THE US EXAMPLE:

1. THE NUMBERS OF CLAUSES NOT TO COMPETE IN US EMPLOYMENT CONTRACTS
2. THE INFAMOUS CASE OF JIMMY JOHN'S CLAUSES NOT TO COMPETE

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## NON – COMPETITION AGREEMENTS – EXAMPLES FROM EUROPEAN COUNTRIES' LEGAL FRAMEWORKS:

1. ITALY
2. PORTUGAL
3. SPAIN
4. FRANCE
5. BELGIUM

THE IMPORTANCE OF LEGAL FRAMEWORK TO AVOID MISUSE OF NON-COMPETITION AGREEMENTS

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## THE EXAMPLE OF EXCLUSIVITY CLAUSES AS INSTRUMENT TO THE INCREASE OF VULNERABILITY IN WORK:

1. DESCRIPTION OF EUROPEAN LEGAL FRAMEWORKS
2. CAN A PART-TIME WORKER BE BOUND BY AN EXCLUSIVITY CLAUSE?

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## CONCLUSIONS:

1. IS THE BELGIUM SOLUTION THE PERFECT WAY TO DEAL WITH NON-COMPETITION AGREEMENTS?
2. EUROPE PROBABLY NEEDS AN INFAMOUS CASE TO WAKE UP FOR THIS PROBLEM.
3. EUROPEAN LEGAL FRAMEWORKS ALLOW THE USE OF CLAUSES NOT TO COMPETE AGAINST VULNERABLE WORKS.

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**Thank you!**

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