Gender and Diversity Strategy

**UNDP China**

2020-2021

1. This UNDP China Country Office Gender and Diversity Strategy builds upon and is aligned to existing UNDP wide strategies such as the UNDP’s [Gender Equality Strategy](http://strategicplan.undp.org/) (2018-2021), the [Diversity and Inclusiveness Strategy](https://intranet.undp.org/unit/ohr/peoplemanagers/Diversity/UNDP_Diversity_and_Inclusiveness_Strategy%20(29_Oct_2014).pdf#search=diversity), [the UNDP Gender Parity Strategy](https://intranet.undp.org/unit/ohr/peoplemanagers/_layouts/15/WopiFrame.aspx?sourcedoc=/unit/ohr/peoplemanagers/Shared%20Documents/2018-2021%20GB%20Strategy.docx&action=default&DefaultItemOpen=1) (2018-2021) and [the UNDP Strategic Plan](https://undocs.org/DP/2017/38) (2018-2021) signature solution 6 on “strengthening gender equality and the empowerment of women and girls”. The objective of this Strategy is *to create an inclusive and open space for free and out-of-the-box thinking on gender, diversity and development for 1) organizational transformation and 2) better development results.*
2. The 2030 Agenda for Sustainable Development envisions a world “of universal respect for human rights and human dignity”[[1]](#footnote-1), which addresses all layers of a human being. It stresses that “every woman and girl [and any other gender minority identities] enjoy full gender equality and all legal, social and economic barriers to their empowerment have been removed.”[[2]](#footnote-2)The 2030 Agenda also appeals for actions to create an environment that celebrates diversity and is “welcoming to all, where everyone feels valued and can perform at their best regardless of age, gender identity, disability, race, caste, ethnicity, nationality, religion, sexual orientation or any other status.”[[3]](#footnote-3) Gender equality and the inclusiveness for diversity in all its dimensions are essential aspects of “leaving no one behind,” one of the guiding principles of the 2030 Agenda.
3. This Strategy understands and stands firm on the idea that both gender equality and the inclusiveness of diversity in all its dimensions must go hand in hand in order to achieve either of the two objectives. Every human being is a multidimensional being that harbors multiple social identities and status - e.g., any woman may have different social dimensions such as age, race, sexual orientation, employment, education, etc. This concept of intersecting and interacting identities knows as ‘intersectionality’ is a fundamental component to bear in mind when it comes to ending any form of discrimination and “leaving no one behind.”
4. This Strategy affirms UNDP’s commitment to addressing all forms of discrimination, in all aspect of its operations including resource mobilization and partnership management, programming, monitoring and evaluation, reporting, project management, communications and organizational management, and recognizes that much has been done to achieve this. The Strategy aims to bring awareness of the multiple and intersecting forms of discrimination, such as those based on gender identity, economic status, geographic location, migration, identity, ethnicity, age, race, religion, sexual orientation, disability, education background, nationality and other characteristics. It further aims to promote an organizational culture which welcomes and enhances diversity and inclusiveness in all aspects of its work.
5. With the UNDP China Gender and Diversity strategy we commit to strengthen interventions that aim to tackle structural challenges that accelerate gender equality, diversity and inclusiveness. To this end, this Strategy sets forth progressive targets for gender parity, diversity and inclusiveness, and gender and diversity mainstreaming.

# **Country context – China**

1. Thanks partly to Mao Zedong’s famous proclamation that “women hold up half the sky” with the associated top-down women movement, it set a tone for the Chinese government to promote gender equality.
2. Laws that has accompanied the state’s initiative for gender equality can be tracked back to 1949, when women’s right to vote was adopted by the First Plenary Session of the Chinese People’s Political Consultative Conference. The protection of women’s rights and anti-discrimination regulations have been incorporated into Chinese law and the principle of gender equality has been stipulated in the Constitution since its issuance in 1954, which provided for women's equal rights with men in all spheres of political, economic, cultural and social, and family life. An amendment to Law of the People's Republic of China on the Protection of Rights and Interests of Women in 2005 officially established the legal status of gender equality as a fundamental national policy. National institutions like National Working Committee on Children and Women under State Council and mass organizations like All-China Women’s Federation have been working together to achieve gender equality and promote women causes. Similar concerns and objectives are consistently present throughout national laws and policy documents. [[4]](#footnote-4)
3. Beyond the defense of gender equality,[[5]](#footnote-5) the legal protection of other aspects of Chinese citizens’ identities is noted in the Constitution of People’s Republic of China. There is a special emphasis on the protection against any type of discrimination based on nationality or ethnicity,[[6]](#footnote-6) and the text also promotes legal protection for different religions, people with health problems, people with disabilities and old people.[[7]](#footnote-7)A deeper disaggregation of citizens based on other identities is present when defining the right to vote for those who have reached the age of 18 “regardless of ethnic status, race, sex, occupation, family background, religious belief, education, property status or length of residence.”[[8]](#footnote-8)
4. In 2004, “the state values and safeguards human rights” was included in a constitutional amendment. This defense for human rights is also reflected in the 6 International Human Rights Instruments that China has signed and ratified – i.e. Convention on the Elimination of All Forms of Discrimination against Women (CEDAW; ratified in 1980), International Convention on the Elimination of All Forms of Racial Discrimination (CERD; 1981), Convention against Torture and Other Cruel Inhuman or Degrading Treatment or Punishment (CAT; 1988), Convention on the Rights of the Child (CRC; 1992), International Covenant on Economic, Social and Cultural Rights (CESCR; 2001), and Convention on the Rights of Persons with Disabilities (CRPD; 2008).[[9]](#footnote-9)
5. Nevertheless, an inclusive and supportive environment for every individual can be further strengthened. In terms of gender equality, the reality is that traditional gender stereotypes and gender-based obstacles to women’s economic and political empowerment remain strong and seem in some cases to be worsening, rather than weakening. Women face entrenched inequalities of access and opportunity that hinder the full realization of their human potential and expose them to a broad range of risks, including poverty, lack of equitable access to public services and exposure to environmental hazard. There is also a lack of a specifically stated protection of certain social identities, such as the ones based on race or sexual orientation.
6. China does not have laws that protect people from discrimination based on gender identity or sexual orientation, and the government takes a 'not encouraging, not discouraging, not promoting' attitude towards the LGBTQI community, having not safeguarded the rights of persons who identify themselves as LGBTQI.[[10]](#footnote-10) While legislation and its effective implementation are necessary steps, they are insufficient to achieve gender parity, diversity and inclusiveness in the long run. For many minoritized groups for whom entrenched societal norms and discrimination remain key factors contributing to vulnerability–it is clear that more than better legal implementation is needed for these groups to overcome the barriers that continue to hinder full inclusivity and enjoyment of rights.
7. In 2020, China and eventually the whole world experienced a profound shock with the outbreak of the coronavirus pandemic (COVID-19), which exposed and exacerbated the structural gender inequalities within our societies, and how urgent and important it is to add a gender lens to our work. While women and girls face uniquely disproportionate impacts from COVID-19 in health, economy, security and social protection[[11]](#footnote-11), all people are affected, for instance, men are more prone to mental health problems from economic pressures due to heavier financial responsibilities[[12]](#footnote-12). The crisis offers both challenges and opportunities: the precious progress that the state has made toward gender equality in the past few decades can be at risk of being rolled back. Women’s leadership and contributions are essential to the resilience and recovery efforts, and gender equality must be at the heart of the response.[[13]](#footnote-13)
8. To better understand the national context and better recover for the future, this Gender and Diversity Strategy aligns with the corporate thematic areas highlighted by the UNDP Gender Equality Strategy 2018-2021 and more specifically the Signature Solution 6 on strengthen gender equality and the empowerment of women and girls, and expands beyond gender to encompass all forms of discriminations:
   * 1. Removing structural barriers to women and other minoritized groups’ economic empowerment, including women’s disproportionate burden of unpaid work.
     2. Preventing and responding to gender-based violence and other forms of violence based on discrimination.
     3. Promoting women’s and other minoritized groups’ participation and leadership in all forms of decision-making.
     4. Strengthening gender and diversity-responsive strategies in crisis (conflict and disaster) prevention, preparedness and recovery.

(a) Removing structural barriers to women and other minoritized groups’ economic empowerment, including women’s disproportionate burden of unpaid work.

1. China was ranked 63 in 2006 by the Global Gender Gap Report, with better performance under economic participation and opportunity and political empowerment while health and survival significantly lagged behind. However, according to the data in 2018, China’s ranking fell in four categories including the above mentioned 3 and education attainment, although it did manage to improve its score on economic participation and opportunity, educational attainment and political empowerment.[[14]](#footnote-14)
2. China has made remarkable progress in reducing maternal and neonatal mortality over the last few decades, gains which are largely attributed to the Government’s policy and financial support for improved primary health care and hospital delivery. Women’s life expectancy in China has now reached 79.1 years, having a small advantage (0.2%) in healthy life expectancy than man, equal to that in many high-income countries. However, women’s health and survival remain as a strong weakness for gender equality in China as it ranked lowest of all countries. China’s skewed SRB climbed to an unprecedented peak of 121.18 male births per 100 female births in 2004, plateauing in more recent years with a still significantly skewed 111.9 men born for every 100 women in 2017.[[15]](#footnote-15) Along with lifestyle and behavior changes, such as postponed age of first pregnancy, obesity, an increased number of people with non-communicable diseases, as well as climate change and environmental degradation, women are now facing increasingly more risks during pregnancy and delivery.
3. Gender gaps in education have significantly narrowed at all levels of the education system. China leads in women’s enrolment in tertiary education in 2018, and in secondary education and higher education, female participation rates even out-represent male participation in high schools and undergraduate university programmes in 2017. However, domestic data suggests that at PhD level, there are less than 40% of women and the ratio drop during the career progression in academia. Female professors accounts for approximately 20% of women in contrast to 80% of men.
4. Women’s labor force participation has been declining since the 1990s, the rate of which stood at 61.5% in 2017 compared to 76.1% for men.[[16]](#footnote-16) China’s economic reforms resulted in a variety of setbacks for women, including diminished employment opportunities for women, a widened gender wage gap, a lack of childcare options and a resurgence of traditional stereotypes about women’s work. Women on average work for longer hours but are paid 36% less than their male counterparts for doing similar work, meaning that they are working for free for 131.4 out of 365 days a year – not taken into consideration the fact that women on average works 44 minutes longer every day.[[17]](#footnote-17) There lies significant imbalance for proportion of unpaid work per day. Women on average spend 44.6% of their time on unpaid work while men only 18.9%[[18]](#footnote-18), despite the fact that the unpaid care work is estimated to represent 33% of China's overall GDP.[[19]](#footnote-19)
5. Gender stereotypes and discriminatory language is prevalent in job advertisements. 19% of postings for civil service jobs in 2018 listed a requirement or preference for male candidates. In job advertisements targeting women, many include requirements for women to be married with children and to possess specific physical attributes (e.g. height, weight) that are not related to job duties. Furthermore, women tend to be overrepresented in low skilled, low-paid and informal jobs.[[20]](#footnote-20)
6. China’s early retirement age for women limits their opportunities for career development and advancement, reduces their pensions, and decreases their social security benefits. The retirement age in China differs between women and men:

* Women in blue-collar occupations: 50
* Women in white-collar occupations: 55
* Men across all occupations: 60

1. According to official statistics, China has at least 85 million people with diverse forms of disabilities of which 30% are considered severely disabled, making up more than 6% of the population. Over 40% of them are illiterate. While it is recognized that China enjoys near universal enrollment of children in primary school, there is a large gap for children with disabilities: 28% of such children are not receiving the basic education to which they are entitled. Although over 50% of students with disabilities have studied in mainstream school[[21]](#footnote-21), some schools do not have capacity to ensure that students with disabilities can receive quality education in an inclusive environment. Moreover, 15 million of Chinese people with disabilities live on less than one dollar a day in the countryside.[[22]](#footnote-22) More than 20 million of the 55.75 million rural poor live with disabilities and only approximately 30-40% of persons with disabilities are employed.[[23]](#footnote-23)

(b) Preventing and responding to gender-based violence and other forms of violence based on discrimination.

1. According to statistics from 2016, "of the 270 million families in China, 30% of married women have been subjected to domestic violence." On average, a woman is beaten by her husband every 7.4 seconds. Domestic violence accounts for more than 40% of women's homicides. Every year, 157,000 women commit suicide in China, of which 60% are motivated by domestic violence.[[24]](#footnote-24) China’s first domestic violence legislation, the Anti-Domestic Violence Law, was enacted in 2016, defining domestic violence behaviors and providing special protection to vulnerable groups. However, there were 533 cases of death arising out of domestic violence from March 1, 2016 to October 31, 2017, resulting in the death of at least 635 adults and children including a vast majority of women, which means more than one person would be killed from domestic violence per day.[[25]](#footnote-25)
2. The response to the #MeToo movement in China briefly brought the pervasiveness of sexual harassment to the forefront of public consciousness. There exists however no national level law to define sexual harassment, let alone effective legal mechanisms to prosecute it.[[26]](#footnote-26) A positive step forward comes from the current process of drafting a Civil Code, into which a definition of sexual harassment in the workplace - unwelcome behaviors in terms of speech, actions, or sexual advances against a subordinate[[27]](#footnote-27) - was incorporated, though it remains unclear as to the extent to which employers are obligated to implement enforcement and prevention mechanisms.
3. Apart from domestic violence and sexual harassment, intimate partner violence, sexual violence, and bullying toward sexual minorities is arguably underreported, and the scale and complexity of the problem is likely much more pervasive. Traditional social norms and gender-based attitudes residually influence not only the public, but also the mass media, the law enforcement and government officials.

(c) Promoting women and other minoritized groups’ participation and leadership in all forms of decision-making.

1. In government, according to a 2019 White Paper, more than half of the newly recruited civil servants are women and representation in the judiciary has increased substantially over the past decades, from 11% of all judges in 1982 to 32.7% in 2017. However, looking at the slow progress closer towards gender parity in purely nominal terms distracts from the fact that female representation in politics tends to be at a level where there is little decision-making power. Women are extensively involved in grassroots political organization such as village and urban residents’ committees, but only 24.2% of the representatives at the 14th CPC National Congress were women. Beyond this low participation rate, there is an acute absence of women in the highest echelons of the CPC and the structural barriers that perpetuate exclusion mean that women in more senior positions are marginalized in consequential decision-making processes. In the private sector, there has been an increase in the number of women in managerial positions, but this progress has not been seen in public enterprises. In 2018, women made up only 9.4% of board directors from publicly traded companies in China.
2. Minority groups are given significant representation in the People’s Congresses in their respective autonomous areas, with Tibetans holding over 80 percent of representative seats at all levels of the People’s Congress in the Tibetan Autonomous Region. At the national level, since the first National People’s Congress (NPC) was established in 1954, the proportion of minority deputies in the NPC has hovered at around 14 percent. This is a higher percentage in the NPC than the total minority population in the nation, which stands at an officially-reported 8%. In the NPC Standing Committee, three – one of whom is a minority woman – out of 15 vice chairs are ethnic minorities.[[28]](#footnote-28)

(d) Strengthening gender-and-diversity-responsive strategies in crisis (conflict and disaster) prevention, preparedness and recovery.

1. Due to its vast territory and diverse climatic and geological conditions, China is subject to a wide range of natural and man-made disasters.
2. In terms of natural disasters – especially those prompted by weather phenomenon in general and climate change in particular, women in China are more vulnerable to the adverse impacts of climate change than men. According to UN Women’s national wide survey on “Gender Dimensions of Vulnerability to Climate Change in China”, women farmers are most vulnerable to negative climate change impacts because they lack access to the productive and financial assets they need, including income, land, loans and access to off-farm employment, to build economic resiliency to climate shocks and escape poverty. Women also have less skills training than men: 72 per cent of women and 46 per cent of men had never attended relevant training.[[29]](#footnote-29)Meanwhile, the research also points out the importance and urgency of gender mainstreaming in national and sub-national climate change and disaster risk reduction policies, strategies and programs, enhancing communication and cooperation between UN and government, and strengthening instructional trainings and professional skills among women.
3. In the case of other minoritized groups – based on ethnicity, nationality, sexual orientation, health status, etc. – the outcome is the same: as they already live in a disadvantaged position in society, when the situation becomes more adverse due to a crisis they found themselves in a more vulnerable situation because of the limited access to resources.
4. COVID-19 further proves the importance of gender-and-diversity-responsive strategies. While gender-segregated occupation makes women more exposed to the virus (for example 90 per cent of nurses in Hubei province are women), women’s needs, such as well-fitting protective gear and female hygiene products, were found to be overlooked; domestic violence against women in China leapt by two to three times in some areas during the outbreak, and victims did not always get the help and shelter needed from the relevant social services; and women face a higher risk of losing jobs and income, and the unpaid care work burden has increased during the pandemic.[[30]](#footnote-30)

# **Scope and Objective of this Strategy**

1. The scope of this strategy is two-fold. UNDP China wish to 1) make impacts internally by attaining tangible progress in transforming its culture and the quality of its working environment through a comprehensive approach for gender parity, diversity and inclusiveness and 2) mainstream gender and diversity across projects and programmes for an increased external impact.
2. Through the establishment of a multidisciplinary gender and diversity focal team, UNDP China will bring together operations and programme staff to progressively ensure gender mainstreaming and the inclusiveness of diversity in the programme portfolio.
3. The comprehensive approach to gender parity, diversity and inclusiveness, includes:
4. Eradicating any forms of discrimination and harassment in UNDP China, with a particular focus on eliminating a gender gap and promoting diversity and inclusiveness;
5. Narrowing the gap in employee experiences across programmes, teams, contract types, position levels and ensuring opportunities for learning and development.
6. Our approach to gender and diversity mainstreaming across projects and programmes includes:
7. Embedding gender equality and the inclusiveness of diversity in the project management cycle, through diligent screening processes and project appraisal, implementation, monitoring and evaluation, and reporting;
8. Introduce corporate initiatives such as the Gender Equality Seal and improve the awareness on gender, diversity and inclusiveness within and outside UNDP China including our engagement with our external partners.

## **Area 1: Organizational transformation:**

## **Gender parity, diversity and inclusiveness**

### (a) Eradicating any forms of discrimination and harassment in UNDP China, with a particular focus on eliminating a gender gap and promoting diversity and inclusiveness.

1. UNDP China appreciates that diversity and inclusiveness is more than just various representation numbers among its workforce. We recognize that diversity also signifies diversity of thinking and, more importantly, that inclusiveness means deriving value from different experiences and perspectives of people regardless of their age, gender identity, disability, race, ethnicity, nationality, religion, sexual orientation or any other identity or status.
2. The decision to strengthen diversity and inclusiveness in UNDP is also grounded in an understanding of the ‘business case’ for diversity, a recognition that promoting diversity and inclusiveness is in fact good for business as it can help strengthen innovation, morale and productivity and thus contribute to improve the overall quality of the organizations work in advancing inclusive development and poverty reduction. [[31]](#footnote-31) This entail training of team leaders’ capacity to manage diverse teams and ensuring inclusiveness.
3. All UNDP China personnel will share responsibility for creating and maintaining a gender-sensitive and inclusive working environment, consistently practicing behaviors and role-modeling attitudes that are conducive for and supportive of equality.
4. As gender parity is a necessary first step to include historically ignored voices that can contribute to the ultimate goal of gender equality, the best way to achieve a really diverse and inclusive environment will be to intentionally seek for personnel with different identities and statues that can contribute to the ultimate goal of equality and inclusivity. Therefore, UNDP China will develop non-blind mechanisms that will consider – as far as possible – aspects such as age, disability, gender identity, race, ethnicity, economic background, health status, etc., in order to ensure a diverse and fair selection of personnel.
5. UNDP China will pay special attention to guarantee accessible facilities for all types of disabilities and to the recruitment of persons with disabilities, which is the largest minority in the world consisting of over 15% of the world’s population of which 80% are in developing countries.[[32]](#footnote-32) In China, the figure is approximately 85 million people[[33]](#footnote-33), and UNDP China intend to lead by example by showing that persons with disabilities[[34]](#footnote-34)are born with equal rights, freedom and dignity to live lives they value and play a full part in every sphere of society, as we can restructure the world into one with less barrier and better awareness. [[35]](#footnote-35).
6. Improve the data quality and evidence of gender and diversity aspects in UNDP China for improved awareness of the status quo in the office. UNDP China will monitor the progress of promoting gender and diversity.
7. UNDP China will also pay special attention when hiring for unpaid positions – such as interns – since this might present a strong barrier for inclusion in terms of not giving the opportunity to people that cannot afford the experience but would contribute with their knowledge. In this cases, special and time-bound measures might be applied in a case by case basis to ensure better representation of minorities.
8. UNDP China will foster leadership at all levels and inclusive leaders that allow team members to grow and excel by encouraging them to solve problems, come up with new ideas, develop new skills and ensure accountability. This will be achieved by 1) showing confidence in team members and holding them responsible for their performance that are within their control, and 2) creating an environment where leaders can admit mistakes, learn from criticism and different points of view, while fostering courage – understood as standing up for what they believe is right even when it means going against popular belief.

### (b) narrowing the gap in employee experiences across programmes, teams, contract types, position levels and ensuring opportunities for learning and development.

1. To help advance gender parity, diversity, and inclusiveness, UNDP China will hold managers accountable for reaching parity targets. All managers are strongly encouraged to include gender-related targets into their individual annual goal plans to be recognized as a criterion of good performance in performance assessment of all senior and middle managers.
2. UNDP China will strive to achieve gender balance among staff, individual contractors, Service Contract holders and UN Volunteers with a view to diversity in recruitment/selection and with regards to working in a harmonious and respectful working environment. UNDP China propose to go beyond the UNDP Gender Parity Strategy (2018-2021) of reaching 47% of women among SCs and UNVs by 2026[[36]](#footnote-36) to 50% by 2020.[[37]](#footnote-37) As SCs and UNVs form a larger part of UNDP China’s workforce there is scope for UNDP China to lead on this. Members of UNDP China management will play a key role in creating a conducive working environment and in ensuring implementation in respective teams.
3. UNDP China will seek gender parity in representation of both women and men; lack of balance in either direction should to be monitored and corrected. While the main scope of the parity efforts relates to women and men, action will also be taken to ensure that UNDP workplace is equally inclusive of persons regardless of our many identities.

## **Area 2: Better development results through: gender and diversity mainstreaming**

### (a) Embedding gender equality and the inclusiveness of diversity in the project management cycle, through diligent screening processes and project appraisal, implementation, monitoring and evaluation, and reporting.

1. UNDP China will institutionalize the monitoring and evaluation and results-based management for gender equality results, with tangible targets, indicators, baselines and resources; while remain committed to values of diversity and promoting fairness and inclusiveness in all its activities.
2. UNDP China will seek to progressively increase programming which specifically addresses gender equality through its programmatic work. A checklist on gender mainstreaming in the project cycle will be developed and institutionalized. Currently, the majority of UNDP China projects are gender marked as GEN-1 (73 projects – 85%), while only 9 projects are GEN-2 (10%) and 4 projects are GEN-3 (5%). Furthermore, for GEN-3 projects, their total budget for 2018 was 433k USD of a total of 68M USD (0.6%). In line with the Gender Equality Strategy, UNDP China will aim to reach 15 % of all country programme and project budgets allocated to advancing gender equality and/or empowering women as their principal objective. (Gender marker indicator GEN-3).[[38]](#footnote-38)
3. Screening of diversity and gender solutions will become part of the Project formulation and appraisal stages. Strategic entry-points for addressing the specific gender inequalities (e.g. that keep women in poverty) are to be made mandatory components of the Project Appraisal Committee Meetings. This could include:

* Changing laws and formulating new gender-responsive and other minorities or gender-transformative policies;
* Improving economic empowerment of women/decision-making/position and access to resources and opportunities (beyond income generation) and to help close the gender wage gap;
* Eliminate discrimination from constitutions and legal frameworks;
* Increasing access of women as decision-makers and entrepreneurs to green energy and other new sources of economic development in the private sector and within new domains such as tech and innovation (without reproducing traditional roles or stereotyping);
* Supporting national efforts to develop and implement legal and policy frameworks to prevent and address gender-based violence, such as national coordination mechanisms, advocacy campaigns;
* Renegotiating traditional roles that result in unequal distribution of unpaid care work in the home.
* Review of and as much as possible, incorporate good lessons from other UNDP projects in other countries.

1. Gender and diversity screening of projects before they are approved will be implemented. This mechanism will include the following steps:

* Establish responsibility lines: Programme Officers are responsible for the integration of gender and diversity perspective in projects. Gender and Diversity Focal Point/specialist is responsible for backstopping programme officers and first level of quality assurance of projects.
* Develop/adapt a checklist and establish this tool as a mandatory quality assurance tool for every project, this will ensure that all projects meet similar standards.
* The gender screening process will start at the planning stage for a new project by integrating the gender and diversity analysis during the assessment phase, and not as an afterthought or checking of the box exercise
* Before Pre-PAC, the Gender and Diversity Task Force will work with the project manager and identify entry points/interventions to promote gender equality through the project.
* Pre-PAC stage: a thorough gender review of completed project documents should take place before the LPAC and should include a rigorous scrutiny of outputs/targets/activities and indicators.
* The RR/DRR should be the last quality assurance step before LPAC happens and ensure that gender and diversity inputs have been adequately integrated into ProDocs by Programme Officers.
* The LPAC is the final stage of the process and should subject the document to quick-scrutiny from a cross-practice perspective.

1. Make gender components mandatory in the Results Oriented Annual Report (ROAR) process across all teams and units in UNDP China.
2. All UNDP project evaluations will be designed and implemented in accordance with the norms and standards for evaluation in the United Nations system, including the gender-related norms and standards.

### (b) Introduce corporate initiatives such as the Gender Equality Seal and improve the awareness on gender, diversity and inclusiveness within and outside UNDP China including our engagement with our external partners

1. Through its employees, UNDP China will promote UNDP as a thought leader in gender equality, diversity and inclusiveness living by and “walking the talk” of the UN values and enact the gender equality and diversity principles it stands for, through external communication, including, speeches, social media, articles etc.
2. UNDP China will promote the inclusion of gender equality, diversity and inclusiveness advocates at all levels to achieve the 2030 Agenda and will work with organizations (CSO’s, Government partners, UN and Private Sector), through including them into the due diligence process, that engage effectively in the realization of gender equality and sustainable development. This also embodies a broader sense of inclusion beyond the various gender identities, which means a commitment from the organizations to be open and fair to all.
3. UNDP China’s external engagements will include gender equality and the empowerment of women in the very majority of public speeches, statements, talking points, communications and advocacy efforts through gender-responsive and transformative language and ensuring elements such as change-stories highlight shifts in gender relations and portray an array of experiences.
4. Ensure gender balance in meeting delegations and UNDP China-hosted panels and events, with a view to further include other underrepresented groups.
5. To improve awareness across UNDP China and our external partners 10% of the learning budget will be allocated for UNDP China on the cost of gender and diversity activities, including initiatives such as brown bag lunches, workshops, happenings, film screenings, Annual Gender champion awards. Furthermore, onboarding training should include a session on gender, diversity and inclusiveness. Business cards readable by visually impaired persons in Braille for and from recycled paper
6. UNDP China will introduce the Gender Equality Seal, starting with setting the goal for 2021 of obtaining the bronze certification with an aspiration to obtain the silver and gold certificates, and simultaneously actively promoting the Gender Equality Seal to its partners, including gender standards for eliminating gender pay gaps, increasing women’s roles in decision-making, developing and implementing work-life balance polices, eradicating sexual harassment at work, enhancing women’s access to non-traditional jobs.

# **Implementation**

1. This Strategy will be implemented by the Gender and Diversity Task Force at the China Country Office. The Task Force will have an updated Terms of Reference with membership representing all levels and work streams of the office. The Strategy will be implemented through Annual Work Plans developed by the Task Force which is shared with the entire office upon endorsement. Additionally, Staff survey and regular sessions at the UNDP annual retreat will complement as monitoring activities of this Strategy.

1. Transforming our world: the 2030 Agenda for Sustainable Development (2017),A/RES/70/1. [↑](#footnote-ref-1)
2. Ibid. [↑](#footnote-ref-2)
3. Diversity and Inclusiveness Strategy, A Strategy for Advancing Diversity and Inclusiveness in UNDP developed by the UNDP Office of Human Resources (2013). [↑](#footnote-ref-3)
4. Equality, Development and Sharing: Progress of Women's Cause in 70 Years Since New China's Founding: <http://english.www.gov.cn/archive/whitepaper/201909/20/content_WS5d843344c6d0bcf8c4c13ba7.html> [↑](#footnote-ref-4)
5. Article 48 (Gender Equality) of the Constitution of People’s Republic of China. [↑](#footnote-ref-5)
6. Article 4 and 33 of the Constitution of People’s Republic of China. [↑](#footnote-ref-6)
7. Articles 36, 45 and 49 of the Constitution of People’s Republic of China, respectively. [↑](#footnote-ref-7)
8. Article 34 of the Constitution of People’s Republic of China. [↑](#footnote-ref-8)
9. Retrieved from UN Treaty Body Database, United Nations Human Rights Office of the High Commissioner. [↑](#footnote-ref-9)
10. Being LGBT in Asia: China country report, United Nations Development Programme and the United States Agency for International Development, 2014, <https://www.undp.org/content/dam/rbap/docs/Research%20&%20Publications/hiv_aids/rbap-hhd-2014-blia-china-country-report.pdf> [↑](#footnote-ref-10)
11. <https://www.un.org/sites/un2.un.org/files/policy_brief_on_covid_impact_on_women_9_apr_2020_updated.pdf> [↑](#footnote-ref-11)
12. <https://www.cn.undp.org/content/china/en/home/ourperspective/ourperspectivearticles/2020/how-gender-inequality-harms-our-covid-19-recovery--views-from-ch.html> [↑](#footnote-ref-12)
13. <https://www.unwomen.org/en/news/stories/2020/4/statement-sg-put-women-and-girls-at-the-centre-of-efforts-to-recover-from-covid19> [↑](#footnote-ref-13)
14. WEF Global Gender Gap report 2006: <http://www3.weforum.org/docs/WEF_GenderGap_Report_2006.pdf>

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15. <https://www.unicef.cn/en/figure-19-sex-ratio-birth-19822017> [↑](#footnote-ref-15)
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30. [*https://www.cn.undp.org/content/china/en/home/ourperspective/ourperspectivearticles/2020/how-gender-inequality-harms-our-covid-19-recovery--views-from-ch.html*](https://www.cn.undp.org/content/china/en/home/ourperspective/ourperspectivearticles/2020/how-gender-inequality-harms-our-covid-19-recovery--views-from-ch.html) [↑](#footnote-ref-30)
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32. UN Enable: Factsheet on Persons with Disabilities [↑](#footnote-ref-32)
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34. The CRPD outlines that persons with disabilities include those who have long term physical, mental, intellectual and sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others. Disability is understood as an evolving concept that results from the interaction between persons with impairments and attitudinal and environmental barriers in society (referred to: <https://www.undp.org/content/undp/en/home/librarypage/democratic-governance/human_rights/disability-inclusive-development-in-undp.html> ) [↑](#footnote-ref-34)
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36. [UNDP Gender Parity Strategy](https://intranet.undp.org/unit/ohr/peoplemanagers/_layouts/15/WopiFrame.aspx?sourcedoc=/unit/ohr/peoplemanagers/Shared%20Documents/2018-2021%20GB%20Strategy.docx&action=default&DefaultItemOpen=1) (2018-2021), p. 7. [↑](#footnote-ref-36)
37. Until December 2019, HR figures from UNDP showed that the Gender ratio for FTAs was 62% female; for management positions (team leaders or similar, including SC positions), the Gender Ratio was 57% female; for SCs, the Ratio achieved 86%. Besides, 42% of ICs in UNDP were international; national personnel accounted for 84% among all staff. 1 employee worked for UNVs simultaneously. [↑](#footnote-ref-37)
38. This data is based on a light review of all projects conducted by the Gender and Diversity Task Force in January 2019. [↑](#footnote-ref-38)