

**PART ONE**  
**OBLIGATIONS**

**ARTICLE 1: General Obligations**

1. Each Party shall adopt and maintain in its statutes and regulations, and practices thereunder, the following internationally recognized labour principles and rights, particularly bearing in mind their commitments as members of the International Labour Organization (ILO) to the *Declaration on Fundamental Principles and Rights at Work* and its *Follow-Up* of June 19, 1998 (ILO 1998 Declaration):

- (a) freedom of association and the effective recognition of the right to collective bargaining;
- (b) the elimination of all forms of forced or compulsory labour;
- (c) the effective abolition of child labour and a prohibition on the worst forms of child labour;
- (d) the elimination of discrimination in respect of employment and occupation;
- (e) acceptable minimum employment standards, such as minimum wages and overtime pay, for employees, including those not covered by collective agreements;
- (f) the prevention of occupational injuries and illnesses and compensation in cases of such injuries or illnesses; and
- (g) non-discrimination in respect of working conditions for migrant workers.

2. To the extent that the principles and rights stated above relate to the ILO, paragraphs (a) to (d) refer only to the ILO 1998 Declaration, whereas the rights stated in paragraphs (e), (f) and (g) more closely refer to the ILO's Decent Work Agenda.