

submit that the retrenchments would occur at both Pfizer CH and GSK CH. The merging parties have to some extent followed a rational process in identifying the number of employees likely to be retrenched as the merging parties have specified the positions which are likely to be affected by duplications. However, the Commission acknowledges that the retrenchments are triggered by possible duplications.

18. The Commission is imposing a condition which requires the merging parties to limit the number of retrenchments to 38 skilled employees.

Overall conclusion

19. In light of the above, the Commission concludes that the proposed transaction is unlikely to substantially prevent or lessen competition in any of the affected market. However, the proposed transaction is likely to negatively affect the local manufacturers of pharmaceutical product who manufactures product for Pfizer CH. Lastly, the transaction is likely to result in significant employment loss.
20. Thus, to remedy these concerns, the Commission approves the proposed transaction subject to conditions that the merging parties must continue using the third-party local manufacturer for a specified period and the merging parties will cap the number of retrenchments to 38 skilled employees. These conditions are contained in Annexure A". The parties have agreed to the proposed conditions.