

All-China Women's Federation (ACWF)
Chinese Women's Research Society (CWRS)

Joint Submission to UN UPR of China

March 2018

1. ACWF and CWRS are very concerned about the review on China's human rights by the UN Human Rights Council. We believe the Chinese government has made great efforts to promote women's human rights and made remarkable achievements in the last four years. However, we also see some deficiencies. This report focuses on the women's economic empowerment.

2. We observe that China constantly improve relevant laws, regulations and policies to safeguard women's employment right. There are clear provisions on women's employment right in the *Labour Law, Law on the Promotion of Employment, Social Insurance Law, Labour Contract Law, Special Regulations on the Labor Protection of Female Employees, Regulations on Industrial Injury Insurances etc.* The Chinese government has included promoting equal employment and eliminating gender-based discrimination in job markets as important component in economic and social development planning.

3. To promote women's employment and entrepreneurship, government sectors at all levels endeavor to take supportive measures for more women. In recent years, 40% of people trained at training institutions of labour departments are women. The government also supports women's organizations to provide employment training and set up start-up centers for women. In 2016, women's federations at all levels have trained women by 4 million person-times, provided guidance to women by 960,000 person-times regarding entrepreneurship and innovation, set up more than 5,000 entrepreneurial bases for female college students and built more than 3,200 start-up centers, incubators and service platforms for women, and guided millions of women to start up their own e-commerce businesses, helping tens of millions of women get employed.

4. We notice that with the support of central government, People's Bank of China and All-China Women's Federation carried out the Program of Subsidized Micro-credit Loans for Women, with interest covered by government. From 2009 to December 2017, a total of RMB 345 billion subsidized micro-credit loans had been disbursed to 6.17 million women, with RMB 36.14 billion of interest paid by the central and local governments, helping tens of million of women get employed and start businesses.

5. The employment quality of Chinese women are significantly improved. In 2016, China had 14.58 million female

professional and technical personnel, accounting for 47.2% of the total. Women constitute 38.3% of senior professional and technical personnel. More and more women are engaged in high-tech, high value-added, and high growth emerging industries, especially in internet businesses, in which 55% entrepreneurs are women.

6. We notice that the Chinese government has established a multi-level social security system. Social security level for women has been advanced constantly. In recent years, the number of women participating in old-age insurance, medical insurance, unemployment insurance, and industrial injury insurance keeps rising. Women receive better maternity insurance.

7. The government implements comprehensive poverty alleviation strategy and enhances support to impoverished women. Significant progress has been made in alleviating poverty among women. In 2016, the rural poverty population in China decreased by 14.42 million, of which half were women.

8. The Chinese government takes various measures to ensure the rights and interests of rural women in relation to land, safeguarding their rights and interests at the source.

9. We also notice that there still are problems and challenges of women's economic empowerment in China. Gender-based discrimination in employment especially invisible discrimination happens from time to time.

Occupational segregation and gender pay gap still exist. Work-Family balance for career women demands attention. Women work in informal sectors get lower income and less social security. Rural women's rights and interests in relation to land are violated occasionally.

10. We suggest that the government should further improve laws and regulations on equal employment, take more effective measures to eliminate occupational segregation and narrow gender pay gap.

11. We suggest that the government should further provide service to promote women's employment and entrepreneurship, support women to balance work and family, strengthen advocacy and training on laws and policies related to equal employment, and create policies as well as social and cultural environment conducive to boosting women's employment and entrepreneurship.

12. We suggest that labour security supervision departments should pay more attention to gender discrimination in employment and explore to establish effective anti-employment discrimination mechanism including punishing the employers for employment discrimination.

13. We suggest that the government should attach more importance to targeted poverty alleviation for women during the process to fight against poverty, and provide women in poverty with more economic resources such as credit, technology and

programs, so as to enable women to better participate in economy and increase their income.

14. We suggest the government should further improve laws, regulations and policies on land management and comprehensively review, remove and correct any village regulations and traditional customs for villagers that are in conflict with statutory regulations to ensure that rural women fully enjoy rights and interests in relation to land.