

**Question for written answer E-003414/2015  
to the Commission**  
Rule 130  
**Ole Christensen (S&D)**

Subject: Use of clauses in contracts of employment

Research indicates that clauses in contracts of employment reduce mobility in the labour market and restrict innovation, enterprise and productivity.

At the same time, the use of clauses in contracts of employment also threatens the rights of employees. The use of competition clauses in particular can be seen as serious interference in individual employees' chances of using their qualifications and knowing how to seek a job with a competitor company.

In an earlier reply (E-001840/2007) the Commission stated that job clauses, in which companies agree not to employ each other's employees, are unlawful because they conflict with the EU's competition rules.

Could the Commission please explain what is being done to limit the use of clauses in contracts of employment? Could it also state whether the Directive on the protection of companies' trade secrets will affect the spread of clauses?