
ПРАВА И СВОБОДЫ
ЧЕЛОВЕКА И ГРАЖДАНИНА

PROTECTION OF WOMEN'S RIGHTS IN THE ASIAN COUNTRIES

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Abstract. Declaration Worldwide Human Rights affirmed the principle does not accept discrimination and declared that all people are born free and equal in dignity and rights and that everyone is entitled to all the rights and freedoms recognized in the Declaration without any discrimination, including discrimination based on gender. The member countries two international conventions on human rights in 1966 are obliged to ensure equal rights between men and women in the enjoyment of all rights in civil, political, economic, social and cultural. To contribute to better protection of women's rights in Asian countries, within the scope of this article, we would like to introduce a legal basis to protect of women's rights in Asian countries; legal situation and protects of women's rights in Asian countries; on that basis, give some conclusions and recommendations to better protect of women's rights in Asian countries.

Key words: Declaration Worldwide Human Rights, discrimination, free and equal, rights in civil, political, economic, social and cultural, protection, of women's rights, Asian countries, legal situation.

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The article contents

Declaration Worldwide Human Rights affirmed the principle does not accept discrimination and declared that all people are born free and equal in dignity and rights and that everyone is entitled to all the rights and freedoms recognized in the Declaration without any discrimination, including discrimination based on gender. The member countries two international conventions on human rights in 1966 are obliged to ensure equal rights between men and women in the enjoyment of all rights in civil, political, economic, social and cultural. To contribute to better protection of the rights of women in Asian countries, within the scope of this article, we would like to introduce a legal basis to protect women's rights in Asian countries; situation and the state law protects women's rights in Asian countries; on that basis, give some conclusions and recommendations to better protect of women's rights in Asian countries.

1. Legal basis for protecting of women's rights in Asian countries

Legal basis to protect of women's rights in Asian countries include: 1) the Convention on the Political of Women's Rights in 1952; 2) The Convention on the Elimination of All Forms of Discrimination against women in 1979; 3) additional Protocol to the Convention

on the elimination of discrimination against women in 1999; 4) Protocol on the prevention, prevention and punishment of trafficking in persons, especially women and children, supplementing the Convention against organized crime transnational UN2009. 5) Declaration on the elimination of discrimination against women in 1967; 6) Declaration protection of women and children in emergency and armed conflict in 1974; 7) Declaration on the elimination of violence against women in 1993.

Declaration Worldwide Human Rights affirmed the principle does not accept discrimination and declared that all people are born free and equal in dignity and rights and that everyone is entitled to all the rights and freedoms recognized in the Declaration without any discrimination, including discrimination based on gender. The member countries two international conventions on human rights in 1966 are obliged to ensure equal rights between men and women in the enjoyment of all rights in civil, political, economic, social and cultural. The discrimination against women violates the principles of equality of rights and respect for human dignity, is an obstacle to the participation of women, on an equal basis with men, in cultural life chemistry, economics, society and politics of their country, affect the prosperity of society and the family and caused many difficulties for the full development of the potential of women in the service of the nation and humanity.

In situations of poverty, women who have at least a chance to enjoy the food, health care, education, training and opportunities for employment and other needs. The establishment of an international economic order based on the Fairness and justice will contribute significantly to the promotion of equality between men and women. The abolition of neo-A-apartheid, all forms of racism and neo-racism, colonialism of old and new, aggression, occupation, domination and interference of water in addition to the internal affairs of states is essential to ensure the full enjoyment of rights of both men and women.

The full development and comprehensive of a nation, the prosperity of the world and the cause of peace require the maximum participation of women in all fields, on the basis of equality with men. The great contribution of women to the welfare of the family and to the development of society that has long not been fully recognized, bearing in mind the social meaning of motherhood and the role of both parents in family and child-rearing. The role of women in procreation should not be invoked as a basis for discrimination and the upbringing of children requires a sharing of responsibilities between men and women and society in general.

In the Asia range, the three countries adopted the ASEAN statement relating to the rights of women, which is the Declaration on the Advancement of Women in 1988; Declaration on the Elimination of Violence against Women in Asia in 2004 and the ASEAN Declaration against Trafficking in Persons, especially women and children in 2004. To execute this statement, the plan work has been developed and adopted as the work plan for the advancement of women and gender equality (2009–2018) and the work plan to implement the declaration on violence against women (2009–2018).

In the framework of ASEAN, the ASEAN Committee on Women is tasked to coordinate and supervise the activities of cooperation between the countries for the problems of women. This Committee annual meeting and each Member State holding the chair rotate Committee Chairman. Currently, the ASEAN Charter was most Asian countries ratify. This will be the legal basis is very important in the field of human rights protection, including of women's rights in the Southeast Asian region.

Besides these international instruments, in each ASEAN country has a system of laws create a legal basis for the protection of gender equality and guarantee the fundamental rights of women. Legal documents most important to mention that the constitution – the basic law of all nations. All Asian countries have a written constitution and a majority of these countries recognize the fundamental rights of citizens in general *in the constitution*.

Constitution in Indonesia¹ Part X – citizens and residents, including Section X (A) provisions on fundamental

human rights. 1987 Philippine Constitution recognized the Declaration of Rights in Article III, paragraph 22. Besides, in Article XIII – Social Justice and Human Rights, Clause 14 specifies the responsibility of the State in protecting the woman. Constitution of Thailand in 1997 significantly expanded the fundamental rights of man (40 versus 9 human rights entitled by the Constitution in 1932). Unfortunately the new constitution in 2007, the proposed additional human rights by the National Human Rights Commission has not been given the Constitution Drafting Committee accepted.

Among Asian countries, Myanmar and Cambodia are the world water community is particularly concerned about the issue of human rights violations, but the Constitution of this country are quite specific rules about citizenship. Chapter 8 Myanmar constitution with 47 articles on “The citizen, the basic rights and obligations of citizens”. Cambodian Constitution dedicates a chapter (from Article 31 to Article 50) mentioned, “The rights and obligations of Khmer citizens”.

In countries in Asia, the only completely Brunei Constitution provides for citizenship. In the amendment to the Constitution in 2004, Clause 3 of Article 83 of the newly added rules of behavior “Buying and selling and smuggling of people”, considered as prohibited acts, if the violation will be subject to criminal sanctions². However, that does not mean in Brunei law does not provide for human rights. Although not recognized by the Constitution of the provisions on human rights are scattered in the written law enacted by the State, and in Islamic law³.

Besides the constitution, the Asian countries have the laws with the provisions relating to citizenship in the various fields such as law (law), civil law (law) family law (law) or promulgating labor laws in order to concretize the rights of citizens in general and women's rights in particular. For example, Singapore has a Charter of women in 1961, amended in 1996; Laos has the Law on protection and development of women (2004); Brunei issued Islamic Family Law, Law on married women, the Law on the protection of women and girls.

Most countries enact legislation against domestic violence such as Malaysia (1994), Philippines (2002), Indonesia (2004), Laos (2004), Cambodia (2005), Thailand (2007), Vietnam (2007). Many countries have passed laws against human trafficking (or women and children) such as Thailand (1997), Philippines (2003), Myanmar (2005), Cambodia, Indonesia and Malaysia (same in 2007). In Asia, so far, only Vietnam has promulgated the Law on

² According to the Constitution of Brunei, trafficking and smuggling of persons can be fined \$1 million, imprisonment from 4 years and caning.

³ Arskal, S. et.al (2003), The State and sharia in the Perspective of Indonesian Legal Politics in Sharia and Politics in Modern Indonesia, Salim, Arskal et. al eds., ISEAS, pp. 1–16.

¹ Indonesian Constitution of 1945, as amended and supplemented the fourth time in 2002.

Gender Equality (2006), also new Thailand is in the process of drafting this law.

Thus, the international treaties and national legislation is the main source of law creates a legal basis for the implementation of women's rights in the Asian region. In addition, because Islam is a religion quite developed in South-east Asia to Islamic law have significant impacts to the law in general and the law on women's rights in particular in some Asian countries such as Brunei, Indonesia, Malaysia... Brunei with 67% Muslim population, as Islam is the national religion; Indonesia is the country with the largest Muslim world (estimated at over 100 million people), the law is based on the belief in Allah and the principles of Islam. Thus, ideology does not value women of Islam embodied in Islamic law is widely applied in communities Muslim majority population and left the imprint of the provisions of the law of the country this.

For example, Article 8 of the Constitution of Malaysia in 1957 in amendments in 2001 added provisions that all citizens are equal regardless of gender, but still insist this does not invalidate the regulations Islam the man's capital. Even Islamic rules also apply to those who are not Muslims. For example, in the national universities of Brunei, female students are required to wear uniforms of Islam including the headscarf, whether they be Muslims or not, because this dress is prescribed the school uniforms.

Although the law officially recognize polygamy but because Islamic law allows men taking four wives on condition that fair treatment and financial support sufficient for them to Malaysian authorities consider lets take multiple wives if necessary. Although it is not the Muslim countries of Singapore, Thailand have recognized the existence of Islamic law and it applies to Muslim communities in these countries. Therefore, ensuring the equal rights of women become the dominant issue in some countries in Asia, especially in countries influenced by Islamic law.

2. Status of protecting of women's rights in Asian countries

Economic inequality increased in Asia is threatening efforts to reduce poverty and slow the fight against gender inequality. Although economic growth areas, the percentage of income in group 70% lower income people, who declined while that of the 10% of the highest income rose. Low wages and rights at work can not be guaranteed, especially for women, are the main cause of this situation. Meanwhile, women are shouldering the economy by households for care responsibilities housework an asymmetric and unpaid. Being recognized and enjoyed living wage; reassign employees towards reducing the home can help solve both economic equality and gender equality in Asia and this issue should be government priorities and the business community.

For women throughout Asia, access to decent work and a living wage is a basic way out of poverty. This is also one of the best ways to fight dangers economic inequality.

But in recent decades, workers in both rich countries and poor countries are getting a share of less and less from the economic pie, while those who have accumulated the assets are growing up a disproportionate way. Underpaid condition occurs with the majority of people, especially for women, is the center of the scandal situation. Women continue to play a major role in caring for home and family-work no pay, though is considered necessary to maintain the economy but still not recognized and interested in the planning process policy.

The average income of Asian women by 70–90% only compared to the income of men⁴. One reason for this fact is women only do the lowest paid jobs and informal employment. 75% of Asian women work in the informal economy, without access to welfare policies such as sickness benefit or maternity⁵. Gender inequality makes women's job was devalued. Women less capacity to claim their rights at work. Women undertake homework unpaid workload with 2.5 times more than men and globally, this work is worth the equivalent of about US \$10 trillion per year⁶.

Economic empowerment of women is an important factor to achieve gender equality and support the wider development goals. A Look in the empowerment of women are interested in the social aspect and politics. To achieve this, not just increase the number of women job opportunities are paid, but also to improve the quality of the lam-cung to ensure rights in the work and decision-making powers. Need to ensure that women have access to decent work and living wage labor contracts. However, the economic policies currently do erode these aims, instead, to create a race to the bottom on wages and working conditions, this has created an opportunity for companies cut costs now.

In recent decades, Asia has a high economic growth and sustainability. From 2009 to 2018, the region's economy grew an average of 6% a year⁷. Path of sustainable development needs to provide comprehensive economic benefits to the poorest groups and solve problems related to social inequality. However, across Asia, we are pursuing an economic model increases excessive economic inequality, slow progress of poverty reduction and increasing the forms of inequality, including there is gender inequality.

⁴ ILO Regional Office for Asia-Pacific and Asian Development Bank (2011), Women and Labor Market in Asia: rebalancing towards gender equality in the labor market in Asia, Bangkok, accessed 09/5/2016 from URL: <http://www.ilo.org/wcmsp5/groups/public>

⁵ Committee on Women of the United Nations (2015), Advances in the world of women from 2009 to 2015, the economy converter, performing rights, access 09.05.2016, from URL: http://progress.unwomen.org/en/2016/pdf/UNW_progressreport

⁶ McKinsey & Company (2015), The Power of Equality, accessed 09/5/2016 from URL: <http://www.mckinsey.com/global-themes/employment-and-growth>

⁷ Jain-Chandra, S., Kinda, T., Kochhar K., etc. (2016), Share dividend growth, analysis of inequality in Asia, Working Paper IMF, parts of Asia and the Pacific Ocean, accessed 09/5/2016 from URL: <https://www.imf.org/external/pubs>

Reverse this dangerous trend and exercising economic equality for women requires action by all stakeholders.

Model of development increases economic inequality must now be reformed to ensure that economic growth benefits for everyone equitably. Along with that, necessary to address the gender inequality rooted, affecting all aspects of women's lives, not only in terms of economic participation. Currently, in areas where the minimum wage, the amount given is often too low, can not be the living wage, more even implementation is incomplete. Oxfam research on women workers in Asia shows that, despite working long hours in the industry to make a profit to other people, but the wages of Asian women is not enough to live and they do not enjoy the guarantees necessary. Governments can coordinate with the trade union and labor movement to push towards forming a living wage and to ensure the full rights and benefits in the workplace for all workers.

Heavy responsibility and disproportionately women for housework unpaid reduce choice and their decision and this means that women are free to support the economy. Recognize this contribution by collecting data and better investment in the home care is very important. The social security measures along with the investment in public services and infrastructure can help reduce and reassign workers in the home care industry. These measures should require additional government budget, primarily through progressive tax policies, in order to better address the issue of economic equality for women. When these policies are implemented, government and business can do for Asia on track, create economic equality, better jobs and better wages for women.

From 2009 to 2018, the coefficient of inequality Gini average in Asia, corresponding to the ratio of the income distribution within a country, more than doubled compared with the rest of the world and even increase faster in countries with the highest population like Indonesia, Indonesia, India and China. Emerging economies are suffering the increase in income inequality with a rapid pace; this shows that countries with the highest growth rates do not always share the benefits equitably. International Monetary Fund (IMF) found that the increase in inequality in the extreme in the region has largely been driven by the increase in the income of the head of the economy⁸.

In the period 2009–2018, the rate of 70% income of the lower-income people, who declined while that of the 10% of the highest income rose. This fact is not only in Asia, which is part of a global trend towards the concentration of wealth in the hands of a small group of wealthy people in the society⁹. Inequality trends are gender is increasing across Asia. In general, most of the richest people

in society are men, while women continue to concentrate in jobs with low wages and no long-term assurance and sustainability. Women are paid less a systematic way to make the products often appear on the dinner table, in the closet to the shoes of the people of the developing economies.

The causes of this situation is quite complicated. Common gender inequality means that women's work is undervalued and women are less empowered to claim their rights and their equality in labor. This also means that women are often abused the right, leading to serious consequences¹⁰. Women continue to shoulder unfair house work, do they lose the opportunity to choose paid employment. Although Asia gained benefit economically from participation increasing number of women in the labor market, but the women, especially women and girls are the poorest, so far has not been benefit equitably from the growth they help create¹¹. Once the movement starts such, this trend will become a vicious circle; countries with high income inequality are also countries tend higher gender inequality¹².

Since 2011, framework guidelines on business and human rights by the United Nations and the guiding principles relating became references for global businesses when dealing with adverse effects on the issues related to human rights. Ministry guidelines outlined two challenges for companies in addressing living wage in the supply chain by yourself: Learn root causes increase the detrimental impact on wages and determined company can use its influence as to how to mitigate the adverse effects of this¹³.

The global goal (the goal of sustainable development) formed in 2018 has identified new focus on poverty reduction in all aspects of poverty and the effects of poverty. Implementation of gender equality and empowerment of women and girls; promoting inclusive economic growth and sustainable employment and decent work for all people and reduce inequalities within countries and between countries.

Some countries in Asia, including Cambodia, Cambodia and Vietnam, provisions against discrimination

¹⁰ Akhter, S. (2014), endless pain of fingers nimble, Rana Plaza disaster, Journal of Asian Women's Studies, Volume 20 Number 1, 2014, pp. 137–147, accessed 09/5/2016 from URL: <http://www.adpc.net/igo/category>

¹¹ Asian Development Bank (2015), Women in the labor force, the potential untapped in Asia and the Pacific, Mandaluyong, Philippines, Asian Development Bank, accessed 09/5/2016 from URL: <http://www.adb.org/publications/women-workforce-unmet-potential-asia-and-pacific>

¹² Gonzales, C. et al (2015), Catalyzing change, empowerment of women and addressing income inequality, the IMF, accessed 09/5/2016 from URL: <http://www.imf.org/external>

¹³ ETI Denmark, Norway and the United Kingdom (2015), a living wage in global supply chains, a new agenda for business, accessed 09/5/2016 from URL: <http://www.ethicaltrade.org/resources/living-wages-in-global-supply-chains-new-agendabusiness>

⁸ Ibid.

⁹ Haroon D., Fuentes-Nieva, R. and Ayele, S. (2016), An economy for the 1%, Oxford, Oxfam, accessed 09/5/2016 from URL: <https://www.oxfam.org/en/research/economy>

in hiring based on gender and in other countries such as Bangladesh, Bangladesh and the Philippines battery, statutory work of equal value should be paid the same¹⁴. However, there is still a gulf between the commitments on paper and achieve economic equality between men and women in practice. Inequality in wages and opportunities between men and women still exist in the entire region and beyond the region. In Asia, women tend to be concentrated in low-paying jobs and can not be guaranteed. 75% of women work in the informal sector, without access to the benefits such as sickness allowance, maternity leave or retirement¹⁵.

Women also have to undertake much of the care of the house and not the usual, the 5 things not socially recognized as jobs and are excluded from the economic statistics. Economic inequality between men and women is also due to the attitude and faith rooted oldest reduce opportunities and autonomy of women. This document discusses the economic models and key policies of the government is to increase the relationship of inequality, leads to a reduction in the strength of the labor force and failed to invest in the sector hard care of the housework. These practices in the industry also led to the payment failures living wage; this may be good for the profit target but detrimental to many women who are working with the lowest wages.

The employment rate of Asian women in total employment is relatively high. But many women have more jobs does not mean that gender equality improves. Women and men across Asia continue to tolerate the differences in status, wages and access to rights at work. The gender gap in employment is different in the area: In the Southeast Asian countries, differences in work participation rates between men and women is lower than in other South Asian countries. In 2018, in Laos, for every 100 men are employed, there are 105 women are employed; Sri Lanka in, this ratio is 100–42 and in Pa-kit-Pakistan is 100–27¹⁶.

In countries where the rate of economic participation of women is low, the longstanding cultural norms is the cause of this condition¹⁷. Even in countries where the proportion of female workers is high but is also home to operate farm small-scale and family size are common, such as Laos, usually the proportion of women in work is higher than is due women doing farm work of his own family.

¹⁴ World Bank (2016), Women, Business and the Law, set up the database, accessed 05/18/2016. URL: <http://wbl.worldbank.org/>

¹⁵ Donald, K. and Moussie, R. (2016), Reassign care work unpaid housework, accessed 09/5/2016 from URL: <http://www.ids.ac.uk/publication/redistributing-unpaid-care-work-why-for-women-taxmatters-s-rights>

¹⁶ ILO STAT (2018), Employment by gender and age (ILO estimates and forecasts). URL: <http://www.ilo.org/stat/lang-en/in-dex.htm>

¹⁷ Zveglic, Y., Meulen Rodgers and JE, Jr. (2012), a comprehensive growth and gender inequality in the labor market of Asia, Asian Development Bank, accessed 09/5/2016 from URL: <http://www.adb.org/sites/default/files/publication>

When countries start industrialization, the participation rate of economic activity of women are often dropped because they do not enjoy the opportunities for employment income outside the home as men.

Strengthening the participation of women in the economy and salaried bring positive effects for the women in particular and the economy in general, through income support, increased autonomy for women and economic growth activities. However, for women to benefit equitably from the new opportunities, must be accompanied by wider changes in gender equality and their work need to ensure a living wage.

Have labor contracts guarantee will bring many benefits to employees, allowing workers claim benefits from employers, demanding social benefits from the government and to workers being more, which means they are more likely to be engaged and supported by trade unions, labor organizations and non-governmental organizations. Have labor contracts guarantee can be collateral, allowing workers with housing and bank account and so they can plan and save, thus increasing the resilience of family shocks in life. Have a labor contract for employees is very important.

Worldwide, women and men in the manufacturing industry, including the garment, usually signed short-term labor contracts. The employee can claim benefits from employers. The employee can ask the government to ensure welfare, help them establish their organizations. Ensure workers have labor contracts and preferably long-term contracts will help them plan for the future, and do not hinder them to join the union would be an important factor for building a force labor stability, prosperity and efficiency, including both paid work and unpaid can be done without hindering the workers and their families.

On average, women in the region are more likely to fall into the informal employment and can not be guaranteed than men. In some countries with low incomes in the region, women in the agricultural sector more than men and face restrictions in making a living due to unequal access to land, inputs or ensuring sustainable employment in the agricultural sector. For example, in Bangladesh, Bangladesh, 65% of women working in the agricultural sector, compared with 40% of men¹⁸. The wage gap between the sexes is a sign of persistent gender inequality in Asia. The salary of women in all countries by 70–90% only men's wages¹⁹.

Wage gap between the sexes is due to several causes, including inequality between men and women on seniority

¹⁸ Index of Asian Development Bank (2016), accessed from URL: http://09/5/2016_data.worldbank.org/data-catalog/world-development-indicators

¹⁹ ILO Regional Office for Asia-Pacific and Asian Development Bank (2011), Women and the labor market in Asia, rebalancing towards gender equality in the labor market in Asia, Bangkok, ILO, visit URL: <http://www.ilo.org> dated 09/5/2016 from/wcmssp5/groups/public

average in their work, the sectors where women concentrated are often paid less than on average, the difference in working hours and discrimination. Notably, the wage gap exists in all countries with data in Asia.

In India, the rate is 32.6% wage gap²⁰, in Indonesia is 21.5% and in Sri Lanka is 17.9%²¹. Besides the fact that women concentrated in sectors and low-paying jobs, women tend to earn less money despite doing the same kind of work as men. In Bangladesh, Bangladesh, on average, women are paid less than 23.1% per hour than men for the same type of work²². Pakistan in 2012, male agricultural workers are paid 2.97 dollars per day while women agricultural workers are only paid 1.68 dollars per day.

Most countries in the region have signed the Convention of the International Labor Organization (ILO) on equal pay and anti-discrimination, but very few countries adopted specific laws to promote equal pay for men and women. However, to achieve gender equality, changes in the law must be accompanied by changes in social norms shape the thinking about job roles of men and women. Often the low value is tied to the traditional role, is regarded as "the woman", particularly the work done in the family and not paid, such as cooking, cleaning, care, tailoring and pruning.

Poor working conditions in the manufacturing sector where women predominate is a daily challenge for millions of women in Asia. Female workers suffer work time prolonged, psychological pressure and sexual harassment, plus the safety standards are not adequate in many workplaces are concerned for the health and life of they.

In all countries, women do most of the work to care for family and unpaid housework, on average 2.5 times higher than men²³. This work includes work such as cooking, cleaning, laundry, care for family members, carrying water and firewood. That is the work necessary to reproduce labor power, for the happiness and health of individuals, families, communities and the economy. However, these jobs are not included in traditional measures of the economy and often the economic policy are not recognized or legitimate investments for this job, make inequality becomes worse.

²⁰ ILO STAT database (2016), Profile of India, accessed from URL: http://www.ilo.org/05.21.2016/ILO_STAT/faces/home/statisticaldata

²¹ ILO STAT database (2016), Sri Lanka Profile, visit URL: http://www.ilo.org/dated/21.05.2016/from/ILO_STAT/faces/home/statisticaldata

²² Kapos, S. (2008), the wage gap between men and women in Bangladesh, Bangladesh, ILO Working Paper Asia -TBD, ILO, visit URL: <http://www.ilo.org/dated/09/5/2016/from/wcmsp5/groups/public/@asia/@robangkok/documents/publication>

²³ Committee on Women of the United Nations (2015), Advancements in the world of women from 2009 to 2015, the economy converter, done right, accessed 09/5/2016 from URL: http://progress.unwomen.org/en/2016/pdf/UNW_progressreport

Research shows that poor women tend to spend more time at work to care for family than the rich woman and in the countries where economic inequality is higher, the difference even greater²⁴. According to estimates, while women care for work unpaid housework may be valued at US \$10 trillion per year.

No equality in the division of responsibilities for women related to care work unpaid housework is an important determinant that describe economic inequality based on gender. It creates the "poor timing", limiting the choice of the woman and the time spent at work, or participate in public life, respite or entertainment. It is also a contributing factor to making the proportion of women participating in the labor force is lower, focus on part-time and low-paying jobs.

In South Asia, the wage gap between the sexes increased from 14–35% for women in households with young children. Furthermore, additional paid work, women always do more hours than or at least equal to men. Unequal sharing of unpaid work is particularly pronounced in South Asia.

For example: In Bangladesh, Bangladesh, the national survey on time use shows that women spend an average of 3.6 hours a day in the care of family and unpaid housework, compared with 1.4 hours for men. In Pa-kit-Pakistan, women spend more than men to 4.3 hours per day for the home. Oxfam research in Bangladesh, Bangladesh also pointed out that women spend less time taking care of yourself and sleep than men²⁵. In a study of focus groups, records show that women work 84 hours a week, 16% more than men, only 70 hours a week. The team estimates that women be paid for 31% of working hours, while men are paid for 90% of working hours²⁶. Although women spend hours worked is equal to or more than men, the majority of their working hours unpaid and unrecognized.

3. Conclusions and recommendations to better protect of women's rights in Asian countries

Based on the research results above on the status of the law and the state protects of women's rights in Asian countries, we believe, necessary for urgent measures to address gender inequality and forms of inequality in Asia led to lower economic status of women. These measures include the implementation of the living wage, enhancing access to social security, policy apply progressive tax to fund public services of good quality whole population. Recognize, reduce and reassign work to care for family and unpaid housework.

²⁴ Gupta, S. et. al (2018), Economic Inequality and housework in economic inequality, pp. 105–122.

²⁵ MB Akhter, Shamema Akther Shamme (2018), Discover the work of unpaid care for women, barriers, impacts and opportunities, Oxfam.

²⁶ Rabbani, G.F. (2014), Women's Ice Bangladesh spoke about family care work and cooking, Blog policies and practices, Oxfam Great Britain, published 10/22/2014, accessed 19/5/2016 from URL: <http://policy-practice.oxfam.org.uk/blog/2014>

These measures need to consider the expansion of beneficial interest to workers in the informal economy where most of them are women. Decent work – one of the objectives of sustainable development – can be one of the main measures to tackle inequality on the rise, if those in positions of power push towards conversion from employment “low road” to work “high road”. Such a shift would have significant impact especially for women who are currently concentrated in the paid work and precarious dirt foam. With the active support of the Government, companies and civil society, we can create a world where the work of the employees are guaranteed a living wage.

To achieve wage equality and full life, governments in Asia can evaluate and modify labor legislation applicable to ensure the right to freedom of association actually and rights of workers established independent trade unions. Assess the wage standards current to ensure workers help the family, migrant workers and workers informality are applied all laws labor standards present and future.

Their coordination through forums such as the ASEAN region and ensure a level playing field, which means that countries are not mutually exclusive, by raising the minimum wage; ensure the application and enforcement of labor standards extended to workers at home, migrant workers and informal workers; termination of wage disparity between men and women; promote social norms and positive attitude towards the employment of women.

Government and businesses can commit to raising the minimum wage to the subsistence level, develop a roadmap for this through consultation with workers and unions. Commitment to eliminate gender wage gap in the regulation of both policy and implementation in practice. Promote social norms and positive attitude towards the employment of women. Enterprises can ensure that women have access to good employment opportunities and job security, non-discrimination in the workplace and women have the right to establish their organizations. Ensure employment forms mainly regular employment, and signed long-term contracts directly; any other changes to this form must have a good reason, plan, limited and managed.

Recognize and respect the right of all workers to a living wage, support and implementation of policies towards living wage within their business and at the local, national and regional area. Recognize, reduce and reassign family care work unpaid. The government can recognize the contributions of the family care and housework is not paid to the economy and help reduce the burden on women through providing services, care for children and adults age, to leave home and go on paid medical care, regulation of working hours flexibility and allowed the father parental leave after birth.

Apply measures to expand social security for migrant workers and informal labor, including: (i) Access to health care services needed and maternity care. (ii) basic income security for children. (iii) basic income security for workers

in case of sickness, unemployment, maternity and disability, and (iv) basic income security for the elderly. Investment in public services and infrastructure to reduce and re-assignment of caregiving chores unpaid, including the public service for free the entire population of health care, clean water and sanitation born.

National tax increases in proportion to GDP, through progressive taxation, user closer to the optimal capacity allows taxpayers to invest in the home care industry and family. Improving data collection on the division of caregiving chores unpaid, to achieve the objective of sustainable development – objectives and at the same time to recognize the contributions of caregiving families not paid to the economy. Systematic analysis of economic policy making in relation to the impact of those policies for girls and women; improving data systems national data and accounting – including units under household – to monitor and evaluate the impact of this (including the redistribution of work to care for family and work home no pay).

Budgeting priority attention to gender issues to assess the impact of spending decisions on women and girls and to allocate resources in a way that promotes gender equality. Enterprises can recognize care work of the unpaid and find ways to reduce and redistribution of this work through the support of working hours flexibility, allowing fathers parental leave after birth and provide the facilities, care services for employees such as child care.

Above is the legal basis for protecting of women's rights in Asian countries; situation and the state law protects the rights of women in Asian countries; a number of conclusions and recommendations to better protect of women's rights in Asian countries. Is pleased to introduce.

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