

### **Article 3: Government Enforcement Action**

1. Each Party shall, subject to Article 22, promote compliance with and effectively enforce its labour law through appropriate government action, such as:
  - (a) establishing and maintaining labour inspection divisions, including by appointing and training inspectors;
  - (b) monitoring compliance and investigating suspected violations, including through on-site inspections;
  - (c) encouraging the establishment of worker-management committees to address labour regulation of the workplace;
  - (d) providing or encouraging mediation, conciliation and arbitration services; and
  - (e) initiating, in a timely manner, proceedings to seek appropriate sanctions or remedies for violations of its labour law.
  
2. Each Party shall ensure that its competent authorities give due consideration, in accordance with its law, to any request by an employer, employee or their representatives, or other interested person, for an investigation of an alleged violation of the Party's labour law.

### **Article 4: Private Action**

Each Party shall ensure that a person with a legally-recognized interest under its law has appropriate access to proceedings before a tribunal which can enforce the Party's labour law, give effect to such person's labour rights and remedy breaches of such law or rights.

### **Article 5: Procedural Guarantees**

1. Each Party shall ensure that proceedings referred to in subparagraphs 1 (b) and (e) of Article 3 and Article 4 are fair, equitable and transparent and to this end that:
  - (a) proceedings are conducted by decision-makers who are impartial and independent and do not have an interest in the outcome of the matter;