



United States

- 2024: FTC bans nearly all employer-employee non-competes
- 2023: Healthcare staffing executive indicted for alleged wage fixing of Las Vegas nurses.
- 2022: Four managers of home health care agencies indicted for suppressing wages during COVID-19 pandemic.
- 2021: Six aerospace executives and managers indicted for restricting recruitment of employees among their respective companies.



Mexico

- 2021: 17 top-tier professional soccer clubs fined, as well as Mexican Soccer Federation, and eight individuals for salary caps and for restricting player movement



EU

- 2024: EC confirms 4-5 investigations into allegations of no-poach



Hungary

- 2021: Recruitment association fined €2.8 million for setting minimum prices and for preventing members from recruiting each other's employees.



Poland

- 2023: Speedway league and national motorsports governing body fined €1.2 million for unlawfully capping the salaries of professional motorcyclists.



Portugal

- 2024: multinational technology consultants fined total of more than €4 million
- 2022: Cartel between labs providing clinical analyses and Covid-19 tests, which included no-poach
- 2022: 31 football clubs and national football league fined for no-poach



Romania

- 2022: Investigation into no-poach agreements between automotive manufacturers including for imposing an artificially low wage level.



Slovakia

- 2024: Slovak association of entrepreneurs investigated for a 'Code of Ethics' containing a suspected non-poach provision



Spain

- 2024: Merged companies examined over non-solicitation clauses
- 2023: Association of independent private schools of Catalonia fined for engaging in no-poach.



Switzerland

- 2022: 34 financial institutions under investigation over exchange of salary information.



Turkey

- 2024: Leading mobile phone operator and seven other companies fined total of €2.7 million.
- 2023: 16 companies fined over €5 million for no-poach.
- 2021: Investigation against 32 undertakings – active in various different markets including food delivery, chain restaurants, FMCG, e-commerce, technology, and media – over alleged no-poach.



UK

- CMA expands fragrance cartel investigation to include no poach
- 2023: Major UK broadcasters and production companies investigated in relation to the purchase of freelance services and the employment of staff.
- 2022: Investigation into companies involved in the production and broadcasting of sports content relating to alleged agreements on the wages/rates paid to freelancers and employees.



China

- 2023: China antitrust authority publicized no poach-related concerns for the first time (hog breeders)
- 2021: First Supreme Court decision involving no-poach and employee compensation-fixing agreements



Sectors under scrutiny

Most likely where the labour pool is small, unique or specialized, for example:

- Healthcare
- Defence
- Financial Services
- Sports
- IT/Tech
- Consumer Goods