

## STATUS OF WOMEN

*Public Participation*

## POLITICAL DECISIONMAKING

The Chinese government is obligated under its international commitments<sup>1</sup> and domestic laws<sup>2</sup> to ensure gender-equal political participation; women, however, continued to be underrepresented in political decisionmaking positions. Female representation in top-level Communist Party and government leadership remains low or non-existent,<sup>3</sup> and one scholar noted that it would likely remain negligible after the leadership change at the 19th National Congress of the Chinese Communist Party scheduled for autumn 2017.<sup>4</sup>

Overall, representation at upper and lower levels of the government continues to fall short of the 30 percent target recommended by the UN Commission on the Status of Women.<sup>5</sup> The proportion of female delegates at the 12th National People's Congress (NPC), seated in 2013, was 23.4 percent.<sup>6</sup> A draft decision presented during the annual session of the 12th NPC in March 2017 projected that a greater proportion of female delegates would be elected to the 13th NPC in January 2018, but did not specify how.<sup>7</sup>

## CIVIL SOCIETY AND ADVOCACY

During the Commission's 2017 reporting year, Chinese officials prevented some women's rights advocates from engaging in activism and providing services—a continuation of the intensifying restrictions on women's rights advocacy that began in 2015<sup>8</sup>—while promoting Party-affiliated alternatives for protecting women's rights and interests.

A leading feminist activist described the political environment as “very difficult” and reported that independent groups were unable to organize activities on behalf of women's rights.<sup>9</sup> Activists also voiced serious concern about online censorship after a social media company blocked a prominent social media account for women's rights, “Feminist Voices,” for 30 days in February 2017.<sup>10</sup> The account shutdown was allegedly directed by the Cyberspace Administration of China, the government agency responsible for overseeing all online content.<sup>11</sup> [For more information on censorship, see Section II—Freedom of Expression.]

## Status of Women

### May 2017 “Human Billboard” Anti-Sexual Harassment Campaign

On May 1, 2017,<sup>12</sup> women’s rights advocate Zhang Leilei initiated an anti-sexual harassment campaign with the feminist group Women Awakening Network<sup>13</sup> based in Guangzhou municipality, Guangdong province.<sup>14</sup> feminist group Women Awakening Network.<sup>14</sup> Zhang recruited 100 volunteers from across China via social media as “human billboards” who would publicly carry posters to raise awareness about preventing sexual harassment on public transportation.<sup>15</sup> Volunteers from at least 23 cities participated and around 10 feminist or LGBT groups held activities in conjunction with the campaign.<sup>16</sup> Zhang started the campaign after authorities repeatedly refused permission for a crowd-funded advertisement against sexual harassment in a Guangzhou subway station.<sup>17</sup> On May 17, 2017, authorities ordered Zhang to halt the billboard campaign because it was “too large,” comparing it to the planned anti-sexual harassment activity in March 2015 that led to the criminal detention of five women’s rights advocates (also known as the Feminist Five).<sup>18</sup> They also told Zhang to suspend all other activities and leave the city for the remainder of the year due to heightened public security in anticipation of the 2017 Fortune Global Forum to be held in Guangzhou in December.<sup>19</sup> Guangzhou authorities also searched the home of three others involved in the campaign.<sup>20</sup> Zhang subsequently suspended the campaign and canceled a series of planned follow-up activities.<sup>21</sup>

In September 2016, the Party’s Central Committee General Office launched a nationwide initiative to reform the Party-affiliated All-China Women’s Federation (ACWF).<sup>22</sup> The reforms direct the ACWF to more actively intervene in individual cases to protect women against violations of their rights and interests, to improve aid delivery, and to enhance the ACWF’s online presence.<sup>23</sup> The initiative also charged the ACWF with “leading women to listen to the Party [and] follow the path of the Party” and “strengthening the leadership of the Party.”<sup>24</sup>

The Chinese government also continued to target individual women’s rights advocates with criminal prosecution and other forms of harassment and intimidation.

- The Foshan Intermediate People’s Court in Guangdong province convicted **Su Changlan**,<sup>25</sup> an influential organizer and advocate for women’s rights and democratic village elections, of “inciting subversion of state power” on March 31, 2017.<sup>26</sup> The court sentenced Su to three years in prison and a subsequent three-year deprivation of political rights.<sup>27</sup> Su is expected to be released in October 2017.<sup>28</sup> Authorities repeatedly violated her legal and procedural rights by holding her in secret detention, denying her legal counsel, repeatedly extending her detention before her trial in April 2016, and deferring a judgment four times.<sup>29</sup> In June 2017, her brother reported that her life was “definitely in danger” because of inadequate medical treatment,<sup>30</sup> and Amnesty International said in August 2017 that her health suffered “a sharp deterioration due to ill-treatment and poor detention conditions over the past years.”<sup>31</sup> The UN Working Group on Arbitrary Detention in 2015 determined

that the Chinese government had arbitrarily detained Su and called on the government to release her immediately and grant reparation for harm suffered during her detention.<sup>32</sup> Public security officials detained Su in October 2014 after she voiced support for the pro-democracy demonstrations in Hong Kong.<sup>33</sup>

- Also on March 31, 2017, the same Foshan court sentenced **Chen Qitang**,<sup>34</sup> to four years and six months' imprisonment and three years' deprivation of political rights for "inciting subversion of state power."<sup>35</sup> Chen had worked with Su to document domestic violence in Guangdong and actively published essays critical of government policies.<sup>36</sup> Authorities prolonged his detention for more than two years.<sup>37</sup>

- The Gangzha District People's Court in Nantong municipality, Jiangsu province, convicted **Shan Lihua**,<sup>38</sup> a women's rights advocate, of "picking quarrels and provoking trouble" in September 2016.<sup>39</sup> During her detention, authorities reportedly subjected Shan to torture and other rights violations; her brother stated that officials at the Nantong PSB Detention Center beat her "until she couldn't stand,"<sup>40</sup> and that authorities refused her access to counsel.<sup>41</sup> The judgment sentencing Shan referenced her protesting the sexual abuse of students by school officials in Hainan province in 2013 and the detention of women's rights advocate Ye Haiyan.<sup>42</sup>

- Local authorities in Beijing municipality repeatedly pressured **Ye Haiyan**, a prominent advocate for women, commercial sex workers, and people living with AIDS, to move residences between January and March 2017.<sup>43</sup> [For more information on restrictions on residence and movement prior to the annual meetings of the National People's Congress and Chinese People's Political Consultative Conference, see Section II—Freedom of Residence and Movement.] Ye reportedly remained under constant surveillance by authorities, and was unable to participate in public demonstrations or leave the country after Chinese authorities told her that her passport was "lost" after she attempted to apply for a visa in 2014.<sup>44</sup> A U.S.-based filmmaker making a documentary about Ye's activism reported that officials threatened the filmmaker's family in China in order to discourage her from releasing the film.<sup>45</sup>

### *Gender-Based Discrimination*

#### EMPLOYMENT

Women in China continued to face a variety of institutional, legal, and social barriers to equal employment, which the Chinese government is obligated to address under its international commitments<sup>46</sup> and domestic laws.<sup>47</sup> Employers frequently discriminate against women in recruiting,<sup>48</sup> hiring,<sup>49</sup> and promotion.<sup>50</sup> Although existing laws prohibit such practices,<sup>51</sup> the system for enforcement remains inadequate: Repercussions for violating the law are rare<sup>52</sup> and negligible,<sup>53</sup> and victims of discrimination at work are reluctant to seek a legal remedy due to the risk of dismissal and time involved.<sup>54</sup> Discriminatory legal policies also continued to bar women from performing certain jobs—in some cases based on whether they are menstruating, pregnant, or breastfeeding.<sup>55</sup> Dis-

## Status of Women

parities in the workplace also manifested in widespread sexual harassment<sup>56</sup> and women earning on average 65 percent of what men earn.<sup>57</sup> Although the Commission did not observe statistics on the pay gap for rural women this past year, in 2011 women's income was 56 percent that of men's in rural areas,<sup>58</sup> despite the fact that women reportedly make up a majority of the rural labor force, according to a February 2015 news report.<sup>59</sup>

Experts and female respondents to a recent survey attributed much of the discrimination against women in employment to employers' desire to avoid the cost of maternity leave for female employees.<sup>60</sup> An All-China Women's Federation survey found that 54.7 percent of employers asked women about their marital status and reproduction-related issues during the interview process, and many women reported that employer concerns about maternity had resulted in reduced salary and impeded career development and advancement.<sup>61</sup> In another survey, the greatest proportion of women reporting gender discrimination were those between 25 and 34, particularly those without children.<sup>62</sup> Experts said that such discrimination would likely be exacerbated by the "universal two-child policy" implemented in January 2016.<sup>63</sup> [For more information on the "universal two-child policy," see Section II—Population Control.]

Some women continued to demand more active enforcement of existing Chinese law through gender discrimination lawsuits, the first of which was reportedly settled out of court in 2013.<sup>64</sup> In September 2016, Gao Xiao (pseudonym) obtained a judgment from the Guangzhou Intermediate People's Court in Guangdong province for 2,000 yuan (US\$300) and a public apology from a restaurant chain that refused to interview or hire her for a chef's apprentice position based on her gender.<sup>65</sup> In March 2017, following the company's inaction, the court again ordered the restaurant to publicly apologize.<sup>66</sup> In another case in July 2017, a university student filed the first gender-based employment discrimination suit in Shenzhen municipality, Guangdong, against the Shenzhen Municipal Human Resources and Social Security Bureau for failing to address her complaint regarding a discriminatory job recruitment advertisement posted online by a local business.<sup>67</sup>

Some Chinese government officials promoted the use of law to resolve gender discrimination issues in employment. The Supreme People's Court (SPC) included a recent gender discrimination case among the guiding cases released in August 2016,<sup>68</sup> making it a judgment that courts "at all levels should refer to . . . when adjudicating similar cases."<sup>69</sup> The judgment granted compensation to a female plaintiff who sued a courier service that refused to hire her because of her gender.<sup>70</sup> SPC official Guo Feng said that imposing civil liability would deter employers from discriminating on the basis of gender.<sup>71</sup> In March 2017, several National People's Congress (NPC) delegates spoke out in support of creating an anti-discrimination law for employment to address widespread discrimination.<sup>72</sup>

## PROPERTY RIGHTS

Women, particularly after marriage, continued to lack secure rights to property in both rural and urban areas due to a combina-

tion of legal policies and traditionalist cultural pressures. One NPC Standing Committee member noted that rural women continue to face challenges in asserting rights to land due to a lack of decision-making power at both the household and village level.<sup>73</sup> According to a 2016 interview with a Chinese professor, 18 percent of married rural women did not have their names included on the land contracts of the household of either their husband or parents, and nearly 53 percent of married women had had land contracts canceled by their home villages as of 2014.<sup>74</sup> Urban women also face difficulties defending their property rights; for example, in fall 2016, a court ruled against a woman who, after her husband proposed divorce, sued to have her name added to the title of a home she had contributed to purchasing.<sup>75</sup> A 2011 Supreme People's Court interpretation of the PRC Marriage Law grants property in a divorce to the party named on the deed.<sup>76</sup> Research from 2012 indicated that a majority of married women or their families contribute to the purchase of homes, but most women are not named on the deed of the home.<sup>77</sup>

#### *Violence Against Women*

Women in China continued to face challenges with domestic and sexual violence as officials continued to develop a legal and institutional infrastructure to prevent such abuse. All-China Women's Federation statistics show that "30 percent of married women have experienced some form of domestic violence."<sup>78</sup> At the end of June 2017, courts reportedly had issued 1,284 total protection orders under the PRC Anti-Domestic Violence Law,<sup>79</sup> in effect since March 2016.<sup>80</sup> Experts on the domestic violence law note that challenges to implementation include lack of awareness,<sup>81</sup> inadequate resources for training of officials,<sup>82</sup> gender discrimination within the legal system,<sup>83</sup> and enforcement that prioritizes family cohesion and "social stability" over the safety of victims.<sup>84</sup> Victims of sexual violence also face challenges in obtaining legal redress—experts note that victims of sexual harassment are reluctant to come forward due to pressure from family and society.<sup>85</sup> A 2013 UN study found that nearly one in five Chinese women reported being the victims of rape,<sup>86</sup> and a 2015 survey of Chinese college students found that 34.8 percent of female respondents (and 35.6 percent of male respondents) had experienced sexual harassment or violence.<sup>87</sup> The non-governmental organization China Labour Bulletin noted that while sexual harassment is "widespread," it is rare for women to obtain justice through the legal system.<sup>88</sup>

### Notes to Section II—Status of Women

<sup>1</sup>Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted by UN General Assembly resolution 34/180 of 18 December 79, entry into force 3 September 81, arts. 7, 24. Under Article 7(b) of CEDAW, China, as a State Party, is obligated to “ensure to women, on equal terms with men,” the right “[t]o participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government . . .” United Nations Treaty Collection, Chapter IV, Human Rights, Convention on the Elimination of All Forms of Discrimination against Women, last visited 13 July 17. China signed the convention on July 17, 1980, and ratified it on November 4, 1980, thereby committing to undertake the legal rights and obligations contained in these articles.

<sup>2</sup>PRC Law on the Protection of Women’s Rights and Interests [Zhonghua renmin gongheguo funu quanyi baozhang fa], passed 3 April 92, amended 28 August 05, effective 1 December 05, art. 11; PRC Electoral Law of the National People’s Congress and Local People’s Congresses [Zhonghua renmin gongheguo quanguo renmin daibiao dahui he difang geji renmin daibiao dahui xuanju fa], passed 1 July 79, amended 10 December 82, 2 December 86, 28 February 95, 27 October 04, 14 March 10, 29 August 15, art. 6. Both of these laws stipulate that an “appropriate number” of female deputies should serve at all levels of people’s congresses.

<sup>3</sup>“China Political Leaders” [Zhongguo zhengyao], Chinese Communist Party News, People’s Daily, last visited 17 July 17; “Chinese Communist Party 18th Central Leadership Organization Members’ Biographies” [Zhonggong shiba jie zhongyang lingdao jigou chengyuan jianli], Xinhua, 15 November 12. Within Party leadership, only 2 of the 25 members of the Political Bureau of the Communist Party Central Committee (Politburo) are women, and there are no women among the 7 members of the Politburo Standing Committee—the most powerful governing body in China. There are no women serving as Party secretaries at the provincial level. In government leadership, women hold 2 out of 25 national-level ministerial positions and 2 out of 31 governorships of provinces, provincial-level municipalities, and autonomous regions. For more information on female members of the Politburo since 1945, see CECC, 2015 Annual Report, 8 October 15, Notes to Section II—Status of Women, 176, endnote 5.

<sup>4</sup>Cheng Li, Brookings Institute, “Status of China’s Women Leaders on the Eve of 19th Party Congress,” 30 March 17.

<sup>5</sup>Ibid.; Women’s Studies Institute of China, “The Shadow Report of Chinese Women’s NGOs on the Combined Seventh and Eighth Periodic Report Submitted by China Under Article 19 of the Convention on the Elimination of All Forms of Discrimination against Women: Temporary Special Measures and the Political and Public Life (Article 4 & 7),” September 2014, 1–2; Permanent Mission of the People’s Republic of China to the United Nations, Introductory Statement by H.E. Mme. Song Xiuyuan, Head of the Chinese Delegation, Consideration of China’s Combined Seventh and Eighth Periodic Reports by the Committee on the Elimination of Discrimination against Women, 23 October 14, sec. 3. According to official statistics from 2013, women made up 23.4 percent of the 12th National People’s Congress and 22.6 percent of all village committee members. “Target: 30 Percent of Leadership Positions to Women by 1995—United Nations Commission on the Status of Women,” UN Chronicle, Vol. 27, No. 2, June 1990, reprinted in Popline. The target of 30-percent female representation in leadership positions by 1995 was recommended by the UN Commission on the Status of Women at its 34th session in 1990.

<sup>6</sup>Women’s Studies Institute of China, “The Shadow Report of Chinese Women’s NGOs on the Combined Seventh and Eighth Periodic Report Submitted by China Under Article 19 of the Convention on the Elimination of All Forms of Discrimination against Women: Temporary Special Measures and the Political and Public Life (Article 4 & 7),” September 2014, 1–2. In the 12th Session of the National People’s Congress, which began in 2013, women held 23.4 percent of seats.

<sup>7</sup>Wang Chen, “Explanation of the ‘Draft’ Decision of the 5th Meeting of the 12th National People’s Congress on Member Quotas and Election Issues for the 13th National People’s Congress” [Guanyu “di shi’er jie quanguo renmin daibiao dahui di wuci huiyi guanyu di shisan jie quanguo renmin daibiao dahui daibiao ming’e he xuanju wenti de jue ding (cao’an)” de shuoming], National People’s Congress, 8 March 17, item 3.

<sup>8</sup>See, e.g., Rebecca E. Karl et al., “Dark Days for Women in China?” Asia Society, ChinaFile, 18 March 15; Maya Wang, “China’s Chilling Message to Women,” CNN, 7 April 15. See also CECC, 2015 Annual Report, 8 October 15, 172–73; CECC, 2016 Annual Report, 6 October 16, 178–79.

<sup>9</sup>Echo Huang, “Activist Li Maizi on Why Feminism Is ‘Going Backwards’ in China,” Quartz, 13 March 17; Leta Hong Fincher, “China’s Feminist Five,” Dissent Magazine, 4 October 16.

<sup>10</sup>Didi Kristen Tatlow, “Chinese Feminist Group’s Social Media Account Suspended,” New York Times, Sinosphere (blog), 22 February 17.

<sup>11</sup>Ibid. See also CECC, 2016 Annual Report, 6 October 16, 66–67.

<sup>12</sup>Zhang Leilei, “They Said: You Must Call Off the Anti-Sexual Harassment Campaign You Started” [Tamen shuo: ni bixu jiaoting ni faqi de fan xing saorao xingdong], 18 May 17, reprinted in China Digital Times, last visited 22 August 17.

<sup>13</sup>“Anti-Sexual Harassment: Guangzhou Women’s Rights Advocate Starts ‘Human Billboard’ Campaign” [Fandui xing saorao guangzhou nuquan huodongzhe faqi “renrou guanggao pai” huodong], Radio Free Asia, 9 May 17.

<sup>14</sup>Sarah O’Meara, “How To Be More Than a Token Woman in Chinese Politics,” Sixth Tone, 26 December 16.

<sup>15</sup>Zhang Leilei, “They Said: You Must Call Off the Anti-Sexual Harassment Campaign You Started” [Tamen shuo: ni bixu jiaoting ni faqi de fan xing saorao xingdong], 18 May 17, reprinted in China Digital Times, last visited 22 August 17; Women Awakening Network (GZxmtx), “Let’s Go! This Girl Is Becoming China’s First Human Billboard Against Sexual

Harassment” [Xingdong! zhege nuhai jiang chengwei zhongguo shouge fan xing saorao roushen guanggao pai], Weibo post, 1 May 17, 2:27 p.m.

<sup>16</sup>Zhang Leilei, “They Said: You Must Call Off the Anti-Sexual Harassment Campaign You Started” [Tamen shuo: ni bixu jiaoting ni faqi de fan xing saorao xingdong], 18 May 17, reprinted in China Digital Times, last visited 22 August 17.

<sup>17</sup>Zou Yun, “Feminist Activist Ignores Police Advice To Leave City,” Sixth Tone, 22 May 17; Tony Lin, “End of the Line for Subway Ad Against Sexual Harassment,” Sixth Tone, 28 April 17.

<sup>18</sup>“Guangzhou Anti-Sexual Harassment ‘Human Billboard’ Campaign Called Off, Police Order Women’s Rights Organization Member To Leave Guangzhou” [Guangzhou fan xing saorao “renrou guanggao pai” huodong bei jiaoting, nuquan zuzhizhe bei jingcha yaoqiu likai guangzhou], Radio Free Asia, 19 May 17; Zhang Leilei, “They Said: You Must Call Off the Anti-Sexual Harassment Campaign You Started” [Tamen shuo: ni bixu jiaoting ni faqi de fan xing saorao xingdong], 18 May 17, reprinted in China Digital Times, last visited 22 August 17; Edward Wong, “5 Women’s Rights Activists Are Formally Detained in Beijing,” New York Times, 13 March 15; Rachel Lu, “They Are the Best Feminist Activists in China,” Foreign Policy, Tea Leaf Nation (blog), 17 March 15. See also CECC, 2016 Annual Report, 6 October 16, 178; CECC, 2015 Annual Report, 8 October 15, 173.

<sup>19</sup>Zou Yun, “Feminist Activist Ignores Police Advice To Leave City,” Sixth Tone, 22 May 17; “Guangzhou Anti-Sexual Harassment ‘Human Billboard’ Campaign Called Off, Police Order Women’s Rights Organization Member To Leave Guangzhou” [Guangzhou fan xing saorao “renrou guanggao pai” huodong bei jiaoting, nuquan zuzhizhe bei jingcha yaoqiu likai guangzhou], Radio Free Asia, 19 May 17.

<sup>20</sup>Nuala Gathercole Lam, “Guangzhou Police Search House of Feminist Activists,” Sixth Tone, 27 June 17.

<sup>21</sup>“Guangzhou Anti-Sexual Harassment ‘Human Billboard’ Campaign Called Off, Police Order Women’s Rights Organization Member To Leave Guangzhou” [Guangzhou fan xing saorao “renrou guanggao pai” huodong bei jiaoting, nuquan zuzhizhe bei jingcha yaoqiu likai guangzhou], Radio Free Asia, 19 May 17.

<sup>22</sup>“CCP Central Committee General Office Publishes ‘ACWF Reform Agenda’” [Zhongban yinfu “quanguo fulian gaige fang’an”], People’s Daily, 22 September 16.

<sup>23</sup>Ibid.

<sup>24</sup>Ibid.

<sup>25</sup>For more information on Su Changlan, see the Commission’s Political Prisoner Database record 2014-00406.

<sup>26</sup>Catherine Lai, “An ‘Absurd Verdict’: Jail Terms for China Activists Who Voiced Support for Hong Kong’s Pro-Democracy Occupy Protests,” Hong Kong Free Press, 31 March 17; Foshan Intermediate People’s Court, Guangdong Province, Criminal Court Judgment [Guangdong sheng foshan shi zhongji renmin fayuan, xingshi panjue shu], (2015) Fo Zhong Fa Xing Yi Chu Zi No. 131, 30 March 17, reprinted in Independent Chinese PEN Center, 31 March 17.

<sup>27</sup>Ibid.

<sup>28</sup>Foshan Intermediate People’s Court, Guangdong Province, Criminal Court Judgment [Guangdong sheng Foshan shi zhongji renmin fayuan xingshi panjue shu], (2015) Fo Zhong Fa Xing Yi Chu Zi No. 131, 30 March 17, reprinted in Independent Chinese PEN Center, 31 March 17.

<sup>29</sup>Chinese Human Rights Defenders, “Su Changlan Named 2017 Recipient of Cao Shunli Memorial Award for Human Rights Defenders,” 13 March 17.

<sup>30</sup>“Fears Grow for Health of Chinese Women’s Rights Activist Su Changlan,” Radio Free Asia, 27 June 17.

<sup>31</sup>Amnesty International, “Open Letter Calling for the Urgent Medical Attention of Su Changlan,” 10 August 17.

<sup>32</sup>UN Human Rights Council, Opinions adopted by the Working Group on Arbitrary Detention at Its 74th Session, 30 November–4 December 2015, Opinion No. 39/2015 Concerning Su Changlan (China), A/HRC/WGAD/2015/39, 25 February 16, paras. 22–32.

<sup>33</sup>Chinese Human Rights Defenders, “Su Changlan Named 2017 Recipient of Cao Shunli Memorial Award for Human Rights Defenders,” 13 March 17; UN Human Rights Council, Opinions adopted by the Working Group on Arbitrary Detention at Its 74th Session, 30 November–4 December 2015, Opinion No. 39/2015 Concerning Su Changlan (China), A/HRC/WGAD/2015/39, 25 February 16, paras. 6–7.

<sup>34</sup>For more information on Chen Qitang, see the Commission’s Political Prisoner Database record 2009-00002.

<sup>35</sup>“Su Changlan and Chen Qitang Heavily Sentenced for Supporting Occupy Movement” [Su changlan, chen qitang zhichi zhanlin yundong bei zhongpan], Radio Free Asia, 31 March 17.

<sup>36</sup>Rights Defense Network, “Lawyer Liu Xiaoyuan: Some Thoughts on Su Changlan’s Indictment” [Liu xiaoyuan lushi: wo dui su changlan an qisu yijianshu de jidian kanfa], Rights Defense Network, 6 May 15.

<sup>37</sup>“Su Changlan and Chen Qitang Heavily Sentenced for Supporting Occupy Movement” [Su changlan, chen qitang zhichi zhanlin yundong bei zhongpan], Radio Free Asia, 31 March 17.

<sup>38</sup>For more information on Shan Lihua, see the Commission’s Political Prisoner Database record 2016-00033.

<sup>39</sup>“Picking Quarrels and Provoking Trouble’ Again, Jiangsu Rights Defender Shan Lihua Sentenced to 2 Years and 3 Months” [You shi “xunxin zishi” jiangsu weiquan renshi shan lihua panxing 2 nian 3 ge yue], Radio Free Asia, 29 September 16.

<sup>40</sup>“China Jails Women’s Rights Campaigner After ‘Torture’ in Detention,” Radio Free Asia, 29 September 16.

<sup>41</sup>“Picking Quarrels and Provoking Trouble’ Again, Jiangsu Rights Defender Shan Lihua Sentenced to 2 Years and 3 Months” [You shi “xunxin zishi” jiangsu weiquan renshi shan lihua panxing 2 nian 3 ge yue], Radio Free Asia, 29 September 16.

## Status of Women

<sup>42</sup>Gangzha District People's Court, Nantong Municipality, Jiangsu Province, Criminal Judgment [Jiangsu sheng nantong shi gangzha qu renmin fayuan xingshi panjue shu], (2016) Su 0611 King Chu No. 50, 29 September 16, reprinted in Rights Defense Network, 29 September 16.

<sup>43</sup>"Striking Hard Before the Two Sessions, Ye Haiyan Forced To Relocate Again" [Lianghui qian yanda: ye haiyan zai bei banqian], Deutsche Welle, 6 March 17; Civil Rights & Livelihood Watch, "Women's Rights Defender Ye Haiyan Ordered by Beijing's Songzhuang Government To Move" [Nu quan hanweizhe ye haiyan bei beijing songzhuang zhengfu xialing bipo banqian], 18 January 17.

<sup>44</sup>Joanna Chiu, "Documentary 'Hooligan Sparrow' Shows How Dangerous It Is To Protest Against Rape in China," Quartz, 24 October 16; Sophie Richardson, Human Rights Watch, "Dispatches: Clipping a Sparrow's Wings in China," 15 July 14.

<sup>45</sup>Joanna Chiu, "Documentary 'Hooligan Sparrow' Shows How Dangerous It Is To Protest Against Rape in China," Quartz, 24 October 16.

<sup>46</sup>Convention on the Elimination of All Forms of Discrimination against Women, adopted by UN General Assembly resolution 34/180 of 18 December 79, entry into force 3 September 81, art. 11.1; United Nations Treaty Collection, Chapter IV, Human Rights, Convention on the Elimination of All Forms of Discrimination against Women, last visited 23 June 17. China signed the convention on July 17, 1980, and ratified it on November 4, 1980. International Covenant on Economic, Social and Cultural Rights (ICESCR), adopted by UN General Assembly resolution 2200A (XXI) of 16 December 66, entry into force 3 January 76, art. 7; United Nations Treaty Collection, Chapter IV, Human Rights, International Covenant on Economic, Social and Cultural Rights, last visited 23 June 17. China signed the ICESCR on October 27, 1997, and ratified it on March 27, 2001.

<sup>47</sup>PRC Constitution, issued 4 December 82, amended 12 April 88, 29 March 93, 15 March 99, 14 March 04, art. 48; PRC Labor Law [Zhonghua renmin gongheguo laodong fa], passed 5 July 94, effective 1 January 95, art. 13; PRC Law on the Protection of Women's Rights and Interests [Zhonghua renmin gongheguo funu quanyi baozhang fa], passed 3 April 92, amended 28 August 05, effective 1 December 05, art. 2.

<sup>48</sup>China Labour Bulletin, "Workplace Discrimination," last visited 23 July 17; "Nearly 90 percent of Female College Students Experience Discrimination in On-Campus Recruitment" [Zhongguo daxue xiaoyuan zhaopin jin 9 cheng nu daxuesheng zao qishi], Radio Free Asia, 25 November 16.

<sup>49</sup>Zhong Yi, "NPC Representative Sun Xiaomei: To Protect Women's Legal Labor Rights, Employment Discrimination Should Be Eliminated" [Renda daibiao sun xiaomei: weihu funu hefa laodong quan ying xiaochu jiuye qishi], China News Service, 12 March 17.

<sup>50</sup>World Economic Forum, "The Global Gender Gap Report 2016," 26 October 16, 142–43. According to the World Economic Forum report, women remained underrepresented in management positions, with 17.5 percent of firms including women in top-level management. Zhaopin, "Zhaopin: Chinese Women Still Facing Discrimination in Workplace," 6 March 17. In a 2017 survey conducted by Zhaopin, an online job-seeking and recruitment platform, 25 percent of women reported experiencing severe or very severe gender discrimination in promotions and generally waited longer for promotions.

<sup>51</sup>PRC Labor Law [Zhonghua renmin gongheguo laodong fa], passed 5 July 94, effective 1 January 95, arts. 12–13. Gender-based discrimination against employees or applicants for employment is prohibited under Articles 12 and 13 of the PRC Labor Law. See also Ministry of Human Resources and Social Security, Provisions on Employment Services and Employment Management [Jiuye fuwu yu jiuye guanli guiding], issued 5 November 07, amended 23 December 14, effective 1 February 15, arts. 20, 58(2); PRC Constitution, issued 4 December 82, amended 12 April 88, 29 March 93, 15 March 99, 14 March 04, art. 48.

<sup>52</sup>Tang Xiaoping, "Female College Students Face Employment Discrimination; Multi-Pronged Approach Can Eliminate 'Obstacles'" [Nu daxuesheng zaoyu jiuye qishi duoguanqi xiafang neng xiaochu 'lanlushi'], China News Service, reprinted in Xinhua, 20 November 16; Lim Yan Liang, "Job Seekers in China Face All Manner of Discrimination," Straits Times, 12 June 17; China Labour Bulletin, "Workplace Discrimination," last visited 23 July 17.

<sup>53</sup>China Labour Bulletin, "Workplace Discrimination," last visited 23 July 17; Tang Xiaoping, "Female College Students Face Employment Discrimination; Multi-Pronged Approach Can Eliminate 'Obstacles'" [Nu daxuesheng zaoyu jiuye qishi duoguanqi xiafang neng xiaochu 'lanlushi'], China News Service, reprinted in Xinhua, 20 November 16.

<sup>54</sup>Hatty Liu, "Getting Rights Wrong," World of Chinese, 13 October 16.

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<sup>59</sup>Tania Branigan, "For Richer, For Poorer: How China's Laws Put Women Second," Guardian, 24 February 15.

<sup>60</sup>Zhong Yi, "NPC Delegate Sun Xiaomei: To Protect Women's Legal Labor Rights, Employment Discrimination Should Be Eliminated" [Renda daibiao sun xiaomei: weihu funu hefa laodong quan ying xiaochu jiuye qishi], China News Service, 12 March 17; "Prolonged Maternity

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## Status of Women

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