

**ANNEX 15-A**  
**LABOR COOPERATION MECHANISM**

*Establishment of a Labor Cooperation Mechanism*

1. Recognizing that cooperation provides enhanced opportunities for the Parties to improve labor standards and to further advance common commitments with respect to labor matters, including the ILO Declaration and ILO Convention 182, the Parties have established a Labor Cooperation Mechanism.

*Principal Functions and Organization*

2. The contact points established under Article 15.4.2 shall serve as the contact points for the Labor Cooperation Mechanism.

3. Officials of each Party's ministry of labor and other appropriate agencies and ministries shall carry out the work of the Labor Cooperation Mechanism by cooperating to:

- (a) establish priorities for cooperative activities on labor matters;
- (b) develop specific cooperative activities in accord with such priorities;
- (c) exchange information regarding labor law and practice in each Party;
- (d) exchange information on ways to improve labor law and practice, including best labor practices;
- (e) advance understanding of, respect for, and effective implementation of the principles reflected in the ILO Declaration; and
- (f) develop recommendations of actions to be taken by each Party for consideration by the Joint Committee.

*Cooperative Activities*

4. The Parties may undertake cooperative activities through the Labor Cooperation Mechanism on any labor matter they consider appropriate, including:

- (a) **fundamental rights and their effective application:** legislation and practice related to the core elements of the ILO Declaration (freedom of association and the effective recognition of the right to collective bargaining, elimination of all forms of forced or compulsory labor, the effective abolition of child labor, and the elimination of discrimination in respect of employment and occupation);
- (b) **social safety net programs:** unemployment assistance and worker adjustment programs;
- (c) **working conditions:** occupational safety and health, prevention of and compensation for work-related injuries and illness, and minimum standards for wages and benefits;
- (d) **non-national workers:** procedures for admitting, regulating, and protecting foreign workers;

- (e) **labor-management relations:** alternative forms of cooperation among workers, management, and government, including the processes of collective bargaining, dispute resolution, and economic actions by workers and employers;
- (f) **gender-related issues:** elimination of discrimination with respect to employment and occupation and other gender-related issues; and
- (g) **labor statistics:** development of methods for the Parties to generate comparable labor market statistics in a timely manner.

*Implementation of Cooperative Activities*

5. The Parties may carry out cooperative activities undertaken by the Labor Cooperation Mechanism through any form they consider appropriate, including by:

- (a) arranging study visits and other exchanges between government delegations, professionals, and specialists;
- (b) exchanging information on standards, regulations, procedures, and best practices, including through the exchange of pertinent publications and monographs;
- (c) organizing joint conferences, seminars, workshops, meetings, training sessions, and outreach and education programs;
- (d) developing collaborative projects or demonstrations; and
- (e) engaging in such other forms of technical exchange or cooperation that may be decided.

6. In identifying areas for labor cooperation, and in conducting cooperative activities, each Party shall seek the views and participation of its worker and employer representatives, as well as other members of the public.