

## ANNEX 1

## LABOUR PRINCIPLES

The following are guiding principles that the Parties are committed to promote, subject to each Party's domestic law, but do not establish common minimum standards for their domestic law. They indicate broad areas of concern where the Parties have developed, each in its own way, laws, regulations, procedures and practices that protect the rights and interests of their respective workforces.

**1. Freedom of association and protection of the right to organize**

The right of workers exercised freely and without impediment to establish and join organizations of their own choosing to further and defend their interests.

**2. The right to bargain collectively**

The protection of the right of organized workers to freely engage in collective bargaining on matters concerning the terms and conditions of employment.

**3. The right to strike**

The protection of the right of workers to strike in order to defend their collective interests.

**4. Prohibition of forced labour**

The prohibition and suppression of all forms of forced or compulsory labour, except for types of compulsory work generally considered acceptable by the Parties, such as compulsory military service, certain civic obligations, prison labour not for private purposes and work exacted in cases of emergency.

**5. Labour protections for children and young persons**

The establishment of restrictions on the employment of children and young persons that may vary taking into consideration relevant factors likely to jeopardize the full physical, mental and moral development of young persons, including schooling and safety requirements.

**6. Minimum employment standards**

The establishment of minimum employment standards, such as minimum wages and overtime pay, for wage earners, including those not covered by collective agreements.