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**The intersection of antitrust, labor and human rights law: American and European perspectives**

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On the surface, the fields of antitrust, labor and human rights law operate on different planes. Antitrust law is connected to competition between businesses, labor law deals with working conditions and relations between employees and employers, and human rights law is often focused on upholding the civil and political rights of individuals. Yet, a deeper analysis reveals important areas of actual and potential intersection.

Antitrust law impacts labor rights rather directly, in both positive and negative ways. Noncompete agreements, which limit employees' job options with future employees, are under increasing criticism for both their anticompetitive effects and harm to low-wage employees. Anti-poaching and wage fixing agreements, where employers agree not to hire each other's employees or to fix wage levels of certain categories of employees, are restricted by antitrust law. Certain types of confidentiality agreements may also be illegal under antitrust principles. Antitrust law therefore may have an important role in protecting labor rights, particularly in legal systems where labor law rights and enforcement have been diminished over the past decades. At the same time, with the rise of the gig economy and atypical forms of work, antitrust law can be a barrier for these workers to act collectively to improve their working conditions. While U.S. and European antitrust law permits employees to band together to join trade unions and enter into collective bargaining agreements, gig workers are often classified as independent contractors or small businesses, and do not enjoy this labor exemption to antitrust law.

Human rights law also influences both antitrust law and labor law. International and European human rights instruments provide certain due process and procedural rights that may be infringed by administrative antitrust procedures and excessively high penalties. Antitrust enforcement may also have an impact on social and economic rights. Historically, there has been a strange disconnect between labor law and human rights law, with less interaction than one might expect. This is particularly unusual if one accepts the principle that labor rights are human rights. Even so, in more recent times, there has been more overlap, particularly in cases involving employee privacy issues. In these cases, human rights bodies have stepped in to protect employees' individual privacy rights as violations of human rights law. Coming full circle, if human rights and labor rights are one and the same, to the extent antitrust law diminishes core labor rights, it also may run afoul of human rights law.

This call intends to dive deeper into the confluences of these three areas of law. Instead of allowing their interactions to be ad hoc, practitioners, policy makers and academics need to anticipate and shape them in a way that advances the purposes of all three disciplines. The submitted papers should try to advance this goal by taking a comparative look at how antitrust, labor and human rights law actually should intersect in the U.S. and EU legal systems.