Social - Welfarestate in Perspective of Labour Law: Review of Asean Constitution

Icuk Rangga Bawono[1], Kuat Puji Prayitno[2]
cukycutes@yahoo.com

[1] Faculty of Economics and Bussiness, UNSOED, [2] Faculty of Law, UNSOED

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Abstract

The welfare state within the concept of Labours cannot be covered most effective in scope of one country best, but also to comparation via the alternative nations. with a view to reinforce of cooperation between asean community, we have to required information approximately constitutional concept in asean countries . The country regulation idea which followed with the aid of majority nation kingdom in accordance with their basic common of the united states and nationality (inclusive of social structure and norms).

To examine about welfare- labours want extra big concept in nationality and nation. This research is previous to explain about the quantity of content material (recognition of country responsibilities which diagnosed on country charter of the asean countries), the use of juridical normative method, with emphasises from the evaluation of the charter among nations, democracy, and nomocracy. in the end, this research describe how essential if we ask social welfare for labours idea concept (in each manuscript) to the frame of charter, and additionally consisting of to located "the residing constitution" in ASEAN international locations. The method method used the doctrinal felony studies, such as ancient method.

I. Introduction

Putting the salary system is one of the important matters in exertions law. that is prompted via the vital position of wages. Wages are the primary aim of employees/worker's in wearing out their work[1]. The wage system is completed by relating to statutory policies. Wages, each the gadget and the operational traces, have to now not injure the rights of employees/people. The rights of employees/people ought to be blanketed as residents primarily based on human values and justice.

Indonesia's efforts to defend all its residents are carried out in diverse legal guidelines and regulations. Of direction, these policies are inspired and packed with Pancasila values as the state's way of existence. The embodiment of this safety is carried out to the proper fulfillment of human rights by using seeking out human values. those values are as contained in the 2nd Pancasila Precepts. The precepts in reality describe that the management of the state and the instruction of all state products have to be based totally on just and civilized human values.

Achievement and protection of human rights and country contraptions created with human values is step one in understanding the beliefs of the state. This perfect is said in the Preamble of the 1945 charter paragraph four which perspectives the goals of the country as orientated in the direction of the complete Indonesian kingdom and all of its bloodshed. one of the beliefs of the Indonesian state that may be highlighted is Indonesia's intention to enhance public welfare.

In accordance with Indonesia's beliefs in paragraph 4 of the Preamble to the 1945 charter, the authorities of the Republic of Indonesia in practice enforcing the country adheres to the idea of the welfare state. This concept is an concept that implements a democratic country authorities gadget this is accountable for the welfare of its human beings[2]. As a result, a country that clings to this concept of public policy issued as a fabricated from its country ought to be orientated towards provider, assistance, or prevention of social troubles[3].

The utility of the concept of the welfare nation in understanding the overall welfare of the Indonesian people can go through numerous policy corridors. The

[1] Lalu Husni, Revised Introduction to Labor Law (Jakarta: PT Raja Grafindo Persada, 2020).p.142
[2] V. Hadiyono, "Indonesia in Answering the Concept of the Welfare State and its Challenges," Journal of Law, Politics and Power 1, no. 1 (2020): 24, https://doi.org/10.24167/jhpk.v1i1.2672.
[3]Miftachul Huda, Social Work & Social Welfare: An Introduction (Yogyakarta: Student Library, 2009).p. 73

issue that is maximum associated with widespread welfare which may be considered from personal welfare is set work. because of this, the country ensures the proper to paintings and a respectable dwelling for humanity for each of its residents as stipulated in Article 27 paragraph (2) of the 1945 constitution of the Republic of Indonesia. furthermore, the charter additionally ensures the right of each citizen (in abstracto "character") to work and get right and honest rewards in a operating dating. The assure of those rights is really said in Article 28 D paragraph (2). based on those two articles, the country in knowing fashionable welfare additionally moves inside the hall of employment.

Efforts to realize general welfare through employment, one of which can be through increasing the value of wages for workers/labourers. Wages are the basic rights of workers/laborers which have implications for the obligations that have been carried out by workers/laborers. The state is obliged to protect and maintain the rights of workers/laborers as a form of fulfilling human rights in wage issues. The fulfillment of wages both procedurally and the value of giving in accordance with normative rules and also the values of Pancasila has made Indonesia step towards its concern for employment problems.

Wages are rights of employees/laborers who're obtained and expressed within the shape of cash as reimbursement from employers or employers to people/employees who are decided and paid consistent with a work agreement, settlement, or legal guidelines and policies, which include allowances for employees/worker's and their households for a piece and/or service that has been or might be performed[4]. People in receiving their wages are entitled to a respectable financing for his or her lives. A respectable life is one of the parameters for someone to be stated to be prosperous. fulfillment of aspects of lifestyles which include apparel, food, safe haven, and schooling are the figuring out factors in a decent lifestyles.

The government of the Republic of Indonesia is obliged to its residents to offer paintings and a respectable existence for humanity in accordance with Article 27 paragraph (2) of the 1945 constitution of the Republic of Indonesia. basically, Indonesia is a country that seeks to protect and uphold human rights. This effort is stimulated with the aid of Indonesia's fame as a criminal nation as stipulated within the 1945 constitution Article 1 paragraph (3). The actual shape of the Indonesian authorities in defensive and upholding human rights is manifested

[4] Endah Pujiastuti, Introduction to Labor Law, vol. 1 (Semarang: Semarang University Press, 2018), matter. 38

via diverse country wide legal devices[5]. Through this research, the authors take a look at the idea of wages as a constitutional proper of employees by way of evaluating the constitutions of several ASEAN international locations as a contrast. further, remuneration primarily based on welfare may be used as a step to recognise the achievement of human rights for employees/employees and their households for a first rate residing.

As a fundamental report, the charter is the stone of the beginning of the constructing of a country. Opinion isn't always immoderate considering these days, we may be certain that nations in the world have a charter, despite the fact that in a variety of forms. variations in bureaucracy, characteristics, and spirit of nationality embodied within the charter is very dependent on the social conditions of society, what values are held, and the massive goals to be finished within the scope of the kingdom. In other phrases, the charter additionally regulates the cause of the established order of a state, the system of government, the institutional structure to the elaboration of human rights in a rustic.

2. Research Method

The research technique with a view to be used is the doctrinal felony studies. The authors use this technique to study the concept of kingdom principle of constitutional law in ASEAN countries, whether or not it's been in conformity with the context labour welfare range. This studies is based totally on a normative technology of regulation on the time of the look at additionally includes reviewing the welfare concept for labour employee, norms that exist within the constitutions. This research are technical prescriptive, with this deepening of studies outcomes can offer a comprehensive descriptions.

3. Results and Discussion

The welfare country could be very closely associated with social policy which in many nations includes techniques and efforts of the authorities in enhancing the welfare of its residents, specifically thru social safety which includes social protection (both in the form of social help and social insurance), the important thing to the welfare kingdom is the issue of ensuring the welfare of the people by means of the nation. concerning this depend, Jurgen Habermas argued that the assure of the welfare of all the human beings become the main issue for the cutting-edge state. furthermore according to Habermas, the assure of the welfare

[5] Sri Warjiyati, "Legal Instruments for Upholding Human Rights in Indonesia," Justicia Islamica 15, no. 1 (2018): 128.

of all the people referred to is realized within the protection of the humans, "*The risk of unemployment, accident, ilness, old age, and death of the breadwinner must be covered largely through welfare provisions of the state*"[6].

The contribution of notion derived from Muslim scientists in perfecting the idea of Welfare country is the concept recommend by Anwarul Yaqin and Faruq An Nabahan. in keeping with them, Welfare kingdom is the responsibility of the state in the well-being of individuals and society, together with growing spiritual values and pleasing fundamental wishes. except that, the country uses the rule of thumb of regulation to arrange training, fitness protection of the vulnerable (ladies, children, parents), eradication of financial exploitation, social servants, inclusive of supervising the principle elements using the financial system, preventing the muamalah that's forbidden and fixing charges if needed.[7]

In a welfare state, in line with Sentanoe Kertonegoro, the two threat businesses ought to get attention to be triumph over. The cause is due to the fact the essential threat is a collective macro and is felt by using all or maximum of the community in addition to financial dangers. while special dangers are dangers which might be greater feature of person macros, so that the effect is felt by means of individuals or business unit.[8]

Based on economic development and social development there are four forms of welfare state, namely:

a. A prosperous country, a country that has high economic development and high social development. Countries that apply this principle are Scandinavian and Western European countries that apply the universal welfare model and corporations.
b. A kind country, which is a country that has relatively low economic development, but they still make social investments.
c. Stingy countries, namely countries that have high economic development, but social development is low. Examples of countries included in this category are Japan and the United States.

[6] Gianfranco Poggi, *The Development of the Modern State "Sosiological Introduction*, (California: Standford University Press, 1992), h. 126. Available URL : http://books.google.co.id/books?id=DTlvrxjRH10C&pg=PA126&lpg=PA126&dq#v=onepage&q&f=false. 15 Agustus 2012.

[7] Djauhari, ,2008, *Politik Hukum Negara kesejahteraan Indonesia*, Unissula Press,Disertasi,Semarang, h.72

[8] Sentanoe Kertonegoro, 1987, *Jaminan Sosial dan Pelaksanaannya di Indonesia*. Cet, II . Mutiara Sumber Widya, Jakarta, h. 7.

d. Weak countries, namely countries with low economic development and social development. Indonesia, Cambodia, Laos and Vietnam fall into this category.[9]

As with different improvement processes, the country welfare machine isn't always homogeneous and static. he is various and dynamically follows the development and needs of civilization. whilst at risk of simplifying variety, there are at the least 4 country welfare models which are nonetheless running (see Stephens, 1997; Esping-Andersen, 1997; Spicker, 1995; Spicker, 2002; Suharto 2005a; Suharto, 2006):

Usual version. Social offerings are furnished with the aid of the country equally to all of its population, both wealthy and poor. This model is frequently referred to as the Scandinavian Welfare States represented by way of Sweden, Norway, Denmark and Finland. for instance, the welfare of the country in Sweden is regularly known as a perfect version that offers complete social offerings to all its population. usa welfare in Sweden is regularly visible because the maximum evolved and greater superior model than models within the uk, US and Australia.

Corporate or paintings benefit model Welfare States. just like the first version, social protection is also completed institutionally and extensively, however the contribution to diverse social protection schemes comes from three parties, namely the government, the business global and workers (people). Social services prepared by way of the nation are given commonly to individuals who paintings or are able to contribute through social coverage schemes. The version adopted via Germany and Austria is frequently called the Bismarck model, due to the fact the concept became first advanced by means of Otto von Bismarck from Germany Residual model.

This version is adopted via Anglo-Saxon nations which consist of the usa, uk, Australia and New Zealand. Social services, specifically simple needs, are supplied normally to disadvantaged companies, which includes the negative, the unemployed, the disabled and the elderly who aren't wealthy. There are three elements that mark this version in the united kingdom: (a) assured minimal standards, such as minimum earnings; (b) social protection whilst dangers stand up; and (c) imparting the nice service viable. This version resembles a usual version that gives social services based totally on residents' rights and has a wide scope. however, as practiced within the united kingdom, the wide variety of dependents and services is fantastically smaller and short-time period than the

[9] Edi Suharto, 2005, *Membangun Masyarakat Memberdayakan Rakyat: Kajian Strategis Pembangunan Kesejahteraan Sosial dan Pekerjaan Sosial*, Bandung: Refika Aditama, page. 26.

time-honored version. Social safety and social services also are given strictly, briefly and efficiently. field three offers a brief description of the residual model in the US.Version Minimal.

This version is normally implemented in clusters of Latin nations (along with Spain, Italy, Chile, Brazil) and Asia (together with South Korea, the Philippines, Sri Lanka, Indonesia). This version is characterised through authorities spending on very little social development. Welfare and social security packages are supplied sporadically, partially and minimally and are typically simplest given to civil servants, members of the military and private employees who are able to pay premiums. Judging from the constitutional basis which include the 1945 constitution, the countrywide Social safety system law, and the authorities's spending on social improvement that is still small, Indonesia may be labeled as an adherent to the welfare of this version.

Given the complexity of the contents of each country's constitution, in addition to vital element for the development of a nation country, it's miles imperative that the have a look at of the charter maintains to adapt to stay relevant and even viable (dwelling constituton). The differences that occur in constitutional studies are quite large due to the fact each united states of america has its personal goals and references in advancing its human beings. furthermore, within a much broader range, the constitution of a rustic in a selected ideology additionally has its own forte. The charter of the european kingdom will of route differ with the constitution of the yankee countries, in spite of this in the constitution of Southeast Asian countries. variations in fashion and price will make a distinction in the viewpoint of the legal nation, despite the fact that the primary objective to be achieved is welfare.

The idea of a welfare country for the clusters of Southeast Asian (eastern) countries differs from that which firstly regarded inside the western area. The idea of prosperity for the humans of southeast asia and the Malay own family, not most effective refers back to the priorities of political, economic and social rights, however additionally rights in the popularity of faith and defends beliefs. areas with numerous cultures give upward thrust to one of a kind perspectives on non secular values. consequently, the importation of values and / or recognition of freedom of religion and notion inside the constitution of citizenship rights becomes very essential as a depend of constitutional overview as well as brushing off the inferiority of the japanese (ASEAN) to the west.

The discourse on constitutional comparisons in particular on the realization of the welfare country is truely preceded through the perspectives of Jeremy

Bentham. in line with Bessant, Watts, Dalton and Smith (2006)[10], the beginning of the concept of the welfare kingdom can be seen since the 18th century when Jeremy Bentham (1748-1832) promoted the concept that governments have a duty to guarantee the finest happiness (or welfare) of the finest number in their residents. in the period in-between, Bentham uses the term 'utility' to describe the concept of happiness or nicely-being. based totally on the precept of utilitarianism, Bentham argues that something which could result in greater happiness is something proper. Conversely, something that causes ache is terrible. according to him, authorities movements should usually be directed to growth the happiness of as many people as feasible. Bentham's notions of legal reform, the role of the constitution and social research for the improvement of social coverage make him referred to as the "father of the welfare kingdom".[11]

NO	NAME OF STATE	LABOUR – WELFARE SECURITY IN CONSTITUTION
1	INDONESIA	UUD NRI - 1945 (1) Article 28C 1. each person shall have the proper to expand him/herself thru the achievement of his/her primary wishes, the proper to get education and to benefit from science and era, arts and lifestyle, for the motive of improving the pleasant of his/her lifestyles and for the welfare of the human race. 2. every body shall have the right to enhance him/herself through collective warfare for his/her rights to broaden his/her society, nation and kingdom. Article 28D 1. everybody shall have the right of popularity, guarantees, protection and actuality earlier than a simply regulation, and of identical remedy before the regulation. 2. all people shall have the proper to work and to get hold of honest and right remuneration and remedy in employment. 3. each citizen shall have the proper to obtain equal

[10]. Made this opinion was resumed by Edi Suharto. *Negara Kesejahteraan dan Reinventing Depsos*, presented on discuss session in topic "*Mengkaji Ulang Relevansi Welfare State dan Terobosan melalui Desentralisasi-Otonomi di Indonesia*" held by Wisma MMUGM, Yogyakarta, July 25, 2006. Inside and look: Oman Sukmana, *Konsep dan desain Negara Kesejahteraan*, sunday, september 20, 2015.

[11]. *ibid*

		opportunities in authorities. 4. everyone shall have the right to citizenship popularity.
2	MALAYSIA	Article number 6 Constitution of Malaysia Slavery and forced labour prohibited 1. No character will be held in slavery. 2. All sorts of compelled labour are prohibited, however Parliament may additionally through regulation provide for obligatory provider for country wide functions. three. paintings or carrier required from any character because of a conviction or a locating of guilt in a courtroom of law shall no longer be taken to be compelled labour within the meaning of this text, furnished that such paintings or provider is executed below the supervision and manipulate of a public authority. 4. in which by means of any written regulation the entire or any part of the features of any public authority is to be carried on by way of another public authority, for the motive of permitting the ones features to be accomplished the personnel of the primary stated public authority will be sure to serve the second mentioned public authority, and their carrier with the second one mentioned public authority shall no longer be taken to be pressured labour in the meaning of this article, and no such employee will be entitled to call for any right from both the first stated or the second one cited public authority by means of cause of the transfer of his employment.
3	SINGAPORE	Fundamental Liberties, 12. equal protection 1. All people are same before the regulation and entitled to the same protection of the regulation. 2. besides as expressly accredited by this constitution, there shall be no discrimination in opposition to residents of Singapore at the floor handiest of faith, race, descent or region of delivery in any law or in the appointment to any workplace or employment beneath a public authority or within the administration of any law

		regarding the purchase, retaining or disposition of belongings or the organising or carrying on of any trade, commercial enterprise, career, vocation or employment. 3. this article does no longer invalidate or prohibit— a. any provision regulating private law; or b. any provision or practice restricting workplace or employment related with the affairs of any faith, or of an institution managed by using a collection professing any faith, to humans professing that faith.
4	BRUNEI DARUSSALAM	3.The foremost officers accountable to His Majesty the Sultan and Yang Di-Pertuan for religion, custom and Welfare shall be the non secular Adviser, the Adat Isti'adat Officer and the Welfare, respectively.
5	THAILAND	Thailand constitution of 2014 (welfare ***content was covered include all human dignity***) Section 258 National reform in various areas shall be carried out to at least achieve the following results:… f. economy: 1. casting off barriers and promoting the competitiveness of the country in order that the nation and the people benefit from participation in diverse financial companies in a sustainable and resilient manner; 2. establishing a mechanism to promote and assist the utility of creative thoughts and cutting-edge era in the economic improvement of the united states; three. enhancing the taxation machine as a way to promoting equity, reducing disparity, growing nation sales from diverse resources in an efficient manner, and enhancing the machine for preparing and expending budgets to be green and powerful; 4. setting up a mechanism to promote cooperatives and business operators of all sizes to ensure their appropriate competitiveness and to promote social enterprises and environment-pleasant companies, as well as setting up a mechanism to boom opportunities for employment and profession of the humans;

6	PHILIPPINES	Sec nine The country shall promote a simply and dynamic social order so one can make certain the prosperity and independence of the state and loose the human beings from poverty thru guidelines that provide adequate social services, sell complete employment, a growing fashionable of residing, and an stepped forward pleasant of existence for all.
7	MYANMAR	Segment 22. The Union shall help: a. to increase language, literature, great arts and culture of the countrywide races; b. to sell cohesion, mutual amity and recognize and mutual assistance among the countrywide races; c. to promote socio-financial improvement inclusive of schooling, health, financial system, transport and communication, so forth, of less-evolved national races. 23. The Union shall: a. enact essential laws to protect the rights of the peasants; b. help peasants to acquire equitable cost of their agricultural produce. 24. The Union shall enact important legal guidelines to shield the rights of workers. 25. The Union shall help to sell the hobbies of the intellectuals and intelligentsia.
8	LAO	Charter of Lao humans's drmocratic republic Article 39 Lao citizens have the proper to paintings and engage in occupations which are not opposite to the laws. running humans have the proper to relaxation, to acquire medical remedy in instances of contamination, [and] to obtain help inside the event of disability or incapacity, in vintage age, and in other instances as provided by means of the laws.
9	CAMBODIA	Article 36 Khmer citizens of either sex shall enjoy the rights to pick any employment in accordance their ability and to the desires of the society. Khmer citizens of either sex shall acquire identical pay for the identical work. housekeeping shall have the equal fee as paintings outdoor the house. Khmer citizens of either sex shall have the rights to attain social security and other social benefits as determined via regulation. Khmer residents of both intercourse shall have the rights to shape and to be contributors of change unions. The

		organisation and functioning of trade unions will be determined by law.
10	VIETNAM	Article 35 1. Citizen has the right to work and to select career, job, and workplace. 2. Worker shall be provided equal and safe conditions of work and shall be paid with salary and enjoy break policy. 3. Discrimination, forced labor, and employment of worker under minimum age of labor are strictly prohibited.

4. Conclusion

Some components of labour - welfare recognition inside the constitution of the Asian international locations rely on their normative prison systems [12]. In Indonesia, the recognition of labour welfare within the constitution is based at the ideas of democratic law, whilst in malaysia and brunei, its constitutionalism is strongly prompted by using the religion corelated with Islam as the general public. in contrast to the case with thailand, laos, and kambodja, more accommodate the forms of labour welfare that comes from country wide regulation. inside the philippines the concept of labour welfare inspired by using the value of anational democratics. It differs exactly inside the Vietnamese constitution extra emphasizes the price of socialism.

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