

A JOURNEY OF OVERCOMING CHALLENGES TOWARDS A MORE EQUAL FUTURE

UN Women is a global champion for gender equality and women's empowerment. We work to create a world in which every woman and girl can exercise her human rights and live up to her full potential. We are a trusted partner for advocates and decision-makers from all walks of life. Working in China since 1998, initially as UNIFEM, UN Women provides technical and financial assistance to innovative programmes and strategies for gender equality and women's empowerment.

A WORD FROM OUR COUNTRY REPRESENTATIVE

I wish you and your loved ones a healthy, peaceful and prosperous Year of the Dragon. In this annual newsletter, I am proud to share some of UN Women China's top results from 2023. We are most grateful for the many partnerships that made these achievements possible, particularly when multiple points of crisis are slowing steps towards gender equality and women's empowerment.

Conflicts, economic downturn, the climate emergency and a pushback against women's rights are among the many concerns that have left the world as a whole lagging far behind on Sustainable Development Goal 5 on gender equality (SDG 5). If current trends continue, more than 340 million women and girls will still live in extreme poverty by 2030. Globally, it is estimated that USD 6.4 trillion per year is needed, covering nearly 70 per cent of population in 48 developing countries, to achieve gender equality in key areas and to support more equal participation of women in society by 2030. We reinforce our dedication and call for continued support and increased investment to accelerate the achievement of gender equality and the empowerment of all women and girls everywhere.

Despite challenges, 2023 also saw many welcome achievements linked to gender equality, such as the creation of [the International Day of Care and Support](#). It galvanizes much needed global attention to the immense economic and social value of unpaid care and domestic work women shoulder disproportionately. It emphasizes the importance of investing in the care economy and creating robust, gender-responsive and disability-inclusive care systems with a view to recognizing, reducing, valuing, and redistributing unpaid care and domestic work carried out predominantly by women.

In China, the passing of the revised Law on the Protection of Women's Rights and Interests is a stepping stone towards advancing women's rights agenda in the country; it came into effect in January 2023. Noteworthy revisions include the concept of sexual harassment and an explicit outlining of the responsibilities of schools and employers in preventing and addressing sexual harassment. As a legal framework to protect the rights, needs and interests of women and girls in

China, this is an important tool for addressing the remaining gender gaps and challenges, and continuing to pursue women's all-round empowerment.

In my fifth year in China, I truly appreciate the opportunity to have met so many outstanding Chinese women leaders from all different walks of life. I have been so inspired and motivated to see how their personal commitment is bringing real and tangible impacts to the lives of so many other women and girls in the country, and how they actively contribute to advancing gender equality and women's empowerment through the power of their conviction and influence as leaders.

As always, UN Women's dedication to women's rights and gender equality remains unwavering. We know that the same is true for our many partners, and I again extend heartfelt appreciation to you all. In 2024, our collective commitment and a shared responsibility to accelerate positive changes through collaboration and strengthened international cooperation will be more important than ever.



Smriti Aryal

Country Representative,
UN Women China



Building gender equal workplaces for migrant women workers

UN Women and the European Union launched “[Women in Motion](#)” in July 2023, a two-and-a-half-year programme to boost decent work and career development for migrant women workers in Guangdong Province. The programme fosters dialogue among government entities, industry associations, civil society organizations, academic institutions and women’s groups. It equips employers and industries with essential tools and capacities to propel women’s career

development. Under the overall guidance of the Ministry of Human Resources and Social Security, UN Women works closely with the International Labour Organization (ILO), Chinese Academy of Labour and Social Security China Enterprise Confederation, Guangdong Enterprise Confederation, and industry associations, including the China Electronic Standardization Association and China Association of Automobile Manufacturers, to implement the programme.



In 2023, the programme trained
200 middle and senior leaders
from 100 factories
on gender equality and promoting
women workers’ decent work.



The programme aims to benefit
10,000 women workers
from information and communications
technology (ICT), automobile
manufacturing and textile industries with
enhanced capacities for employment and
career development.



“ I hope to learn new skills and have more opportunities for development, which can help me grow and better contribute to the factory.

— A female worker in her 20s, working for a textile factory in Foshan, Guangdong Province



Empowering rural women in the climate agenda

In 2023, UN Women continued to support rural women to develop capacities and access to resources for climate-smart livelihoods and entrepreneurship development.

In Hunan, a joint UN Women and International Fund for Agricultural Development (IFAD) “[Hunan Rural Revitalization Demonstration Project](#)”, in partnership with the Hunan Department of Agriculture and Rural Affairs and Hunan Women’s Federation, benefited 108,809 rural people, including 49,442 women in 2023. Technical and financial assistance helped agribusinesses get off the ground, supported by inclusive public services for climate adaptation and disaster risk reduction, and climate-smart infrastructure construction, such as irrigation systems. To date, the project has directly benefited a total of 68,932 rural women and 5,375 female-headed households in 10 pilot counties in Hunan Province, securing a USD 950,000 grant to support 43 start-up businesses led by women.

An online training course, “[Promoting Gender Equality in Rural Revitalization](#)”, jointly developed by UN Women and IFAD, equipped rural revitalization project stakeholders with know-how on gender-responsive project delivery. UN Women used its strategic position to enhance greater coordination with our partners, resulting in the development and delivery of an annual gender action plan.



68,932 rural women
gained technical and financial assistance
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“ I didn't know what renewable energy was until I attended the study tour to Sichuan. Through the trainings, I gained a better understanding of renewable energy and learned about the management and operation methods of different agroproduction cooperatives. When I go back to Qinghai, I plan to try to apply renewable energy in potato cultivation first as one of my follow-up works.

—Ms. Zhang Hongmei, founder of a potato-growing cooperative, Qinghai Province



Women-led MSMEs are supported to improve their access to markets and financial services

Launched at the W20 Summit held in Indonesia in July 2022, the “[Together Digital Programme](#)” is being piloted in Asia and the Pacific in two countries, China and Indonesia. Under the Together Digital programme implemented by UN Women, in partnership with the China International Centre of Economic and Technical Exchanges under the Ministry of Commerce, and with the Ant Foundation’s financial support, 4,114 women-led MSMEs and inspiring young women entrepreneurs-to-be in Chengdu and Hunan benefitted from a series of training salons that equipped them with knowledge and digital skills to improve their access to markets and financial services.

A [virtual women MSMEs training hub](#) with 11 online training modules on gender equality and entrepreneurial skills was developed in collaboration with government partners for women MSMEs to learn at their own pace. Over 363,000 people participated in digital training activities and opportunities for knowledge exchange.



In Qinghai, partnering with the Qinghai Rural Revitalization Bureau for the second time, UN Women launched a new initiative in 2023, the “[Women-led Rural Community Renewable Energy Transition and Governance Project](#)”. It seeks to increase women’s access and use of renewable energy to boost agricultural productivity and promotes women’s leadership in the green transition and climate mitigation. A network of female start-up entrepreneurs, female community leaders, service providers and local government officials has been developed, and renewable energy companies and industrial experts have come together to map cutting-edge technologies to support rural women’s agricultural production and business development.

Seven women-led agricultural cooperatives from the network obtained technical assistance related to renewable energy technology, e-commerce and finance as well as gender equality and women’s leadership through a study tour in Sichuan. A total of 83 rural women have directly benefited from technical training sessions to improve access to financial resources and business opportunities. Dedicated sessions for men on sharing unpaid care work have also taken place. During the Twenty-eighth UN Climate Change Conference (COP 28) in 2023, UN Women shared takeaways and recommendations from the project with decision-makers and other actors.

4,114 women-led MSMEs

have better access to financial services.



363,000 people

enhanced capacity and skills through online trainings.

“ The training has further expanded my international perspective and understanding of the digital economy and provided me with new development ideas for better international trade and exchange cooperation.

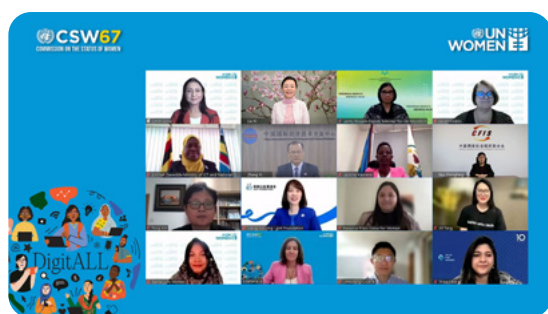
—Ms. Guo Siyu, founder of Hunan Shiguang Ecological Agriculture Co., Ltd. in Hunan Province



INFLUENCING THROUGH ADVOCATING POLICY AND CONVENING PEOPLE

“DigitalAll – Symposium on Gender-Responsive Technology and Innovation in the 21st Century”

On 8 March, UN Women and the Center for China and Globalization co-hosted “[DigitalAll – Symposium on Gender-Responsive Technology and Innovation in the 21st Century](#)”. It probed challenges in bridging the gender digital divide, solutions to increase women and girls’ digital literacy and gender-responsive technological designs. Attended by representatives from government agencies, embassies and UN entities as well as experts and scholars from think tanks, academia and financial institutions, the symposium supported accelerated implementation of the Beijing Declaration and Platform for Action and 2030 Agenda for Sustainable Development. 16 articles on its discussions were published by major media outlets, including CCTV, CGTN, Xinhua and the China Internet Information Centre.



“Bridging the Gender Gap in the Digital Economy: Leveraging technology and innovation to advance women’s economic empowerment in Asia Pacific and Africa”

On the margins of the sixty-seventh session of the Commission on the Status of Women, held in New York City from 6 to 17 March, UN Women hosted a virtual high-level side event, “[Bridging the Gender Gap in the Digital Economy: Leveraging technology and innovation to advance women’s economic empowerment in Asia Pacific and Africa](#)”. High-level government officials from China, Indonesia, Rwanda and Uganda and representatives from academia, civil society and the private sector discussed challenges and opportunities to harness technology and innovation to bridge the gender digital divide. The event reached nearly 1.2 million views online.

“Policy Dialogue on Gender Equality and AI Management”

On 28 June, UN Women and Tsinghua University co-organized the “[Policy Dialogue on Gender Equality and AI Management](#)”. Senior officials from international organizations, academia and industry deliberated on existing gender bias in artificial intelligence (AI) models. They considered how to incorporate gender perspectives into AI algorithm research as integral to facilitating the advancement of gender equality in the era of AI and explored feasible governance measures so that AI applications equally benefit all. Follow-up research on gender gaps and bias in AI algorithms and China’s current governance of AI management will be released soon.



“Together for an Equal Tomorrow: Workshop on Gender Equality Laws and Policies”

On 31 March, UN Women and the United Nations Population Fund (UNFPA) co-organized “[Together for an Equal Tomorrow: Workshop on Gender Equality Laws and Policies](#)” with the All-China Women’s Federation. As a joint activity of the UN Gender Theme Group in China, it drew participants from 17 government line ministries and departments, including the Office of National Working Committee on Children and Women under the State Council, Ministry of Foreign Affairs and Supreme People’s Court of the People’s Republic of China, as well as 10 UN entities. The workshop provided a platform to share practical experiences in mainstreaming gender equality and women’s empowerment and to foster further collaboration between the Government of China and the United Nations, including in implementing the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the newly amended Law of the People’s Republic of China on the Protection of Women’s Rights and Interests.

Generating and sharing new knowledge

UN Women published five knowledge products in 2023.

UN Women and the ILO Country Office for China and Mongolia issued a study, "[Care Work in China: Who does care work, what is its economic value and how has it been affected by Covid-19?](#)", to better understand care work and the economy of care in China and put forward policy recommendations to strengthen the societal reorganization of care to help shape a more equal and inclusive society.



Through the "Together Digital Programme" co-launched by UN Women and the Ant Foundation in 2022, UN Women conducted a [multi-country study on women-led MSMEs, with a focus on microenterprises in China, Indonesia, Thailand, Rwanda and Uganda](#). Launched at the [sixty-seventh session of the Commission on the Status of Women](#), the study presents findings and recommendations to address major challenges faced by women-led MSMEs. It is well placed to inform efforts to enhance women entrepreneurs' digital inclusion and access to traditional and tech-enabled markets and finance.

Under an IKEA China-funded project, "A Place Called Home – WeCare", UN Women published "[The Gendered Distribution and Perceptions of Unpaid Care Work in China](#)" to address two interlinked issues that hinder women's economic empowerment: unpaid care and domestic work, and violence against women. The project raises public awareness and mobilizes private sector companies to introduce measures targeting the two issues, and to play their part in shifting attitudes and social norms.



UN Women and the Food and Agriculture Organization (FAO) in China jointly developed "[Providing Innovative and Gender-Responsive Digital Support to Smallholder Farmers in China](#)" through collaboration with experts from the Chinese Agriculture University. The report analyses the impact of digital technologies on rural women, including the extent to which they have shared the much-lauded benefits of digital growth. Policy recommendations support UN organizations, relevant departments of the Government of China, financial institutions and e-commerce platforms in using digital finance and e-commerce to empower rural women to achieve better livelihoods.

In collaboration with the China Enterprise Confederation and the ILO Country Office for China and Mongolia, UN Women developed a training manual, "[Creating a Diverse, Equal and Inclusive Workplace](#)". Aimed at business leaders, confederations of enterprises and associations of businesses, it provides guidance on setting up a family-friendly workplace for employees and eliminating gender-based violence and sexual harassment in the workplace.



LEADING THE JOINT UN EFFORT TO ADVANCE GENDER EQUALITY

The UN system in China takes actions to promote gender equality and women's empowerment and prevent sexual exploitation and abuse (PSEA) in the workplace. As chair of the UN PSEA Network, UN Women joined UNFPA and the United Nations Children's Fund (UNICEF) to facilitate a one-day workshop with 18 colleagues from 13 UN entities. It elaborated existing challenges, brainstormed solutions for survivors of sexual exploitation and abuse, and highlighted the collective benefits and importance of joint actions. The sharing of good practices became a foundation for the further development of standard operating procedures for an inter-agency PSEA community-based complaint mechanism.



FINANCING FOR A GENDER EQUAL FUTURE

With the objectives of promoting financing for gender domestically and strengthening the application of gender-related international norms, standards and best practices in China's outbound aid, lending and investment in partner countries, UN Women has launched a new portfolio dedicated to gender financing. In 2023, to grow this portfolio, UN Women nurtured important relationships with research institutes, private sector entities, government partners and sister UN entities.

UN Women, together with the International Institute for Green Finance, developed a landscape analysis, mapping existing sustainable financing initiatives through desk research and stakeholder interviews, analysing opportunities and challenges for promoting gender financing in China, and identifying key stakeholders for engagement in high-potential areas. The landscape analysis is informing the design of technical workshops that will delve into different modalities for gender financing as well as a series of learning salons and networking sessions aimed at building a network of diverse stakeholders working on gender financing and facilitating meaningful collaboration among these actors.

UN Women has come together with the United Nations Development Programme (UNDP), UNICEF and ILO to advocate for UN and international standards and business practices on responsible business conduct to be adopted and implemented by Chinese enterprises operating overseas

Gender Finance Landscape in China



IIGF 中国政法大学国际绿色金融研究中心
INTERNATIONAL INSTITUTE FOR GREEN FINANCE



to contribute towards achievement of the SDGs. Entities have been working together to develop a scoping report and handbook aimed at promoting responsible business practices. These resources will be piloted through learning sessions in 2024.

In support of China's evolving role as an international development cooperation (IDC) actor and to promote demand-driven and gender-responsive IDC projects, UN Women is working with UNDP, other UN entities and national development cooperation institutions to facilitate dialogue and sharing between China and development partners and to provide tools and trainings to strengthen SDG-aligned policies, processes and project-level decision-making. These efforts have a heightened focus on environmental and social impacts, integrating gender and the SDG principle of leaving no one behind.

PARTNERING FOR CHANGE

Partnership with the Center for China and Globalization

UN Women forged strategic partnerships with think tanks and research institutions, including the Center for China and Globalization (CCG). We convened high-level multistakeholder dialogues, including "[Promoting Gender-Smart Business Practices and Investment](#)", at the 2023 China International Fair for Trade in Service on financing for gender equality, creating platforms for exploring issues, including gender-smart investment and business practices. We organized the "DigitALL – Symposium on Gender-Responsive Technology and Innovation in the 21st Century", promoting financing for gender equality in innovation, technology and digital education.



"WeCare" initiative launched in Macau

On 16 November, a Memorandum of Understanding (MoU) Signing Ceremony between the Women's General Association of Macau (WGAM) and UN Women was organized. UN Women and the WGAM signed a two-year MoU to launch the "[WeCare](#)" initiative in Macau. As a technical advisory partner to WGAM, UN Women will seek to incentivize care economy actors to use the "5R" framework, which refers to recognizing, reducing, and redistributing unpaid care work, and rewarding and representing paid care work. With potential to expand to the Greater Bay Area, the partnership will also look to fundraise for care economy programmes in the future, using cities' public-private sector approaches to collective actions that expand quality and affordable care services.

As a kickoff of the MoU, and with UN Women's technical support, WGAM hosted a "WeCare" immersive exhibition to raise public awareness of unpaid care work and engage men and boys in sharing the care. Taking place at the Macau Nova Mall from 17 November to 3 December, the event attracted over 40,000 visitors and over 60,000 views through a virtual exhibition page. The "WeCare" launch featured across key local mainstream media outlets, such as the Macau Daily Newspaper and Macau TV, generating significant visibility.

CONTINUOUS EFFORTS TO END VIOLENCE AGAINST WOMEN

Provided support to establish national standards for domestic violence trials

UN Women provided technical assistance to develop [10 guiding cases on anti-domestic violence in China](#), which were launched nationally on 15 June by the Supreme People's Court of China. The cases set national standards for handling domestic violence trials. They focus on adapting survivor-centred judicial practices throughout the trial process, in line with the [Essential Services Package for Women and Girls Subjected to Violence](#). UN Women supported the convening of more than 200 local and international judges and experts as well as civil society organizations at the International Symposium on Judicial Concept and Practical Experience in Domestic Violence Case Trials to learn about the guiding cases and survivor-centred judicial practices in China as well as international standards.

The introduction and implementation of the 10 cases by the Supreme People's Court mark a watershed moment in ensuring survivors access justice within the legal system. The cases, meticulously crafted in accordance with CEDAW indicators, provide fundamental



guiding principles for local courts. This lays the groundwork for more nuanced and effective handling of domestic violence cases and fosters a cultural shift towards a more empathetic and supportive legal framework for survivors.

Advanced legal aid support

UN Women facilitated considerable advancements in legal aid services, notably training 40 legal aid lawyers on the Essential Services Package, with DongCheng Yuanzhong Family and Community Center as a pivotal partner. From 2022 to 2023, Yuanzhong provided direct legal aid to over 10 domestic violence cases. In one case, the victim was a local women's rights service provider killed by her husband after a decade of abuse. Lawyers from Yuanzhong's pro-bono service network diligently amassed evidence, the weight of

which led to indictments. Despite pandemic-induced trial delays, justice was realized at the beginning of 2023 when the abuser was convicted of intentional homicide – a resounding statement against domestic violence. This landmark case profoundly resonated within society, amplifying the imperative to combat domestic violence and emphasizing the pivotal role of legal interventions in addressing societal challenges.

Enhanced gender-responsive essential service

With UN Women's support, 397 government stakeholders, including women's federation staff, police and local health service providers, in five provinces have enhanced capacities to deliver quality multisectoral coordination for domestic violence response services. Partnering with the China Association of Family and Marriage and the China Women's University, UN Women provided them with comprehensive training, with a special focus on how to work with the police and the health sector on domestic violence case referral and survivor-centred response services.

Moreover, 20 civil society organizations have strengthened capacities for case management, referral, and multisectoral coordination through training and mentorship sessions provided by Beijing Dongcheng Yuanzhong Family and Community Development Center with support from UN Women. An average of 88.37 per cent of front-line service providers and lawyers reported strengthened capacity and confidence to deliver survivor-centred essential services after participation in the programme.



International Women's Day 2023

On International Women's Day in 2023, UN Women kicked off the #DigitALL campaign on Weibo, attracting 20 million views and sparking around 10,000 online discussions across multiple platforms. Major media outlets, including CCTV, CGTN, Xinhua, and the China Internet Information Centre, published 26 articles related to International Women's Day in Chinese and English.

In line with the theme of the day, "DigitALL: Innovation and technology for gender equality," UN Women mobilized a joint UN system visit to the Institute of High Energy Physics of the Chinese Academy of Sciences. Participants from 10 entities joined a round-table conversation celebrating female leadership and STEM (science, technology, engineering, mathematics) contributions and raising awareness on barriers hindering women and girls' full participation in the digital era. The event brought together young aspiring scientists and established professionals to share experiences and ignite new discussions. [An online video](#) featuring the visit attracted 493,000 views and generated 2,384 discussions.

16 Days of Activism against Gender-based Violence

UN Women's flagship [annual campaign](#) on ending gender-based violence amplified the call for global action, including by increasing investment in prevention. In China, UN Women's "Start with Respect, Move Forward in Joint Hands" special storytelling event highlighted the voices and agency of survivors from marginalized backgrounds and front-line service providers.

Three featured storytellers were a professional service practitioner; an activist and champion of the rights of people with diverse sexual orientations, gender identities and expressions; and a social worker specializing in services for women with disabilities. They advocated for financing prevention through powerful stories shared with over 50 audience members from seven bilateral organizations, six domestic philanthropy foundations and UN entities in China. Prior to the event, a two-day storytelling workshop took place with eight civil society organization representatives and survivors.

UN Women mobilized the UN system in China to produce [a joint video](#) on ending violence against women and girls. Representatives and colleagues from 13 entities participated in the video, demonstrating solidarity in calling for a culture of zero tolerance of violence. The video received 310,000 views across social media platforms.



Expanded communications channels and strengthened internal communications

In 2023, UN Women expanded international and domestic social media outreach, promoting the gender equality and women's empowerment agenda, and communicating office and programme results and best practices to a broader range of audiences. An official [X account](#) launched in August accumulated 37,300 impressions in the first four months. An upgraded [bilingual website](#) features recent highlights, infographics on women and girls in China and voices from programme beneficiaries.

"UN Women China Standard Operating Procedures, Workflow and Resources for Communications" has been developed with general information on the key principles and most relevant resources and tools to guide our internal and external communications.

Key numbers in 2023



340+

posts and articles published across UN Women China social media channels



Our major campaigns and hashtags garnered an estimated

1.7 billion

views across UN Women China platforms



790+

media reports and mentions of UN Women across key media platforms in China

VOICES FROM OUR BENEFICIARIES AND PARTNERS

In 2023, UN Women supported and empowered partners and beneficiaries through storytelling, amplifying their voices, agency and leadership, and sharing their diverse experiences with domestic and international audiences.

With UN Women's backing, Bayang, a 22-year-old female environmentalist and member of the Sanjiangyuan Women Environmentalists Network, was recognized as one of the 2023 "[BBC 100 Women](#)". This prestigious annual list acknowledged her contributions to tackling climate change at the grass-roots level and raising awareness of health and sustainability issues.

A story about a local civil society partner, "[How Men and Boys Can Help Women Survivors of Gender-Based Violence: Shu Hang's Story](#)", has been featured on UN Women's global and regional websites, encouraging more men and boys to promote gender equality and actively participate in the fight against gender-based violence.



Shining moments

I was happy to see that Ms. Zhang Guimei was elected as Vice President of All China Women's Federation this year. To this day, many girls remain away from school, especially in remote areas. Every child should have the right to education, and education is an effective means of securing the well-being and future of girls. Ms. Zhang Guimei injected courage and hope into each young girl's heart, telling them: You can change the injustices, and only you can decide your own future.

— Xiaerbati Daositeke, Women's Economic Empowerment Communications Assistant and UN Volunteer



2023 was a very challenging year with the transition of the new Quantum system. Despite our unfamiliarity with the new system, I am deeply touched by the strong support, generous knowledge sharing, and great unity of our office. There were so many shining moments when the team diligently worked together to help each other overcome difficulties. I am very honoured to make contributions and ensure a smooth transition. Everyone's effort counts for the achievement of UN Women's visions, and it is my great honor to participate in this process, which also marked my unforgettable experience in the year 2023.

—Qianguo Jing, Finance Associate

In December 2023, we hosted representatives from the Youth Association of the Women's General Association of Macau in Beijing. Through a half-day workshop with interactive activities, participants enhanced their understanding of gender equality and women's empowerment and UN Women's efforts in this regard. At the end of the workshop, we invited representatives to express personal commitments on gender equality. Reading those sincere and promising commitments filled me with pride. I, too, made a commitment to continue speaking up and communicating our messages widely.

— Mengwen Chen, Communications Consultant



A GROWING OFFICE MOVING FORWARD

In 2023, UN Women achieved significant progress through support from the Operations Management Team. Through close coordination with UN partners, gender-specific actions to promote gender equality, gender-responsive procurement and PSEA were included in the UN system-wide Business Operations Strategy for the first time. This has greatly strengthened joint business operations to promote gender equality and women's empowerment.

Additionally, with technical support from UN Women's headquarters, the first training on gender-responsive procurement took place for UN entities in China on 8 August. This cultivated skills for sustainable tendering that considers impacts on gender equality and women's empowerment. More than 30 procurement practitioners from 10 entities participated. Based on the stronger commitment that emerged from the training, evaluation criteria for gender-responsive procurement were included in event management solicitation documentation for the first time. This will promote the increased participation of women-owned businesses and gender-responsive suppliers.

UN Women routinely promoted learning and team-building throughout the year. An annual office retreat enhanced principled performance and internal communications skills. Staff planted 12 young pine trees in UN Women's name, representing wisdom, confidence, innovation, empowerment, creativity, encouragement, enthusiasm, professional, excellence, courage and talent. The trees will grow and develop with UN Women in China as a constant reminder of our vision.



Efforts on disability inclusion promoted the principle of leaving no one behind. An interactive learning session on disability inclusion initiated by our internal learning and staff well-being committee sought to better understand the needs and challenges of people with disability and integrate these in our work.

The corporate business transition in UN Women's enterprise resource planning system from the beginning of the year was challenging but fruitful. The office overcame constraints and ensured a smooth and successful transition, sustaining business operations and project delivery with incredible diligence, great unity and generous mutual support and knowledge-sharing among team members. The support and caring of office management in promoting staff care and mental health and in exercising flexible working arrangements eased the transition.

In the beginning of a new year, UN Women stands ready and committed to continuing to foster a working environment and culture of empowerment, inclusion and respect for diversity. Let's join hands in working towards a sustainable future for all women and girls.

Follow us on



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