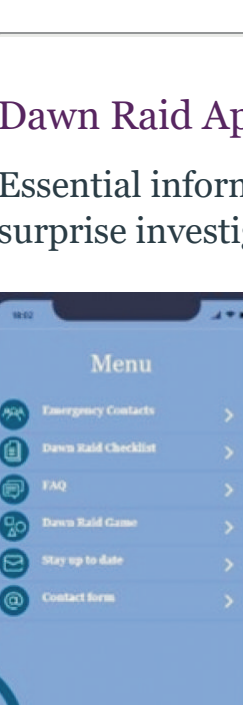


### Competitive Edge

Keeping you up to date on Competition and EU law developments in Europe and beyond

### In Focus



#### Is Competition Law suitable for Labour Markets?

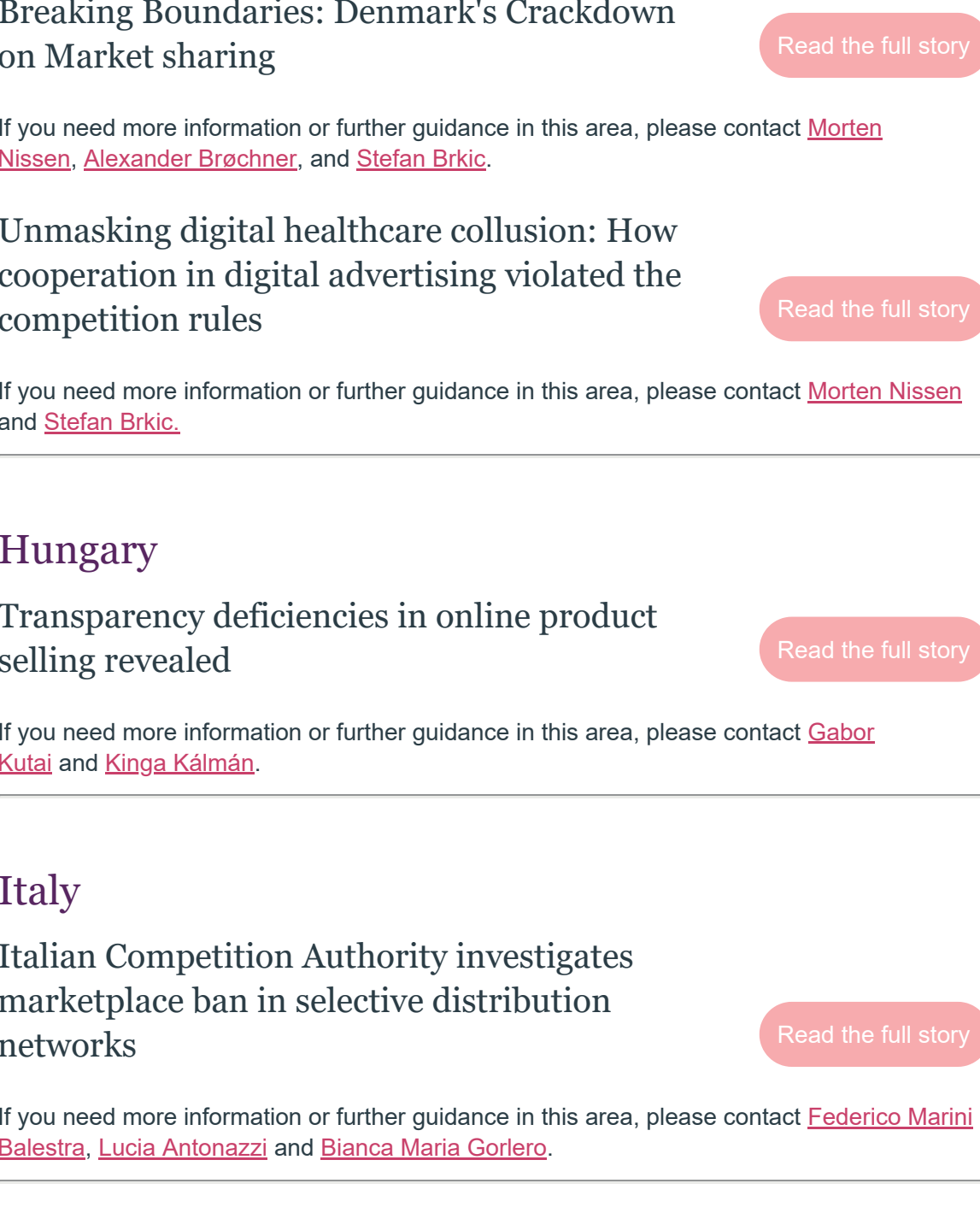
In this month's article, [Marcin Alberski](#) and his colleagues from the Warsaw office delve into the complexities of applying competition law to labour markets. They provide insights into defining labour markets and discuss the implications of treating non-business entities as undertakings.

Globally, there is increased scrutiny on labour markets, with notable developments in the US and EU. In 2016, the US DOJ and FTC targeted wage-fixing and no-poach agreements, deeming them per se illegal. In the EU, we observed antitrust actions against sports leagues, which led to broader enforcement across various sectors, from food delivery services to IT services. The European Commission is investigating no-poach agreements, highlighting their negative impact on employees and competition. As authorities focus on labour markets, we anticipate precedent-setting decisions that could reshape the application of competition law in this area. Discover more about these developments and their potential impact by reading the full article.

[Read the full story](#)

#### Dawn Raid App

Essential information at your fingertips before, during and after a surprise investigation



Stay prepared! Download our free [Dawn Raid App](#), which provides you with **step-by-step** guidance for handling dawn raids by competition authorities. The app equips you with **checklists**, tips for conduct during and after a raid, and crucial information about your **rights and obligations**. Access a list of frequently asked questions and connect quickly with Bird & Bird **emergency contacts** in case of a surprise investigation. The app is available for download from the [Apple App Store](#) and [Google Play in English, French, and Finnish](#). [More information and links to download the app here >>](#)

### Updates from our jurisdictions

#### Australia

ACCC consults on draft merger guidelines

[Read the full story](#)

If you need more information or further guidance in this area, please contact [Thomas Jones](#), [Matthew Bovaird](#), [Patrick Cordwell](#), and [Dylan McGirr](#).

#### Belgium

Redefining Economic Dependence: The Tunstall Case and its impact on Licensing Refusals

[Read the full story](#)

If you need more information or further guidance in this area, please contact [Baptist Vieschouters](#) and [Claire De Neve](#).

#### Czech Republic

Czech NCA Publishes New Vertical Agreements Guidelines: What to Keep an Eye out for?

[Read the full story](#)

If you need more information or further guidance in this area, please contact [Vojtěch Chloupek](#), [Marin Taimr](#) and [Matej Šinkovíc](#).

#### Denmark

Breaking Boundaries: Denmark's Crackdown on Market sharing

[Read the full story](#)

If you need more information or further guidance in this area, please contact [Morten Nissen](#), [Alexander Brøchner](#), and [Stefan Brkic](#).

Unmasking digital healthcare collusion: How cooperation in digital advertising violated the competition rules

[Read the full story](#)

If you need more information or further guidance in this area, please contact [Morten Nissen](#) and [Stefan Brkic](#).

#### Hungary

Transparency deficiencies in online product selling revealed

[Read the full story](#)

If you need more information or further guidance in this area, please contact [Gábor Kutai](#) and [Kinga Kálmán](#).

#### Italy

Italian Competition Authority investigates marketplace ban in selective distribution networks

[Read the full story](#)

If you need more information or further guidance in this area, please contact [Federico Marini Balestra](#), [Lucia Antonazzi](#) and [Bianca Maria Gorlero](#).

#### Netherlands

Call-in powers for the Dutch competition authority: proposal to bring below threshold concentrations under scrutiny of the ACM

[Read the full story](#)

If you need more information or further guidance in this area, please contact [Pauline Kuijpers](#), [Tialda Beestra](#) and [Quirin Mohr](#).

#### Spain

Spain's FDI flows in 2024: Key insights according to the latest official report

[Read the full story](#)

If you need more information or further guidance in this area, please contact [Candela Sotés](#).

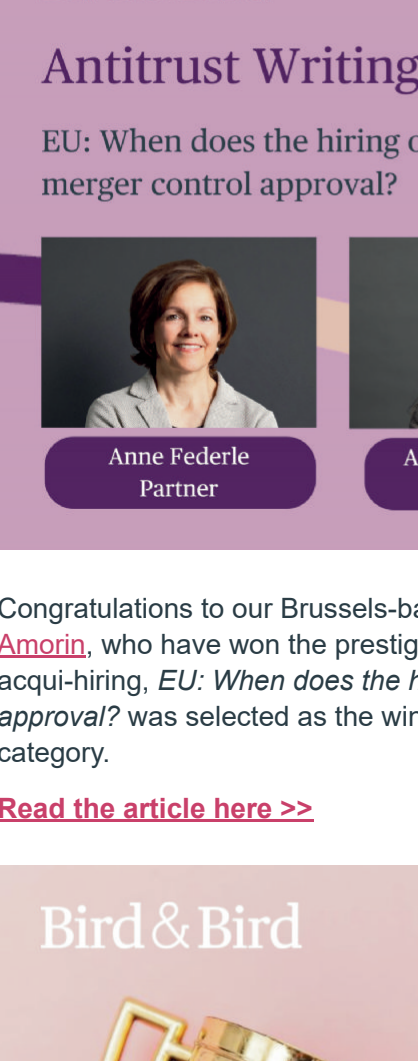
#### UK

A Formula for Change: CMA issues final recommendations in Infant Formula market study

[Read the full story](#)

If you need more information or further guidance in this area, please contact [Dr Saskia King](#), [Ariane Le Strat](#), [Tenisha Cramer](#) and [David Pemberton](#).

### Events and webinars



#### Key Takeaways from EU Foreign Subsidies Regulation Webinar: Cutting-Edge Cases and Insights

Read a concise summary of the key takeaways, along with responses to questions raised during our recent webinar on the FSR, at the link below. [Read the blog post here >>](#)

The recording of the webinar is available [here](#). Get in touch with the speakers if you would like to receive the slides or have any further questions.



#### EU Foreign Subsidies Regulation: Cutting-Edge Cases and Insights



#### Key Takeaways from Conference Informa CompLaw Nordic

25 - 26 March | Stockholm, Sweden

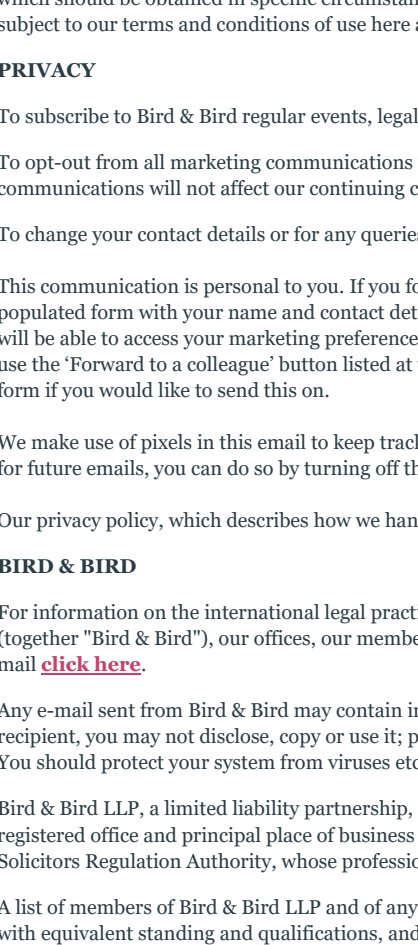
Our Nordics competition partners [Morten Nissen](#) and [Katalin Duncker](#) prepared a short summary of key takeaways from this conference, in which Morten presented on the evolving concept of **abuse of dominance with a focus on recent developments in the pharma sector**. [Read the key takeaways here >>](#)



#### Conference 34th Annual IBA Communications and Competition Law Conference

28-29 April | Paris, France

It's not too late to register for the Annual IBA Communications and Competition Law conference in Paris at the end of April. Our Brussels-based partner [Hein Hobbelen](#) will be co-chairing a panel together with Kristina Nordlander on the Digital Markets Act titled *"The DMA in the rearview mirror"*. The session will explore recent regulatory initiatives designed to address the distinct features of platform markets, focusing on transparency, market power, and consumer protection. Experts will examine the implications of legislation like the Digital Markets Act (DMA), evaluate its potential effectiveness, and discuss the most effective strategies for promoting competition and innovation within the digital ecosystem. [More information and registration here >>](#)



#### GCLC Annual Conference Present and future role of competition policy and the EU's open strategic autonomy

29 - 30 April | Brussels, Belgium

Don't miss the upcoming 20th Annual Conference of the Global Competition Law Centre (GCLC), focused on exploring the role of competition policy in the European Union's strategy of open strategic autonomy, with discussions around Member States' interference in competitive markets, the reshaping of EU State aid control, and the evolution of competition policy to align with broader objectives such as sustainability and social fairness. The keynote speech at this event will be delivered by the European Commission's Executive Vice-President [Teresa Ribera](#). Bird & Bird partner [José Rivas](#) will moderate a panel discussing *A Forward-Looking Vision for the Future of EU Competition Tools to achieve a Clean, Open and Competitive Transition in view of the EU Open Strategic Autonomy Goals*. [More information on the conference here >>](#)



#### Webinar Digital Markets, Competition and Consumers Act 2024: What do you need to know?

6 May | Online

Does your business interact with UK-based consumers? Join us on 6th May for an engaging webinar on the Digital Markets, Competition and Consumers Act (DMCCA), which is poised to transform the consumer law landscape in the UK. The DMCCA introduces new obligations, increased oversight, and stricter penalties for non-compliance, making it essential for businesses of all sizes to understand the upcoming changes. Our experts in Competition and Consumer Law, [Dr. Saskia King](#), [Robert Turner](#) and [Victoria Hobbs](#), will walk you through the key aspects of the new regulation, focusing on the most significant changes and enforcement updates. If your business deals with UK consumers, you will not want to miss this session. [More information here >>](#) [Register for the free webinar here >>](#)



#### In-person seminar The future of Competition law enforcement in the UK

15 May | London, UK | Bird & Bird office

Following last year's success and numerous requests for a repeat session, we are delighted to invite you to our annual **Competition Law Networking Seminar** in London, featuring distinguished panelists and engaging discussions on the latest cutting-edge competition law issues as seen by regulators and industry experts. Our guest speakers include: 

- Alex Olive** – General Counsel, Payment Systems Regulator (PSR)
- Katie Curry** – Partner, RBB Economics
- Cintia Aguilar Flores** – Legal Counsel, Shell

Join the discussion on topical issues around UK competition law enforcement such as AI, algorithmic collusion and the entry into force of the DMCCA. Afterwards, stay for networking over drinks and canapés. [More information here >>](#) [Register for the free event >>](#)



#### ERA Conference Annual Conference on European Media Law 2025

5 - 6 June | Trier, Germany & Online

Join this event, organised by the Academy of European Law (ERA) in cooperation with the Institute of European Media Law, to stay informed about the latest policy, legislative initiatives, and case law in the field. Our partner [Pauline Kuijpers](#), will be speaking on the **rise of opinion power: how the DMA and DSA impact media-related issues**. She will discuss the legal framework limiting market power, recent competition law decisions, and investigations by the European Commission and national competition authorities. The conference will provide a platform for stakeholders and lawyers in the media sector to discuss recent EU media law initiatives, including topics such as digital sovereignty, cyberattacks, disinformation, the European Media Freedom Act, and the future of media coherence. Don't miss out on this opportunity to stay updated with the latest developments in media law. [More information here >>](#)



#### In-person breakfast roundtable Competition law developments in Sport

10 June | 9:00 - 11:00 | London, UK | Bird & Bird

Are you an in-house lawyer at a sport governing body or an economist with interest in the sports sector? Join us for an exclusive breakfast roundtable on the latest competition law developments in sport, featuring a cutting-edge expert panel. We will cover the impact of the Sports Trilogi cases on the future of sport regulation. Guest speakers: 

- Marie Demetriou KC** – Barrister, Brick Court Chambers
- Nick Craig** – Chief Operating Officer, English Football League
- Prof. Giorgio Monti** – Professor of Competition Law, Tilburg Law School

The panel will be moderated by our competition law partner [Dr. Saskia King](#) and sports law partner [Richard Bush](#). [More information and registration here >>](#)



#### 2025 Florence Digitalisation Summer Conference Digital sovereignty in a post-globalised world

26 - 27 June | Badia Fiesolana, Italy & Online

This event will explore the concept of digital sovereignty and its impact on competition and innovation in technology markets. This hybrid conference, organised by the Centre for a Digital Society and the OECD Secretariat, will delve into key issues such as the policy objectives of digital sovereignty and its differing interpretations in the EU and USA. Discussions will also cover the influence of digital sovereignty on the development of technologies like 5G, semiconductors and AI, as well as its implications for future competitive dynamics. Don't miss this opportunity to engage with leading voices in the debate on digital sovereignty. Bird & Bird partner [Hein Hobbelen](#) will take part in a panel on *Semi-Conductors and Manufacturing Resilience*. [Find out more here >>](#)

### Bird & Bird news

**Bird & Bird Antitrust Writing Award Winners!**  
EU: When does the hiring of another company's staff require merger control approval?  
[Anne Federle](#) Partner  
[Aurélie de Amorn](#) Associate  
Winning Business Article in the "Europe" category  
**Antitrust Writing Awards 2025**

Congratulations to our Brussels-based competition law experts [Anne Federle](#) and [Aurélie de Amorn](#), who have won the prestigious 2025 Antitrust Writing Award! Their insightful article on *acqui-hiring*, *EU: When does the hiring of another company's staff require merger control approval?* was selected as the winning article by the jury in the "Business Articles - Europe" category. [Read the article here >>](#)

**Bird & Bird Legal 500 EMEA 2025 Competition: EU and Global**  
Bird & Bird's competition group has, again, been well represented in the 2025 Legal 500 EMEA guide, earning the "Client Satisfaction" badge in many jurisdictions. Notably, this year our **Danish** team moved up to Tier 1 and our **Polish** team has been highlighted under "Firms to Watch". Other teams recognised for Competition/Antitrust included: **Belgium/Brussels** (EU competition law, Belgian competition law & trade), **Finland**, **France**, **Germany**, **Hungary**, **Italy** and the **Netherlands**. Congratulations to our "Leading Partners" [Morten Nissen](#), [Pauline Kuijpers](#) and [Janneke Kohlen](#), "Next Generation Partner" [Dániel Arányi](#) and "Leading Associates" [Gábor Kutai](#) and [Tialda Beestra](#). We are also proud to have more and more recommended individuals recognised in the guide each year (too many to list!). We are immensely grateful to our clients, who took the time to participate in the research and provide feedback on our teams' performance. Your support motivates us to continue delivering exceptional competition law services across Europe and beyond. We look forward to serving you with the same dedication and expertise that earned us these recognitions.

**Highly Recommended in the latest rankings from Leaders League Competition & Antitrust**  
[Anne Federle](#) Partner, Belgium  
[Dr. Stephan Waldheim](#) Partner, Germany  
[Dr. Joerg Witting](#) Partner, Germany  
We are pleased to see our Competition partners Anne Federle, Dr. Stephan Waldheim and Dr. Joerg Witting **highly recommended** in the 2025 Leaders League Germany guide, for Competition & Antitrust. [Visit our EU Law insights page](#)

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