



中华人民共和国常驻联合国日内瓦办事处和瑞士其他国际组织代表团

**PERMANENT MISSION OF THE PEOPLE'S REPUBLIC OF CHINA**

11 Chemin de Surville, 1213 Petit-Lancy  
Tel: +41 (0)22 879 56 78 Fax: +41 (0) 22 793 70 14  
Email: chinamission\_gva@mfa.gov.cn Website: www.china-un.ch

No. GJ/50/2015

The Permanent Mission of the People's Republic of China to the United Nations Office at Geneva and other International Organizations in Switzerland presents its compliments to the Office of the High Commissioner for Human Rights and with reference to the latter's communication 【CHN 3/2015】 dated 28 April 2015, has the honour to transmit herewith the attached reply by the Chinese Government.

The Permanent Mission of the People's Republic of China to the United Nations Office at Geneva and other International Organizations in Switzerland avails itself of this opportunity to renew to the Office of the High Commissioner for Human Rights the assurances of its highest consideration.



Office of the High Commissioner for Human Rights  
**GENEVA**

(Translated from Chinese)

**Measures taken by China in the relevant areas concerning the promotion and protection of women's rights**

**I. Measures to increase women's representation in decision-making at all levels of the Government**

1. The Government of China has taken the following measures to ensure the equal participation of women in political life:

(a) Specific requirements have been set out to pursue the objectives. The Programme for the Development of Chinese Women (2011-2020) clearly sets out the requirements for the goal of increasing women's participation in decision-making bodies at all levels. During the last change of leadership at the State level, a requirement was put forward stating clearly that the proportion of women among deputies of the National Congress of the Communist Party of China (NCCPC) and the National People's Congress (NPC) must increase and that a certain proportion of the members of the Chinese People's Political Consultative Conference (CPPCC) must be women.

(b) Specific quotas and methods are clearly defined. It has been stipulated that central party and State organs and ministries as well as provincial and municipal party committees and government departments must ensure that at least half of their leadership teams have women and the number of female cadres serving in party committees and government departments at the county level must also increase. In party and government organs at or above the municipal level, the proportion of women serving as bureau or division chiefs should increase. It has been clearly stated that upon a change of leadership at the local level there must be at least one female cadre in each party committee and in the leaderships of the local people's congresses, governments and people's political consultative conferences at the provincial and municipal levels and also in county-level party committees and government leadership bodies; there must be certain concrete requirements, for instance, for the number of women cadres in party and government bodies at the municipal and county levels. In principle, the higher-level authorities will not endorse staffing plans implemented during a change of leadership if they do not comply with the requirements for quotas of women cadres. If there are no suitable candidates at the place in question, vacancies are to be filled through staff exchanges. Vacancies for female cadres in the leadership teams that emerge during a term are to be filled promptly.

(c) It has been made clear that preference is to be given to female cadres in selection and appointment. All conditions being equal, there is a commitment to give priority to selecting and recruiting women cadres. Within the open selection and competitive appointment process there has been an appropriate increase in the numbers of posts and quotas for women cadres. The reserve of cadres has been strengthened so as to ensure that there is a proportion of women among the reserve cadres at the provincial, municipal and county levels, as well as a number of women cadres in party and government department leadership. The proportion of female cadres participating in training courses of all types and levels is increasing, and more opportunities for training are being provided to those women.

2. China has taken active measures to ensure that there is a certain proportion of women among members of village committees:



(a) The objectives and requirements are clearly defined. According to the Programme for the Development of Chinese Women (2011-2020), by 2020, “in village committees, the proportion of female committee members should be at least 30%, and the proportion of village committee female chairpersons should be at least 10%”.

(b) China has improved policies. In May 2013, the Ministry of Civil Affairs issued the Procedures for the Election of Villagers’ Committees, which stipulate that “there should be an appropriate quota of women among the candidates. If no female candidate is nominated, then the woman who has received the most votes shall be a candidate.” “If there are no women among the candidates for village committee chairperson or vice-chairperson, but there are women among committee member candidates, and they have received more than half the votes, then the woman who has received the most votes shall be the first to become a committee member-elect, and the other candidates shall be confirmed according to the number of votes they receive; if among the candidates for committee member there is no woman who has received more than half the votes, then one vacancy should be set aside for the holding of a separate election to elect a female committee member. Until such election, the other candidates shall be confirmed according to the number of votes they receive.” “In by-elections, if the village committee has no female members, at least one female member must be elected.”

(c) Extensive awareness-raising has been carried out to create an atmosphere conducive to women’s participation in village committee elections. Measures are taken in various ways and using different forms and channels to emphasize the importance of women’s participation in the building of democratic political life at the village level, with full recognition of the indispensable role of women in rural economic development, the building of the “new countryside” and the management of village affairs, thus creating an environment conducive to the expanded participation of women as candidates for election.

(d) Intensified training has been carried out to improve rural women’s capacity for democratic participation. Various effective means, such as organizing training courses for female village officials and utilizing meetings as a forum for training, are used to strengthen the training of rural women, especially key cadres. Thus, women’s awareness of democracy and opportunities for participation, as well as their overall competencies and professional abilities, are continuously improving. At the same time, newly elected female members of village committees are provided with training courses whose content and methods are tailored to their needs, enabling them to quickly master the methods and techniques of management, decision-making and other aspects of village affairs.

(e) Institutions have been optimized and women have been encouraged to participate in villagers’ self-government. Active guidance has been provided to villagers’ meetings, meetings of villagers’ groups and village representatives’ meetings in order to engage women in decision-making, management and oversight of rural affairs. At present, there are 2,322,000 members of village committees nationwide, of whom 513,000, or 22.1 per cent, are women. The percentage of villages whose “two committees” (the party branch committee and the villagers’ committee) have women members has increased to 93.64 per cent, and in some provinces every village has a woman in one of the two committees. Nationwide, there is a total of 469,000 members of community residents’ committees, 229,000, or 48.8 per cent, of whom are women, an obvious increase in the number of women elected compared to previous years.

## **II. Mechanisms for monitoring the impact on women of current laws and policies**

The idea of establishing a system to check on gender equality in law and policy served as an inspiration for the Programme for the Development of Chinese Women (2011-2020), and mechanisms for the assessment of gender equality in law and policy are now being actively promoted at the national level.

Mechanisms for checking on or assessing gender equality in law and policy have successively been set up in the provinces or municipalities of Jiangsu, Zhejiang, Anhui and Beijing, among others, taking into account prevailing local conditions. The formulation, amendment and review of laws and policies are organized with the participation of experts so as to eliminate problems of inequality caused by gender-based discrimination and gender-neutrality in the law and in policy. Shenzhen has already rolled out Regulations on the Promotion of Gender Equality in the Shenzhen Special Economic Zone. Assessments of gender equality in law and policy are an important part of the Regulations.

### **III. Progress made in adopting a law against domestic violence**

In 2013, the Standing Committee of the twelfth National People's Congress included the law against domestic violence in the Congress's Five-Year Legislative Plan and made it clear that the law would be put forward by the State Council for due consideration. The Legislative Affairs Office of the State Council has now basically completed the draft review process, and the Standing Committee of the National People's Congress has included the law in the legislative workplan for 2015. The law is likely to be proposed for initial consideration before the end of the year.

China has formulated a specific law against domestic violence for the purpose of establishing a unified system to prevent and suppress the phenomenon and to ensure assistance for victims, punish and warn against such behaviour and provide remedies so as to effectively prevent and combat acts of domestic violence and penalize perpetrators.

### **IV. Impact of the socialist market economy on women**

#### **1. Equality in remuneration**

The Chinese Government guarantees equal pay for men and women doing work of equal value. The Constitution, the Labour Law, the Labour Contract Law, the Law on the Protection of Rights and Interests of Women, and the Special Provisions on the Protection of Female Employees expressly provide for equal pay for men and women performing the same work. In practice, the overwhelming majority of enterprises manage staffs in accordance with the Labour Law and the Labour Contract Law. They have established fairly standardized remuneration systems based on the unique characteristics of their respective industries, i.e. by implementing a fixed post salary (which does not distinguish employees by gender, but rather sets a fixed salary for each post, with men and women in the same post having identical wages and with their performance appraised against identical criteria). Any differences in wages between men and women doing the same work is thus primarily due to differences in their levels of education, seniority, job performance and other factors; there is basically no consideration of gender. Thus the system of equal pay for men and women performing the same work has been quite effectively implemented. In the future, the Chinese Government will vigorously promote collective wage negotiations so as to enable employees to participate fully in the decision-making process for wage distribution within enterprises and ensure the right of men and women to equal pay for equal work. Guidance has been given to enterprises to develop labour regulations systems in line with the relevant legal procedures and to improve the basic salary system by making fixed salaries the norm and establishing posts and appraising performance in an objective and reasonable manner so as to ensure the further implementation of the policy of equal pay for equal work. At the same time, efforts have been made to further strengthen workplace safety supervision and law enforcement, to correct violations involving unequal pay for equal work and to better protect the rights and interests of workers in respect of remuneration.

## 2. Domestic workers

The Government of China has consistently attached great importance to international labour standards and has supported the International Labour Organization (ILO) Domestic Workers Convention, 2011 (No. 189).

With regard to safeguarding the lawful rights and interests of women workers, China is strengthening its law enforcement efforts for labour protection and monitoring, thoroughly investigating and prosecuting illegal activity and taking action in accordance with the law to protect women workers' right to remuneration, equal employment opportunities, social security and other rights and benefits. The Government is making innovations in law enforcement methods, promoting the use of the "double net system" to manage labour protection and monitoring and taking proactive measures to prevent illegal behaviour. It is building up capacity for labour protection and monitoring and increasing the effectiveness of supervision and law enforcement.

As for empowering women workers to defend themselves and ensuring that they are aware how to do so, the Government has strengthened its efforts to disseminate information and raise awareness among women workers about protecting themselves against occupational health hazards, and it is urging employers to fulfil their primary obligation to protect the health of women workers. In addition, the Government is ramping up scientific research into the forms of work that are prohibited to women, with a view to amending in due course and as appropriate the list of prohibited forms of work while protecting women workers' legitimate interests in practical terms.

## 3. The paternity leave system

The State encourages local governments in areas where the necessary conditions are met, depending on the local level of economic and social development, to look into establishing paid paternity leave for new fathers and to clearly specify the benefits to which new fathers are entitled. Currently, in accordance with local family planning regulations in certain areas, husbands whose wives have just given birth may take between 3 and 30 days of childbirth leave (also known as caregiver or nursing leave). Persons on such leave are treated as if they are still reporting for work and receive the same pay and bonuses as previously.

## 4. Equal retirement age

Regarding the retirement age, China's current policy is that male workers in enterprises retire at 60 years of age, female cadres at 55 and female workers at 50. This policy was first set in the Labour Insurance Regulations of the 1950s and was subsequently reaffirmed in 1978 by the National People's Congress. The policy took full account of prevailing working conditions, the average life expectancy of men and women, and physiological characteristics, as well as other factors, thus playing an active role in the protection of workers' labour rights and interests, as well as their physical and mental health. Since then, as national economic and social development has progressed, the State has introduced a number of policies and regulations to extend the retirement age of female workers. For instance, women senior experts who are physically able to work may normally voluntarily choose to work until 60 years of age. In specific cases, female senior experts who have reached the age of 60 may, if their work is needed, and upon approval, work until 65 years of age if they are at the level of associate professor level, or up to 70 years of age if they are at the level of a professor. A decision by the Third Plenary Session of the eighteenth Communist Party of China (CPC) Central Committee stated that the development of a policy of progressively extending the retirement age should be explored. The Government of China is currently studying the related issues in depth.



#### 5. The rights of women working in the informal labour market

After many years of considerable effort, China has begun to establish a social security system and framework that is adapted to the needs of a socialist market economy, and it is continuously expanding the scope of basic retirement pensions for the elderly, universal health insurance, unemployment insurance, work-related injury insurance and maternity insurance. Persons employed in the informal sector may, as “flexible employees”, sign on to the schemes for town and municipal employees’ basic pension and workers’ basic health insurance. In addition, women employed in the informal sector may benefit from maternity insurance as dependants of covered workers.

Despite the significant progress achieved, it should be acknowledged that, owing to factors such as low income levels, poor knowledge of the social security system and a shortage of administrative services, the percentage of women employed in the informal sector who receive social security benefits still must increase further. In this connection, the Government plans to introduce three measures to address the situation. The first is to strengthen the legislative framework. Following the promulgation of the Social Insurance Law, China proceeded to adopt a whole series of regulations and policies to serve as the basis for efforts to strengthen social security benefits for persons employed in the informal sector. The second step is to strengthen administrative services. The Ministry of Human Resources and Social Security decided to carry out a programme from 2014 to 2017 to register all citizens with the social security administration. This programme involves determining the base numbers of persons, by comparing data and conducting household surveys, strengthening efforts to disseminate information and informing members of the public about their social security rights so that they will proactively and eagerly participate in the social security scheme. As at 2015, a total of 50 local districts had already launched pilot projects. The third measure is to increase government subsidies. Individuals who are having difficulty finding work and who meet the established requirements are granted social security subsidies.

### V. Measures to protect women in vulnerable situations and to promote their participation in economic, social and political life

#### 1. Protecting the rights and interests of women in vulnerable situations

(a) Protection of the commercial and land contract rights and interests of rural women in vulnerable situations. The Third Plenary Session of the eighteenth Central Committee of the Communist Party of China called for farmers to be granted more property rights and for the establishment of a system for the comprehensive integration of urban and rural development. In order to implement a centralized land exchange policy for rural commercial and land contract rights, the All-China Women’s Federation and the Ministry of Agriculture jointly issued a circular requiring the relevant government agencies to conscientiously and effectively protect the land rights of rural women when conducting procedures for the registration and certification of land and the confirmation of land rights. Throughout all the certification and registration stages for commercial and land contract rights, government agencies are to promote the inclusion of women’s names in registers and in commercial and land contract certificates and deeds and to ensure that not only are rural women’s names on the certificates, but that this entitles them to rights. Moreover, government agencies should speed up and push forward the introduction of standard, recognized criteria for membership in collective economic organizations and ensure that women have an equal right to become members of such organizations.

(b) Special attention is paid to protecting the girl child, and action is being intensified to care for girls who have been left behind in rural areas. The All-China Women’s Federation has issued a circular on paying closer attention to the safety of young girls and promoting protection for children. The circular advises women’s associations

throughout the country to make greater efforts to fulfil their obligation to safeguard the rights and interests of children and women and to work in close collaboration with the party and the Government to effectively protect the safety of the girl child.

(i) In order to combat the sexual assaults frequently committed against girls throughout the country, the Government is on the one hand actively involved in drafting and amending laws and policies on child protection. It is actively carrying out serious research to find targeted and operable ways to address the difficult and controversial points that inevitably come up in the defence of children's and women's rights. On the other hand, the actions of working committees on children and women at all levels are being intensified, coordination mechanisms for the protection of children's rights are continuously being bolstered and government departments are fulfilling their duties as the main bodies responsible for protecting children.

(ii) Actions to care for women and children left behind in rural areas are being intensified throughout the country. Proactive efforts are being made to: draw the attention of the party and the Government to the situation of and difficulties faced by women and children left behind in rural areas and to advocate for them and support them; promote the introduction and enhancement of relevant policy measures; and ensure that policy actions place greater emphasis on women and children who have been left behind. In 2014, the All-China Women's Federation and the China Children and Teenagers' Fund garnered support from stakeholders in society and established 103 "Happy Homes for Children" in 16 provinces, districts and municipalities with the largest concentrations of left-behind children, provided children with books, stationery and educational toys, computers, televisions, etc., and established facilities to provide services for rural children, such as cultural and recreational activities, support and counselling, personal care and tutoring.

(iii) With support from women's centres, centres for the defence of women's rights and associations and cooperatives for various types of agricultural production, and in accordance with the principle of voluntary mutual aid between neighbours, many types of mutual aid organizations have developed for women left behind in rural areas. They provide for the daily needs of such women and help them to better deal with problems related to work, daily life and their emotional well-being. Self-management, self-service and self-improvement are strongly encouraged among women at the grass-roots level, as part of innovations introduced in social governance. In 2014, an additional 33,000 mutual aid organizations were established in China for women left behind in rural areas, bringing the total number of such organizations to more than 300,000.

(c) Focusing attention on cases involving the defence of the rights of women in vulnerable situations

(i) The way women lodge complaints and claims, psychological factors, conflict mediation and legal aid all come into play in the handling of such complaints. A total of 12,338 hotlines for the defence of women's rights have been set up in more than 2,800 counties and districts, and throughout the country 250,000 rights defence mechanisms of various types have been established, including centres for the defence of women's and children's rights, judicial panels for the protection of rights, rights protection bureaux and domestic violence complaint filing offices, so as to safeguard rights at the grass-roots level and ensure that such services are easily accessible to women.

(ii) Guidance has been provided to 22 provinces, districts and municipalities on implementing the "China women's legal aid programme". In 2013, through the Lottery Fund Legal Aid Project financed by the central Government, legal aid was provided in 1,338 cases, subsidies in the amount of 2.47 million yuan renminbi were granted in response to applications for legal aid, a total of 1,535 migrant workers, elderly persons, women, minors and persons with disabilities were assisted, nearly 83 million yuan renminbi

in economic losses were recovered, thus effectively protecting the interests of vulnerable groups.

2. Measures to promote the participation of women in vulnerable situations as a group in economic, social and political life

The Government of China attaches great importance to protecting women in vulnerable situations as a group. It is continuously improving its laws and policies in this regard and has implemented a whole series of effective measures to help such women participate in economic, social and political life.

(a) Solid progress has been made in granting guaranteed microloans to women in vulnerable situations so as to provide capital to this group. In order to help these women overcome the shortage of funds that hinders their entrepreneurial endeavours, the Ministry of Finance, the Ministry of Human Resources and Social Security and the People's Bank of China, together with the All-China Women's Federation, have drawn up and implemented a policy on granting low-interest, guaranteed microloans to women. Through these loans, start-up capital is actively provided to women in vulnerable situations who have the desire and ability to start a business and who have a specific project in mind. The maximum total credit limit for organized groups of women jobseekers is 100,000 yuan renminbi. Thanks to the joint efforts of the four above-mentioned bodies and the enthusiastic support of local government departments at all levels, as at the end of December 2014 a total of 217.28 billion yuan renminbi in guaranteed microloans had been distributed to 4.59 million women throughout the country, and the central and local governments had funded a total of 18.68 billion yuan renminbi in interest coverage, giving women in vulnerable situations the opportunity and the power to run and fund small businesses themselves. The women are able to choose their own business projects on the basis of their own individual strengths. By engaging in various business activities such as the cultivation of crops and animal husbandry, housewives can gradually become the main contributors to raising household income, thereby lifting their status, increasing their income and enabling them to escape from poverty.

(b) The level of health among women in vulnerable situations improved with the launching of free screenings for the "two cancers" (cervical and breast cancer) for rural women. With a view to promoting the early detection and treatment of breast cancer and cervical cancer and lowering the mortality rate, since 2009 the National Health and Family Planning Commission and the All-China Women's Federation have carried out a joint project to screen rural women for the two cancers. As at the end of 2014, a total of 42.71 million rural women had undergone free screenings for cervical cancer, while 6.15 million rural women had undergone free screenings for breast cancer. In order to address obstacles hindering the treatment of rural women in vulnerable situations for the two cancers, the All-China Women's Federation, with support from the Special Central Lottery Public Welfare Funds, established a special "two cancers relief fund for poor mothers". Destitute rural women who have fallen ill and who meet the established criteria are entitled to 10,000 yuan renminbi in financial assistance through the relief fund. Thus far, 31,077 destitute women suffering from cancer have received assistance through the programme. This project has effectively improved the health of rural women in vulnerable situations and raised their awareness about maintaining their own health. The programme has played a positive role in preventing women in vulnerable situations and their families from falling into poverty or slipping back into poverty due to illness.

(c) Importance has been attached to education and training and to comprehensively improving the overall character and the employability and entrepreneurial skills of women in vulnerable situations.



(i) Training has been offered to rural women. A new type of vocational training is being actively implemented for female farmers and science and technology specialists, with a view to improving the qualities and capacity of women in vulnerable situations to participate in modern agriculture.

(ii) Training has been offered in domestic service. By 2014, women's domestic service companies and organizations at all levels of the national women's federation system had carried out training in domestic service which was attended 580,000 times and had helped 600,000 women to find employment or start their own businesses in that field.

(iii) Training has been offered to cadres from local women's associations in impoverished areas. The All-China Women's Federation has held four successive core training sessions for women cadres in impoverished areas. By attending these sessions, more than 400 cadres from women's associations have improved their capacity to support women in vulnerable situations.

(d) Activities to provide care to women have been promoted, and support has been increased for women and children in vulnerable situations. A total of 850 million yuan renminbi has been allocated to finance the "Water Cellar for Mothers" project, and through this project about 139,000 water cellars have been built, which has helped 2.5 million women in vulnerable situations to access safe drinking water. Under the "Healthy Mother Express" project, more than 2,000 vehicles have been dispatched to provide health-care services to 37.5 million women in vulnerable situations. A total of 73.85 million yuan renminbi has been collected through the "Postal Parcel for Mothers" project, benefiting 530,000 poor mothers and their families. Some 1.46 billion yuan renminbi has been collected in donations from the public through the "Spring Bud Project", which has funded the construction of 1,154 Spring Bud schools, financial aid for 2.52 million Spring Bud girls and training in practical technical skills for 523,000 older girls. Through the "Children and Young People Grow Up in Safety and Health" project, about 4,000 poor children have been cured of amblyopia, more than 50,000 children left poor and orphaned by AIDS have received subsidies and public welfare insurance has been provided for 800,000 orphans and poor children.

## **VI. Activities and measures to raise public awareness about gender equality and women's rights**

### **1. Dissemination of information on the national policy**

(a) In the dissemination of information to the public, wide use is made of the central mainstream media and the media outlets that are part of the network of women's associations. In addition, the Internet and new types of media have also been used to seize every opportunity — including the commemoration of important events such as International Women's Day and the fifth, tenth and fifteenth anniversaries of the Fourth World Conference on Women — to spread information in a way that will resonate with the target audience about the basic national policy on gender equality, the experience gained and successes achieved in the Government's implementation of that policy, and the progress achieved by women and their important contributions to the nation's economic and social development, while making women's impressive accomplishments and achievements known in society.

(b) Information is disseminated to people in their environment. Posters and leaflets have been designed and printed to publicize the basic national policy on gender equality, and these materials have been widely disseminated throughout the country. Public service announcements about the national policy are broadcast on television, and information is posted inter alia in official offices, buildings, subways and the Internet.

(c) The national policy is widely publicized in various ways throughout the country, through the “six promotions”: activities in party schools; administrative schools; higher education; local communities; army facilities; and elementary, middle and high school classrooms. Databases of teachers qualified to provide training on the national policy have progressively been established in various regions of the country, teams of educators have been organized, specialized teaching materials on the national policy have been drawn up and printed and courses on the national policy for cadres of the party and government organizations, students at the elementary, secondary and tertiary levels and the general public have been designed and taught in order to raise awareness in all sectors of society about the national policy and gender equality.

(d) For two consecutive years, text message campaigns have elicited responses as part of a collaborative effort conducted with China Mobile. In 2014, the “Harmonious Household” project was carried out in celebration of International Women’s Day. Through this project, SMS and MMS messages were forwarded as a way of promoting gender equality and harmony between husbands and wives. A total of 11,000 SMS messages and 269 MMS messages were received, and the messages were uploaded, downloaded and forwarded a total of 32.6 million times. More than 7.58 million mobile phone users throughout the country participated in the project, or as many as 10.70 million, if all recipients of the messages are included, which shows that the project was effective in spreading information.

## 2. Intensifying awareness-raising about the legal system

(a) Activities are being carried out to make information about the legal system easily accessible for women. “Women’s Centres”, which have been established in many cities and rural areas throughout the country with the participation of judges, prosecutors, lawyers and academics specializing in legal studies. The centres organize a variety of activities for the general public that focus on the culture of the rule of law, providing an opportunity for women to study, discuss and learn about the law, thereby making legal knowledge accessible to them. For example, during the celebrations of International Women’s Day in 2015, more than 70,000 grass-roots Women’s Centres in provinces and cities throughout the country carried out a series of activities promoting the defence of women’s rights. A total of 17.89 million persons participated in these activities, and the participants’ legal knowledge was greatly increased. Between 2008 and 2014, 118 lawyers from 60 law firms and 10 judges from 7 low-level courts provided community-based legal counselling services to groups of women in Beijing. Twenty-five outstanding events were held to raise awareness of the law, directly benefiting 2,500 women in local communities and their families.

(b) Publicity efforts have been strengthened so as to create an atmosphere in society conducive to passing legislation to combat domestic violence. Having invited more than 160 persons from more than 20 cities and 56 organizations and places of employment in 8 provinces to participate in in-depth interviews over the course of one and a half years, during which 1,500 minutes of interview footage was shot, CCTV has finished filming a series of eight full-length documentaries on combating domestic violence, under the title “Chronicles of the Fight against Domestic Violence in China”. These documentaries will make the general public aware of the different types of domestic violence, its specific characteristics and the plight of the victims; highlight the efforts made by women’s associations, organizations and members of society from all walks of life to combat domestic violence; and describe the expectations of future legislation on this issue.

## VII. Defenders of women’s rights

Women play an important role in Chinese society. In China it is said that “women hold up half the sky”, which clearly indicates the important role played by women in

national development, the functioning of society and family life. China has consistently attached great importance to women's development and gender equality and has actively promoted the enactment of legislation to protect their rights and interests, made great efforts to encourage women's participation in decision-making and management, ensured employment for women, actively promoted women's health, and increased women's education levels. Its achievements in this area have garnered worldwide attention.

The Government of China encourages and supports the active efforts of NGOs, including women's organizations, to promote and protect human rights. The number of civil society organizations in China has risen from 4,446 in 1988 to 600,000 as at the end of 2014. The work carried out by these organizations covers many different fields, such as science and technology, education, culture and legal services, and it has an ever increasing impact on the nation's economic and social development.

China is a country governed by the rule of law. Its Constitution and laws and regulations guarantee freedom of opinion and expression, freedom of the press, freedom of association, freedom of assembly and freedom of religion and belief for all citizens. At the same time, they also provide that in the exercise of their freedoms and rights citizens must not infringe the interests of the State, society or collective groups or the legitimate rights and freedoms of other citizens. The Government of China encourages and supports women who use lawful measures to defend their own rights and interests. However, any group or individual that engages in illegal activities to foment division of the State, challenge the basic system of government in China or undermine social stability under the guise of defending women's rights will be punished in accordance with the law.

---

## 中国在有关领域促进和保护妇女权利的措施

### 一、关于增加女性在各级政府决策层任职人数的措施

#### (一) 中国政府采取以下措施确保妇女平等参政：

1、专门提出目标要求。《中国妇女发展纲要(2011—2020)》中明确提出各层级决策机构中妇女参政的目标要求。上次换届时，明确提出党代会代表、人大代表中女代表的比例要比上届有所上升，政协委员中女委员要占一定比例。

2、专门明确配备比例和方法。规定中央、国家机关部委和省、市党委、政府工作部门要保证一半以上的领导班子配备女干部，县级党委、政府工作部门领导班子中女干部的数量应有所增加。市地级以上党政机关中厅局级、处级女干部在同级干部中的比例要有所提高。在地方领导班子换届时，明确提出省、市两级党委、人大、政府、政协领导班子和县级党委、政府领导班子中要各配备1名以上女干部，担任市县党政正职的女干部要有一定数量等具体要求。对换届人事方案没有按要求配备女干部的，上级原则上不予审批。本地没有合适人选的，要通过交流解决。届中领导班子中女干部出现空缺时也要及时补充。

3、明确提出选拔任用向女干部倾斜。坚持同等条件优先选拔

任用女干部。在公开选拔、竞争上岗工作中，适当增加定向选拔女干部的岗位和名额。加强后备干部队伍建设，保证省、市、县各级后备干部队伍中女干部的比例和党政工作部门领导班子后备干部中女干部的数量。提高女干部参加各级各类培训班学习的比例，为女干部参加培训提供更多的机会。

（二）中国采取积极措施，确保村委会中女性成员的比例：

1、明确目标要求。《中国妇女发展纲要（2011-2020）》中提出，到2020年“村委会成员中女性比例达到30%以上，村委会主任中女性比例达到10%以上。”

2、完善政策。2013年5月，民政部印发《村民委员会选举规程》规定“候选人中应当有适当的妇女名额，没有产生妇女候选人的，以得票最多的妇女为候选人。”“村民委员会主任、副主任的当选人中没有妇女，但委员的候选人中有妇女获得过半数选票的，应当首先确定得票最多的妇女当选委员，其他当选人按照得票多少的顺序确定；如果委员的候选人中没有妇女获得过半数选票的，应当从应选名额中确定一个名额另行选举妇女委员，直到选出为止，其他当选人按照得票多少的顺序确定。”“补选时，村民委员会没有妇女成员的，应当至少补选一名妇女成员。”

3、广泛宣传，营造妇女参与村委会选举的氛围。采取多形式、多渠道、多方位宣传妇女参与村级民主政治建设的重要意义，充分肯定妇女在农村经济发展、新农村建设和村级事务管理中不可替代的作用，为扩大妇女参选创造良好环境。

4、强化培训，提高农村妇女民主参与能力。通过举办女“村官”培训班、以会代训等多种有效形式加强对农村女性特别是妇



女骨干的培训，不断提高妇女群众的民主意识、参与意识、综合素质和业务能力。同时，为新当选的女性村委会成员量身定做培训内容和培训方式，使她们能迅速掌握村务管理、村务决策等方面的方法和技能。

5、优化体制，引导妇女参加村民自治。积极引导村民会议、村民小组会议、村民代表会议吸收妇女参与农村事务的决策、管理和监督。目前，全国村委会成员 232.2 万名，女性 51.3 万人，占 22.1%，女性进村“两委”比例提高到 93.64%，有些省实现了村村都有女委员。全国共有社区居民委员会成员 46.9 万人，女性 22.9 万人，约占 48.8%，女性当选比前几年有明显提高。

## 二、关于审查现行法律和政策对妇女影响的机制

建立对法规政策的性别平等审查制度已经纳入《中国妇女发展纲要（2011-2020）》，当前正在国家层面积极推动法律政策性别平等评估机制。

江苏、浙江、安徽、北京等根据当地实际情况，先后成立了该省（市）的法规政策性别平等审查（评估）机制，组织专家参与法规政策制定、修订和审查，为消除法规政策中的性别歧视和因性别中立而导致的不平等问题，作出了积极努力。深圳已出台《深圳经济特区性别平等促进条例》，其中对法规政策的性别平等评估也是重要内容之一。

## 三、关于《反家庭暴力法》立法进展

2013 年，十二届全国人大常委会将制定反家庭暴力法列入五年立法规划，并明确由国务院提请审议。目前，国务院法制办已基本完成草案审查工作，全国人大常委会已将该法列入 2015 年立

法工作计划，有望于年内提请初次审议。

中国制定专门的《反家庭暴力法》，目的就是建立一套集预防、制止、救助、惩戒与矫治于一体的系统制度，从而有效预防和制止家庭暴力，对家暴行为和施暴者进行惩处。

#### 四、关于社会主义市场经济对妇女的影响

##### （一）关于同工同酬

中国政府保障男女同工同酬。《宪法》、《劳动法》、《劳动合同法》、《妇女权益保障法》和《女职工劳动保护特别规定》对实行男女同工同酬作了明确规定。在实践中，绝大部分企业均按照劳动法、劳动合同法的规定进行用工管理，根据行业的特点建立了比较规范的薪酬管理制度，实行以岗位定薪（不区分性别只按岗位定薪、同岗位男女职工工资构成及考核内容相同），同岗位男女职工工资差异主要体现在学历、工作年限、工作表现等因素上，基本排除性别因素，较好地执行了男女同工同酬制度。今后，中国政府将大力推进工资集体协商，使职工充分参与企业内部工资分配的决定过程，确保男女同工同酬权利的实现。指导企业依法定程序制定劳动规章制度，完善以岗位工资为主的基本工资制度，科学合理做好岗位设置和测评工作，确保同工同酬的进一步落实。同时，进一步加强劳动保障监察执法，纠正同工不同酬的违法行为，更好维护劳动者报酬权益。

##### （二）关于家政工人

中国政府一贯重视国际劳工标准，支持国际劳工组织制定关于家政工人的国际劳工公约。

在保障女工合法权益方面，中国强化劳动保障监察执法工作，

严格查处违法行为，依法维护女职工劳动报酬权、平等就业权、社会保险等权益；创新执法模式，推进劳动保障监察两网化管理工作，积极预防违法行为的发生；加强劳动保障监察能力建设，提高监察执法效率。

在增强女工自我保护意识和能力方面，中国加大宣传力度，提高女职工职业健康自我保护意识，督促用人单位落实女职工健康保护主体责任。同时，加强对女职工禁忌劳动的科学研究，适时适度调整女职工禁忌劳动范围，切实保护女职工合法权益。

### （三）关于陪产假制度

提倡鼓励有条件的地区根据当地经济社会发展水平，探索建立男职工带薪护理假制度并明确相应的待遇。目前，按照一些地方计划生育条例的规定，丈夫可以享有3—30天的生产护理假（或称照顾假、看护假），该假视为出勤，工资、奖金照发。

### （四）关于同龄退休

中国现行企业职工男60周岁、女干部55周岁、女工人50周岁的退休年龄最早是在上世纪50年代《劳动保险条例》中规定的，1978年全国人大常委会再一次予以确认。这一政策充分考虑了当时的劳动条件、人均寿命、男女生理特点等因素，为保护职工劳动权益及身心健康发挥了积极作用。此后，随着国民经济和社会发展，国家陆续出台了一些延长女职工退休年龄的政策规定，如女性高级专家凡身体能坚持正常工作，本人自愿，可到60周岁离退休；对年满60周岁的少数女性高级专家，确因工作需要，经批准后，副教授级可以最长延长退休年龄至65周岁，教授级可以最长延长退休年龄至70周岁。中国共产党十八届三中全会决定指出，

研究制定渐进式延迟退休年龄政策。目前，中国政府正在对相关问题进行深入研究。

#### （五）关于非正规劳动力市场工作的妇女权利

经过多年努力，中国初步建成适应社会主义市场经济要求的社会保障体系框架，基本养老、医疗保险制度覆盖全体国民，失业保险、工伤保险、生育保险不断扩大覆盖范围。对于非正规部门就业人员，政策规定可以灵活就业人员身份参加城镇职工基本养老保险、职工基本医疗保险，此外，非正规部门就业的妇女还可以作为参保职工家属享受生育保险。

尽管成就巨大，但同时不可否认，由于收入低，对社保存在模糊认识以及经办服务提供不足等原因，非正规部门就业的妇女享受社保待遇的比例还有待提高。为此，中国拟采取三方面措施推动这一问题的解决。一是加强法制建设。继《中华人民共和国社会保险法》颁布后，又相继制订了一系列配套法规政策，使加强非正规部门就业人群的社会保障工作有法可依。二是加强经办服务。中国人力资源和社会保障部决定从2014至2017年实施“全民参保登记计划”，通过开展信息对比、入户调查摸清底数，加强宣传，使群众知晓自身的社会保障权益，积极踊跃参保，2015年已在全国50个地区启动了试点。三是加强政府补贴。对于符合相关规定的就业困难人员给予社保补贴。

#### 五、关于保护弱势妇女群体以及促进其参与经济、社会和政治生活的措施

##### （一）关于保护弱势妇女群体权益

1、保障农村弱势妇女土地承包经营权益。中国共产党十八届

三中全会提出，要健全城乡发展一体化体制机制，赋予农民更多的财产权利。为贯彻落实中央关于农村土地承包经营权流转政策，全国妇联与农业部联合下发通知，要求相关部门在开展土地确权登记颁证工作中，切实关注并有效维护农村妇女的土地权益。在土地承包经营权证登记管理的各环节中，推动将妇女的名字体现在登记簿和土地承包经营权证上，确保农村妇女“证上有名，名下有权”。同时，加快推进出台集体经济组织成员资格认定的标准，保障妇女平等享有集体经济组织成员的权利。

2、突出女童保护，深化留守关爱行动。全国妇联下发《关于进一步做好关注女童安全促进儿童保护工作的通知》要求，指导各地妇联进一步履行维护妇女儿童权益的职责，切实配合党和政府，有效开展女童安全保护工作。

(1) 针对全国各地频发的女童性侵案件，一方面积极参与儿童保护相关法律法规政策的制定和修改，对带有普遍性的妇女儿童维权热点难点问题，认真研究提出具有针对性和可操作性的对策建议；另一方面进一步发挥各级妇女儿童工作委员会的作用，不断健全儿童权利保护协调机制，落实政府部门在儿童保护上的主体责任。

(2) 各地继续深化农村留守妇女儿童关爱行动，积极向党委政府反映留守妇女儿童状况和困难并争取支持，推动出台和完善相关政策措施，使政策项目更多地向留守妇女儿童倾斜。2014年，全国妇联、中国儿童少年基金会争取社会力量支持，在留守儿童集中的16个省区市建立了103个“儿童快乐家园”，统一配备儿童图书、文体器材、益智玩具、电脑电视等，为农村儿童搭建了



文体娱乐、心理疏导、生活照顾、家教指导等关爱服务平台。

(3) 依托妇女之家、妇女维权服务站、各种种植养殖专业生产协会或合作社，以就近就便、自愿互助为原则，发展多种形式的农村留守妇女互助组织，主动开展留守妇女日常生活关爱活动，帮助留守妇女更好应对生产、生活、情感等方面存在的问题，有力促进了基层妇女群众在社会治理创新中的自我管理、自我服务和自我提高。2014 年中国新增农村留守妇女互助组 3.3 万个，全国农村留守妇女互助组总数已超 30 万个。

### 3、关注弱势妇女群体维权案件

(1) 做好妇女群众信访工作，将妇女信访与诉求表达、心理干预、矛盾调处、法律援助相衔接。在 2800 多个县区开通 12338 妇女维权热线，全国建立 25 万个妇女儿童维权站、维权合议庭、维权岗、家庭暴力投诉站等各类维权机构，把维权服务落实在基层，送到妇女群众身边。

(2) 指导 22 个省区市实施“中国妇女法律援助行动”。2013 年在中央财政支持的中彩金法律援助项目下，完成法律援助案件 1338 件，申请法律援助案件补贴款 247 万元，帮助农民工、老年人、妇女、未成年人及残疾人总计 1535 人，挽回经济损失近 8300 万元，有效维护了弱势群体的利益。

### (二) 关于促进弱势妇女群体参与经济、社会和政治生活的措施

中国政府高度重视保护弱势妇女群体，不断完善法规政策，采取一系列有效措施帮助弱势妇女群体参与经济、社会和政治生活。

1、扎实推进妇女小额担保贷款，为弱势妇女群体提供资金扶持。为帮助弱势妇女群体解决在创业发展中遇到的资金短缺问题，财政部、人力资源和社会保障部、中国人民银行联合全国妇联制定实施了妇女小额担保财政贴息贷款政策，积极为有创业意愿、创业能力和创业项目的弱势妇女群体提供启动资金，其中合伙经营和组织起来就业的妇女人均最高贷款额度可达10万元。在四部门的共同努力下、在各级地方政府部门的大力支持下，截至2014年12月末，全国累计发放妇女小额担保贷款2172.75亿元，获贷妇女459.15万人次，中央及地方落实财政贴息资金186.81亿元，小额担保贷款为弱势妇女群体创造了自我支配资金和决定经营项目的机会和权力，妇女可以按照自己的特长选择经营项目，通过开展养殖、种植等多种类型的经营活动，由家庭主妇逐步成为家庭增收的主要贡献者，提高了地位，实现了增收，摆脱了贫困。

2、开展农村妇女“两癌”免费检查，提高弱势妇女群体健康水平。为促进妇女乳腺癌、宫颈癌早防早治，降低死亡率，2009年国家卫生计生委和全国妇联共同实施了农村妇女“两癌”检查项目，截至2014年底，已累计为4271万名农村妇女进行了宫颈癌免费检查，为615万名农村妇女进行了乳腺癌免费检查。为推动解决农村弱势妇女群体“两癌”治疗难题，全国妇联在中央专项彩票公益金的支持下设立了“贫困母亲两癌救助专项基金”，为符合条件的农村贫困患病妇女给予每人1万元的救助，目前已累计救助31077名贫困患病妇女。项目的实施，切实提高了农村弱势妇女群体自我保健意识和健康水平，对防止弱势妇女群体及家庭因病致贫、返贫起到了积极作用。

3、重视开展教育培训，全面提升弱势妇女整体素质和创业就业能力。

(1) 开展农村妇女培训。大力开展新型职业女农民、巾帼科技特派员培训，提高弱势妇女群体参与现代农业发展的素质和能力。

(2) 开展家政就业培训。2014年全国各级妇联系统巾帼家政服务企业（机构）已完成58万人次家政服务培训，帮助60万名妇女在家政服务领域实现就业创业。

(3) 开展贫困地区妇联干部培训。全国妇联先后举办了4期贫困地区妇女骨干培训班，400多名妇联干部通过培训提升了帮扶弱势妇女群体的能力。

4、积极实施巾帼关爱行动，加大对弱势妇女儿童扶持力度。实施“母亲水窖”项目资金8.5亿元，建成“母亲水窖”近13.9万口，帮助250万弱势妇女群体解决安全饮水问题。实施“母亲健康快车”项目，累计发车2000余辆，为3750万弱势妇女群体开展健康服务。实施“母亲邮包”项目，筹集资金7385万元，惠及53万贫困母亲及家庭。“春蕾计划”累计筹集社会爱心捐款14.58亿元，捐建春蕾学校1154所，资助春蕾女童251.7万人次，资助大龄女童实用技术培训52.3万人次。“安康计划”帮助近4000名贫困儿童治愈了弱视眼疾，资助5万多人次艾滋病致孤致贫儿童，为孤儿和贫困儿童发放了公益保险80万份。

#### 六、关于提高公众性别平等和女性权利意识的行动和措施

##### (一) 开展国策宣传

1、面向社会，充分运用中央主流媒体、妇联系统媒体，同时

注重在网络平台和新媒体平台上，抓住各种有利契机和纪念世妇会召开五周年、十周年、十五周年、三八节等重要节点，运用各种为受众喜闻乐见的形式，做好男女平等基本国策（下称“国策”）的宣传，向社会宣传中国政府贯彻国策的成就和经验、宣传妇女的发展进步以及对国家经济社会发展做出的重要贡献，向社会彰显妇女的作为与风采。

2、开展环境宣传，设计制作发放宣传男女平等基本国策的宣传画、宣传折页，在各地广泛张贴和发放。制作国策宣传的公益广告，在电视台、机关、楼宇、地铁、网络等播放。

3、各地广泛开展各种形式的国策宣传进党校、进行政学院、进高校、进社区、进军营、进中小学课堂等“六进”活动。各地纷纷建立国策宣传师资库，组建讲师团队伍，编印国策宣讲专门教材，设置国策宣传主体课程，面向党政机关干部、大中小学生、社会大众等进行国策宣讲，提高社会各界的国策意识和男女平等意识。

4、连续两年与中国移动合作开展短信征集活动，2014 年开展“家庭和美”——“三八”妇女节短信、彩信征集活动，活动以倡导两性平等、夫妻和谐为主旨，共收到短信作品 1.1 万件，彩信作品 269 条，手机短信上传、下载及转发总量 3260 万条，全国参与活动的手机用户数超过 758 万人，转发覆盖用户数 1079 万人，取得了良好的宣传效果。

## （二）加大法制宣传

1、开展把法律知识送到妇女身边活动。各地组织法官、检察官、律师及专家学者深入遍布城乡的“妇女之家”，开展丰富多彩

的群众性法治文化活动，与妇女群众一起学法、说法、讲法，把法律知识送到妇女群众身边。例如2015年“三八”期间，各省市共计在七万多个基层妇女之家开展系列三八维权宣传活动，活动覆盖人数达1789万，大大提高了妇女群众的法律意识。2008年至2014年，来自60家律师事务所的118名律师和7个基层法院的10名法官在北京为妇女群众提供“法律咨询进社区”服务，贡献了25场精彩的普法宣传活动，直接惠及2500名社区妇女群众及她们的家庭。

2、加强宣传，为反家庭暴力立法营造社会氛围。联合央视，历时1年半，深入8省20多个城市、56个单位和机构，邀请160多位受访者，1500分钟深度采访，完成八集大型反家暴纪录片《中国反家暴纪事》的拍摄，向社会公众展示家暴的类型、特点、受害人的处境，介绍妇联组织和社会各界为防治家暴所做的努力，表达对立法的期待。

## 七、关于“女性人权卫士”问题

妇女在中国社会中扮演着重要角色。中国有句话：“妇女能顶半边天”，充分说明了女性在国家发展、社会运作和家庭生活中的重要作用。中国始终高度重视妇女发展和性别平等，积极推进妇女权益保护立法，努力促进妇女参与决策和管理，保障妇女就业，大力推动妇女健康，提高妇女受教育水平，取得举世瞩目的成就。

中国政府鼓励和支持非政府组织包括妇女组织在促进和保护人权中发挥积极作用。中国社会组织数量从1988年的4446个，发展到2014年底的60万个。这些社会组织的业务活动覆盖科技、