



# General Assembly

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**Organizational and procedural matters**

## **Written statement\* submitted by China Society for Human Rights Studies (CSHRS), a non-governmental organization in special consultative status**

The Secretary-General has received the following written statement which is circulated in accordance with Economic and Social Council resolution 1996/31.

[27 January 2025]

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\* Issued as received, in the language of submission only.



## **China Enterprises Uphold Gender Equality and Protection of Women's Rights Overseas**

The year 2025 marks the 30th anniversary of the adoption of the Beijing Declaration and Platform for Action. As the host country, China has always been guided by the goals of the Beijing Declaration and Platform for Action, embedding gender equality into the overseas practices of Chinese enterprises and integrating women's empowerment and gender equality into corporate human rights responsibilities, providing innovative ideas for achieving the combination of development and human rights.

First, Chinese enterprises promote the combination of employment and skills training to achieve women's "economic empowerment." Chinese enterprises pay attention to cultural sensitivity and localized cooperation. Under different cultural and religious backgrounds, they gradually promote gender equality through community dialogue and cooperation to ensure the acceptability and effectiveness of their measures. Chinese enterprises actively implement the United Nations Guiding Principles on Business and Human Rights (UNGPs) in their overseas projects. In 2024, China Railway Group Ltd. established a "Women First Employment Policy" in the light rail project in Addis Ababa, Africa, providing more than 1,000 technical positions and helping women enter traditionally male-dominated fields through special skills training. In 2024, in the Nam Ou River Hydropower Station project in Laos, which is implemented by China Power Construction Corporation, the company would give priority to hiring female workers and provide education and skills training for local women.<sup>1</sup>

Second, Chinese enterprises promote the integration of education and digital empowerment to narrow the "digital gender gap." Chinese enterprises are actively promoting women's empowerment programs in the field of the digital economy, providing educational resources and technical support to women around the world, helping them achieve self-breakthroughs in the digital economy. In 2024, technology company Huawei launched the initiative Women in Technology Huawei (WITH) in Southeast Asia, providing free e-commerce, programming, and data analysis training to more than 2,000 women. Among them, more than 800 women have started their own businesses online through the project and gradually escaped poverty.<sup>2</sup> Alibaba's five-year "Cyber Mulan" plan (2020-2025) aims to cover 50 million women worldwide within five years and enhance women's participation and competitiveness in the digital economy through digital means. The plan provides 1 trillion yuan in loan funds each year to support female entrepreneurs and sets up a special fund of 10 billion yuan in interest-free loans to help female small and micro entrepreneurs. Simultaneously, the plan will make 100 digital management courses available overseas, with the aim of training 1 million female digital managers. This initiative will create 100,000 job opportunities for women in impoverished areas of relevant countries, thereby significantly promoting employment equality for rural women.<sup>3</sup>

Third, Chinese enterprises strengthen women's health and safety protection and optimize women's working and living environment. Companies collaborate with international organizations, non-governmental organizations, and local governments to design empowerment programs that target women's needs and ensure their long-term sustainability. Large companies such as Alibaba, Huawei, and ByteDance have all paid attention to "family-friendly" policies for female employees in their overseas projects. When setting up subsidiaries overseas, many Chinese companies extend maternity leave on the basis of statutory maternity leave and adopt flexible work systems. Chinese enterprises continue to increase their investment in health and safety, establish international mechanisms to protect women's rights, improve anti-sexual harassment policies and workplace reporting channels, and create a safe and healthy working and living environment for women. In 2024, China Communications Construction Company established a women's reporting mechanism and workplace safety code in its South Asian projects, set up a special department to receive reports of sexual harassment in the workplace, cooperated with local communities to carry out anti-gender violence publicity activities, and cooperated with local women's organizations to provide legal aid and psychological support to victims of violence,<sup>4</sup> promoting the improvement of awareness regarding anti-gender violence.

Fourth, Chinese enterprises strengthen women's participation and leadership in decision-making and further promote gender equality. Chinese enterprises have embedded gender equality into their corporate management systems and enhanced women's voice in decision-making through training of female managers and leadership programs. According to the BRICS Women's Development Report 2024, in terms of decision-making and management, the proportion of Chinese female directors has steadily increased after the COVID-19 pandemic.<sup>5</sup> The Indonesian Jabung Project is PetroChina's main production project in Indonesia, with women accounting for more than a quarter of the middle-level leaders.<sup>6</sup> According to a think tank report jointly released by Bain & Company and Spencer Stuart, women account for 30% of senior managers in Chinese companies and are slightly higher than men in terms of controlling, expressive, and gentle attributes, demonstrating outstanding leadership skills.<sup>7</sup> In its global operations, Haier Group focuses on the training and development of female talents. In overseas markets, Haier encourages female employees to participate in management and decision-making by establishing a diversified talent development mechanism. The proportion of female executives in Haier's the United States of America branch has reached over 40%,<sup>8</sup> significantly improving female leadership.

In the future, we call on multinational corporations to incorporate gender perspectives in more areas such as climate change and the digital economy. For example, providing broader technical support and development platforms for women around the world. By promoting women's participation in corporate management and global governance, Chinese enterprises will provide more practical experience and play a more positive role in the cause of global gender equality.

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