

**PART ONE**  
**OBLIGATIONS**

**Article 1: General Obligations**

1. Each Party shall ensure that its statutes and regulations, and practices thereunder, embody and provide protection for the following internationally recognized labour principles and rights:

- (a) freedom of association and the right to collective bargaining (including protection of the right to organize and the right to strike);
- (b) the elimination of all forms of forced or compulsory labour;
- (c) the effective abolition of child labour (including protections for children and young persons);
- (d) the elimination of discrimination in respect of employment and occupation;
- (e) acceptable conditions of work with respect to minimum wages, hours of work and occupational health and safety; and
- (f) providing migrant workers with the same legal protections as the Party's nationals in respect of working conditions.

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

**Article 2: Non-Derogation**

A Party shall not waive or otherwise derogate from, or offer to waive or otherwise derogate from, its labour laws in a manner that weakens or reduces adherence to the internationally recognized labour principles and rights referred to in Article 1 to encourage trade or investment.