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## 23. LABOR

### Mexico's Main Objectives

- Promoting the application of fundamental labor rights in labor legislation.
- Guaranteeing the protection of migrant workers.
- Promoting a cooperation agenda that permits the application of fundamental labor rights and promotes open dialogue to address differences related to applying the Chapter's commitments.

### Benefits for Mexico

- Measures will be applied to improve working conditions in all member countries.
- Transparency and public participation are encouraged through a formal public communication mechanism through which interested parties may contact their authorities to learn about the Chapter's implementation.
- Through the implementation of specific provisions regarding collective bargaining, Mexico will complete the implementation process of its Constitutional Reform on Labor Justice, published on February 24, 2017, promoting the prompt and expeditious resolution of labor disputes and promoting collective bargaining in Mexico.

### Benefits for the U.S.

- Requires the Parties to prohibit the importation of goods produced by forced labor, including child labor.
- Requires the Parties to ensure labor protections for migrant workers.
- Creates fair competitive conditions between workers in Mexico and the United States.

### Chapter's Main Provisions

- Seeks to implement internationally recognized labor rights under the national legislation of each member country, including acceptable conditions on minimum wages, working hours, and the health and safety of workers. **(Article 23.3).**
- Commitment against imports produced with forced or obligatory adult and child labor **(Article 23.6).**
- First binding provision relative to combating violence against workers exercising their rights **(Article 23.7).**
- Commitment to protect migrant workers **(Article 23.8)** and adopt policies that contribute to workers' protection from discrimination in employment based on sex **(Article 23.9).**
- Development of a public communications mechanism that will address all questions regarding this chapter **(Article 23.11).**
- The Mexican legislature commits to implement effective laws and regulations concerning the right to freedom of association and the right to collective bargaining by workers **(Annex 23-A).**