

## Individual Action Plan (2016)

Economy: China

<p>Ratio of women's representation in leadership* in both the public and private sectors ( * based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN; see <a href="https://careers.un.org/lbw/home.aspx?viewtype=SC">https://careers.un.org/lbw/home.aspx?viewtype=SC</a>)</p>	<ul style="list-style-type: none"> <li>• Proportion of female deputies to the National People's Congress: 23.4% (2013);</li> <li>• Proportion of female CPPCC (Chinese People's Political Consultative Conference) National Committee members: 17.8% (2013);</li> <li>• Proportion of female public procurators: 30.5% (2014);</li> <li>• Proportion of female judges: 30.5% (2014);</li> <li>• Proportion of female public servants employed through the national recruitment examination: 47.8% (2013);</li> <li>• Proportion of women in Workers' Congresses: 29.3% (2014);</li> <li>• Proportion of women in Worker's Congresses Boards of Directors: 40.1% (2014);</li> <li>• Proportion of women in Worker's Congresses Boards of Supervisors: 41.5% (2014);</li> <li>• Proportion of women in residents' committee directors: 41.5% (2013);</li> <li>• Proportion of women in villagers' committee directors: 12.3% (2014);</li> <li>• Proportion of female diplomats: 30.7% (2015).</li> </ul>
<p>Voluntary goals of women's representation in leadership in public and private sectors toward by the end of 2020 (%; total target of increasing the share of women in leadership positions which are based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN)</p>	<p>The following voluntary goals are extracted from <i>China National Program for Women's Development (2011-2020)</i>.</p> <ul style="list-style-type: none"> <li>• Urge the departments concerned to progressively raise the proportion of women among deputies to people's congresses and committee members of the People's Political Consultative Conference (PPCC) at all levels, and also among members of the standing committees of people's congresses</li> </ul>

	<p>and of the standing committees of the PPCC committees at all levels.</p> <ul style="list-style-type: none"> <li>• Ensure that there is at least one woman in every local government body above the county level, and gradually increase the percentage of women.</li> <li>• Ensure a progressive increase of women leaders in the ministries and commissions under the State Council and government departments at the provincial and prefectural levels.</li> <li>• Progressively increase the percentage of women among officials holding principal posts in local government bodies above the county level.</li> <li>• Progressively increase the percentage of women among enterprise supervisors, board directors and managers.</li> <li>• Progressively increase the percentage of women deputies to workers' congresses and to congresses of school faculties.</li> <li>• Ensure that more than 30 percent of villagers' committee members and more than 10 percent of villagers' committee directors are women.</li> <li>• Ensure that women account for about 50 percent of residents' committee members.</li> </ul>
<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p>	<p>The following Strategies and Measures are extracted from <i>China National Program for Women's Development (2011-2020)</i></p> <ul style="list-style-type: none"> <li>• Enact and improve laws, regulations and policies relative to promoting women's participation in decision-making and management. Urge the departments concerned to take measures to raise the proportion of women or women candidates among people's congress deputies, PPCC committee members, and members of villagers' committees and residents' committees.</li> </ul>

	<ul style="list-style-type: none"><li>• Create a sound social environment for women's participation in decision-making and management. Use various forms of publicity to raise the gender equality awareness among the general public and enhance their awareness of the important role that women play in promoting democracy and the rule by law, and in the harmonious development of men and women.</li><li>• Raise women's awareness of and their ability in participating in decision-making and management. Organize publicity and training programs to help women raise such awareness and ability, and encourage and guide their active participation in decision-making and management. Ensure women official's training opportunities and strengthen training of grassroots officials to improve their political and cultural qualities as well as their decision-making and management capabilities.</li><li>• Improve personnel and civil servant management systems. Uphold the principle of "democracy, openness, competition and selecting the best" in the selection, appointment and promotion of officials, and ensure that there is no discrimination against women. Strengthen supervision of the recruitment, training, appraisal, commendation, exchange and promotion of civil servants to ensure women's equal rights are being upheld.</li><li>• Strengthen the training and selection of officials from among women. Implement requirements in relevant regulations and policies on the training, selection and posting of women officials. Provide opportunities, through training or exchange, for a certain proportion of women officials to take up head posts and positions at key departments. Pay attention to the selection of women officials from</li></ul>
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	<p>grassroots departments and proportion frontlines. Steadily increase the proportion of women in reserve official teams.</p> <ul style="list-style-type: none"><li>• Encourage women's participation in enterprise operation and management. Deepen reform of the enterprise personnel system and uphold the selection and appointment principle of "openness, transparency, and selecting the best" to enable more women to become supervisors, board directors or managers through recommendation, public recruitment, democratic election and competition.</li><li>• Promote women's wide participation in grassroots democratic management. Improve the democratic election system of villagers' committees and residents' committees to create favorable conditions for women's participation in grassroots democratic management. Improve the democratic management system of enterprises or public institutions-primarily workers' congresses-so as to ensure that the percentage of women in a workers' congress is proportionate to that in the total work force.</li><li>• Broaden channels through which women can take part in decision-making and management. Solicit opinions and suggestions from women deputies to people's congresses at all levels, women members of PPCC committees at all levels, and from among female rank-and-filers while formulating important policies concerning public interests and women's rights and interests. Carry out a wide spectrum of activities to encourage women's participation in and discussion of State affairs and to create opportunities for women to participate in decision-making and management.</li></ul>
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	<ul style="list-style-type: none"><li>• Promote the influence of women's federations in decision-making and management. Bring into full play the role of women's federations in representing the masses of women, with respect to participation in democratic decision-making, management and supervision of national and social affairs. Invite women's federations in the formulating of women-related regulations and important public policies and pass along the opinions and demands of the masses of women. Accord importance to the opinions and suggestions of women's federations on the training and recommendation of female officials and talents, and on women's participation in and discussions of State affairs.</li></ul>
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✓ *The voluntary goals will be reviewed by each economy in the process of developing Interim report.*