<https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-jakarta/documents/publication/wcms_150508.pdf>

<file:///C:/Users/HP/AppData/Local/Packages/Microsoft.MicrosoftEdge_8wekyb3d8bbwe/TempState/Downloads/752-1521-1-SM%20(1).pdf>

<https://core.ac.uk/download/pdf/25487377.pdf>