

**ANNEX 16-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 16.4.2 shall serve as the contact points for the Labor Cooperation Mechanism.

3. Officials of each Party's ministry of labor and other appropriate agencies or 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 ILO Convention 182; and
- (f) develop recommendations, for consideration by the Joint Committee, of actions to be taken by each Party.

*Cooperative Activities*

4. The Parties may undertake cooperative activities through the Labor Cooperation Mechanism on any labor matter they consider appropriate, including, but not limited to:

- (a) fundamental rights and their effective application: legislation and practice related to the principles and rights contained in 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) improving general working conditions, including occupational safety and health;
- (c) labor statistics; and
- (d) human resources development and life long learning.

*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, but not limited to:

- (a) arranging study visits and other exchanges between government delegations, professionals, students, 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 joint research projects, studies, and reports, including through the engagement of independent experts with recognized expertise.

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.