

**Research program:**  
***“The employment relationship among formation, competence, competition, and protection of the business know-how”***

**Annex Code 2**

**Department of Law**

**Tutor:** Prof.ssa Annamaria Minervini

**Program**

**Object of the research:**

The research project regards the study and elaboration of the specific contractual clauses which promote the stability and continuity of the employment relationship. In particular, these clauses are finalized to the balance of the opposed interests. On the one hand, the employer, who has invested on the formation of the employees, is interested in maintaining inside the company the formed and qualified human resources, in order to maximize the profit and exploit the acquired competences. On the other hand, the competences of the worker that are employed by the company for its purposes throughout a determined time, deserve an appropriate recognition. The project is based on a partially revised idea of formation, which is not only a right (constitutionally guaranteed), but also an instrument of competitiveness of the company that invests in the professional developing of employees, in the prospective to have a patrimonial growth thanks to the acquired competences.

**Structure of the research:**

The research project is based on the following research objectives: 1) analysis of contractual instruments as “clauses of guaranteed minimal duration” and “non-competition agreement”; 2) analysis and arrangement of specific clauses and a determined contractual model; 3) testing of the contractual model at a company in the Bergamo province; 4) writing of the essay and presentation of the research results.