



Leading up to Beijing+30, Solidarity Inspires Stepped-Up Action for Gender Equality

UN Women is the United Nations entity dedicated to gender equality and the empowerment of women. A global champion for women and girls, UN Women was established to accelerate progress on meeting their needs worldwide. Working in China since 1998, initially as UNIFEM, UN Women China works with a diverse set of stakeholders to carry out its mandate.

A Word from Our Country Representative

As 2025 begins, we wish you and your loved ones a healthy and prosperous Year of the Snake. Over the past year, we have achieved so much with and for women and girls – and I know we will continue to do so much more.

Our willingness to come together has never been so important, given the upsurge in global conflicts and crises and the backlash against women's rights around the world. Eighty-five percent of the Sustainable Development Goal (SDG) 5 on gender equality indicators are off-track and progress has stalled.

Yet, there is room for optimism. In 2024, the world stepped up commitments to gender equality and women's empowerment (GEWE) in the landmark [Pact for the Future](#), which called for just and transformative actions to remove barriers to achieving GEWE and increasing investments to close the gender gap.

Heading into 2025, we are about to commemorate the thirtieth anniversary of the [Beijing Declaration and Platform for Action \(Beijing+30\)](#). Adopted by 189 countries at the [Fourth World Conference on Women](#) in 1995, it is one of the most comprehensive blueprints for GEWE ever created.

Beijing+30 offers a pivotal moment to join hands and take bold action. If we rise to the ambitions of the Beijing Declaration and Platform for Action (BPfA), we will rise to SDG5 and all other SDGs, as gender cuts across over 20% of global SDG indicators.

China is home to roughly a fifth of the world's female population, and achieving gender equality and women's empowerment here is key to achieving it globally. China has made notable progress over the years, including closing gaps in education and lifting nearly 400 million women out of poverty. With over 40% of women employed in the workforce, women also account for over half of all Internet entrepreneurs.

Yet, with just five years left to reach the 2030 Agenda for Sustainable Development, addressing remaining gender gaps requires stronger commitments, actions, and financial resources. As outlined in China's Beijing+30 [national review report](#), there is unfinished work – from increasing women's digital literacy

and skills to unleash their full potential in innovation-driven development to strengthening women's participation and leadership in the green economy and climate action to enhancing their access to public services by strengthening more gender-equal norms and standards. A strengthened social security, judicial, and service system will be prioritized to protect the lawful rights and interests of women, as outlined in the [resolution](#) adopted at the third plenary session of the 20th Central Committee of the Communist Party of China.

With China's vital role in international development and multilateral efforts, there is tremendous opportunity to further advance women's rights and the sustainable development agenda, particularly SDG5, through international development and South-South Cooperation efforts.

Amid the geopolitical complexities and a global decline in development resources, we are deeply grateful to our partners for their continued trust, commitment, and collaboration that enable us to effectively deliver on our mandate and provide critical resources and support to women's organizations, social organizations, and women entrepreneurs.

2025 is a year of potential. Potential to accelerate our commitments and actions for gender equality and women's empowerment. Potential to achieve a gender equal world if we choose it. Potential to make a big step in delivering on the promises of the BPfA and ensuring that women and girls are powerful agents of change for a better future where everyone will thrive.

Smriti Aryal

Country Representative UN Women China



General view of the opening session of the Fourth World Conference on Women in Beijing, China, 4 September 1995. UN Photo/Milton Grant

The Path to Beijing+30

The Beijing Declaration and Platform for Action (BPfA) is about to celebrate its thirtieth birthday. The BPfA embodies an all-of-society commitment to gender equality goals under [12 critical areas of concern](#). Every five years, countries review their progress on making the world more equal for women and girls everywhere.

UN Women Executive Director Sima Bahous visits China



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From 12–16 November 2024, UN Women Executive Director Sima Bahous made her first [official visit](#) to China. She met senior government officials to discuss support for Beijing+30 and expanded

cooperation to achieve gender equality and women's empowerment (GEWE). Productive engagements took place with H. E. Mme. Shen Yiqin, State Councilor, Chairperson of the National Working Committee on Children and Women under the State Council and President of the All-China Women's Federation (ACWF); H.E. Mme. Huang Xiaowei, Minister, Vice Chairperson of the National Working Committee on Children and Women, and Vice President of the ACWF; and H. E. Zhao Fengtao, Vice-Chairperson of the China International Development Cooperation Agency (CIDCA).

Ms. Bahous also engaged with diverse

stakeholders – civil society, financial institutions, businesses, the UN system, and UN Women National Goodwill Ambassador – each dialogue underscoring the importance of collective action. A highlight of her trip was her visit to a community-based Social Service Center for Women and Children operated by the Women's Federation of Shunyi District, where local women are empowered through legal rights counseling and digital entrepreneurship training. She also visited a woman-led ecological farm, further demonstrating the transformative impact of women's leadership in sustainable development.

“ As Beijing+30 nears, the 1995 Beijing Declaration remains a source of inspiration and a call to action. We look forward to strengthening our partnership with China to advance SDG5.

Sima Bahous, UN Women Executive Director ”



Joint Efforts Gear Up Preparations towards Beijing+30

Leading up to Beijing+30 global review at the sixty-ninth session of the [Commission on the Status of Women](#) in March 2025, the Beijing+30 Asia-Pacific regional review in November 2024 called upon member States to undertake comprehensive [national reviews](#) to assess progress towards achieving the BPfA. The regional review generated critical data and analysis of progress, challenges, and good practices in implementing the BPfA, offering a reflection on the status of women and girls in the Asia-Pacific region. Through a broad range of stakeholder consultations, the regional review built consensus on priority actions to accelerate the achievement of GEWE in the region at the [Asia-Pacific Ministerial Conference on the Beijing+30 Review](#), which took place in November 2024.

In China, UN Women mobilized a cross-section of partners and people to engage in Beijing+30. Through eight [briefings](#) and consultations, relevant stakeholders

were equipped with knowledge, tools, and resources to influence the implementation of BPfA. These include 70 ambassadors and members of the diplomatic community, 15 United Nations entities in China, 40 women's rights organizations and CSOs, 30 enterprises that have signed the Women's Empowerment Principles (WEPs), and 13 representatives from media outlets and cultural institutions.

With UN Women China's support, 11 CSOs and two senior journalists from China participated in the Beijing+30 Asia-Pacific



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regional meeting in November. UN Women's continuing efforts to engage young people in the journey to gender equality included launching the [Beijing+30 Youth Blog](#).



Read more on Bayang's "Beijing+30 Youth Blog: One woman's journey to champion climate action and zero-waste living in China" ©The Snowland Great Rivers Environmental Protection Association (SGR)

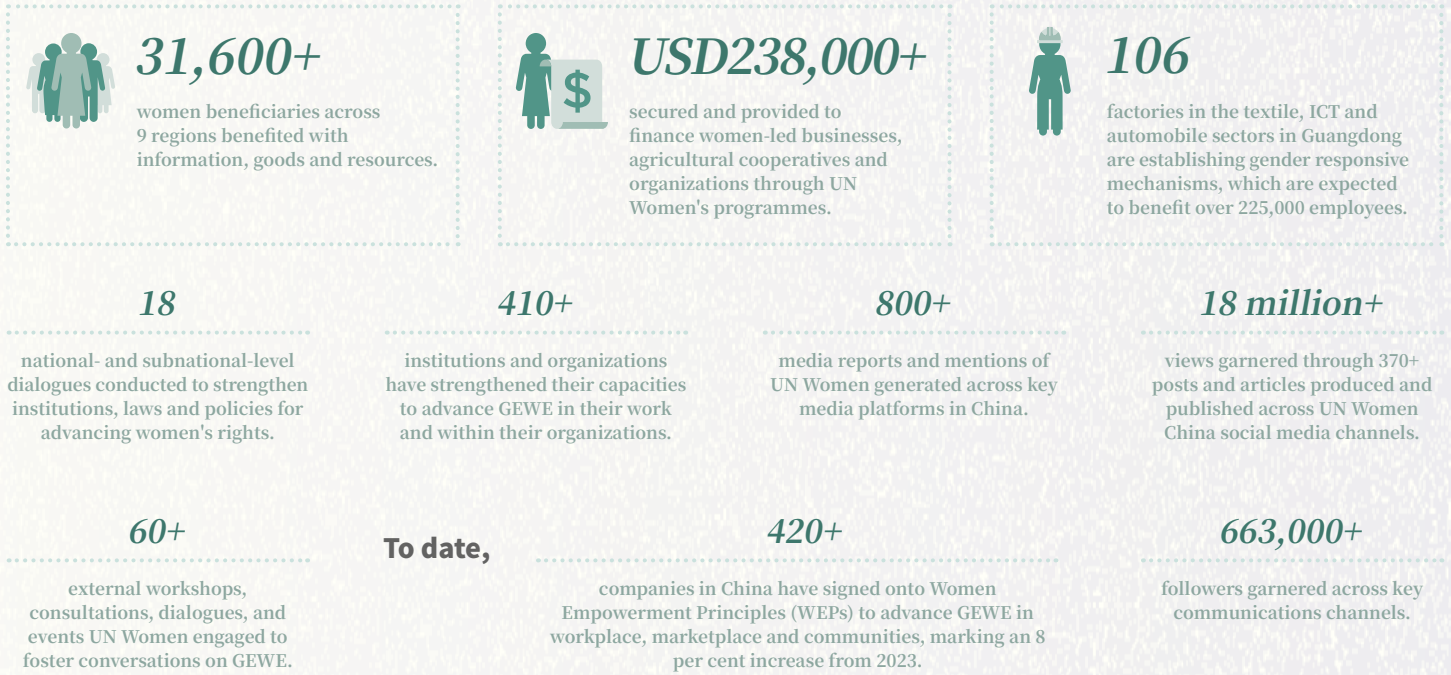


In 2024, UN Women China designed the Beijing+30 lantern, symbolizing the message: "Light up the hope for ALL women and girls. Recharge!"

Our Office Snapshot in 2024

UN Women operates under a triple mandate of normative support, UN coordination, and operational efforts to advance gender equality and women's empowerment (GEWE). In China, our strategic programmatic priorities include: Women's Economic Empowerment; Ending Violence Against Women; Governance and Participation in Public Life; Global Partnerships and Sustainable Financing for GEWE.

In 2024,



UN Women's flagship programmes in China

The following diagram provides an overview of 9 flagship programmes across 9 regions that contribute to the delivery of UN Women's mission of advancing GEWE in China and beyond.

- 01** **Women's Economic Empowerment**
 "Women In Motion: Enhancing Women Workers' Employment and Career Development" Project
 Guangdong Province (Feb 2023 – Jul 2025)
- 02** **Women's Economic Empowerment**
 "Rural Revitalization Demonstration" Project
 Hunan Province (Feb 2021 – Mar 2026)
- 03** **Women's Economic Empowerment**
 "Women-led Rural Community Renewable Energy Transition and Governance" Project
 Qinghai Province (Mar 2023 – Oct 2024)
- 04** **Care Economy**
 "WeCare" Initiative
 Macau SAR (Nov 2023 – Nov 2025)
- 05** **Ending Violence Against Women:**
 "Solidarity in Efforts to End Violence Against Women" Project
 Hunan, Yunnan Province (Aug 2023 – Jan 2026)
- 06** **Ending Violence Against Women:**
 "Gender Responsive and Survivor Center Justice"
 Beijing and Changsha City, Hunan Province (August 2024 – Dec 2026)



Map Source: Based on United Nations [Office for the Coordination of Humanitarian Affairs](#)
 Disclaimer: The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by the United Nations or UN Women.

- 07** **Leaving No One Behind**
 "Women living with HIV/AIDS" Project
 Tianjin City, Yunnan, Sichuan Province (Jan 2021 – Jan 2025)
- 08** **Global Partnership**
 "Effective Multilateralism in China towards Advancing the Sustainable Development Goals" Project
 Beijing City (Dec 2024 – Dec 2026)
- 09** **Sustainable Financing for Gender Equality**
 "Bridging the Financing Gender Gap" Project
 Beijing and Shanghai City (Dec 2024 – May 2026)

Gains in Decent Work and Women's Economic Empowerment



In Guangdong, UN Women's "[Women In Motion](#)" project, funded by the European Union, is creating inclusive workplaces and empowering women through equal opportunities, decent work and career development.

The project builds on partnerships, including with the China Enterprise Confederation, China Electronics Standardization Association, Guangdong Textile Association and Guangdong Procurement and Supply Chain Association as well as the International Labour Organization (ILO). Work with 106 factories across the textile, Information and Communication Technology (ICT) and automobile sectors has resulted in the adoption of gender-responsive mechanisms for over 225,000 employees. The project has cultivated over 170 women—many of whom are migrant workers—as seed trainers and provided training for over 2,000 women workers on gender equality, communication, representation, legal knowledge and industry-specific skills. Four informal networks support peer learning for female workers and help employers exchange best practices.



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In September 2024, a delegation of UN Women and the European Union [visited](#) Guangdong to meet women workers, hear their stories and needs. Subsequent [policy discussions](#) produced actionable recommendations to support women's career development, such as addressing workplace gender discrimination, strengthening skills training for women and ensuring safe working environment.

Online campaigns initiated under the project, including [Her Place, Her Home](#) and the [Beijing+30 Youth Blog: My Dream Inclusive Workplace](#), have provided platforms for women, especially young women, to advocate for gender equality and inclusive workplaces, attracting over 560,000 views on social media.



2000+

women workers have been trained and enhanced skills.

560,000+

views garnered to amplify the voices of women, especially young women workers.

“ *May we all become new version of ourselves when we meet again, and may new environment shape a new life for us!* ”

Wu Yajing, young woman migrant worker living in Guangdong

Empowering Women in Rural Revitalization and Climate Action



In Hunan, under the "[Hunan Rural Revitalization Demonstration](#)" project, funded by the International Fund for Agricultural Development (IFAD) and the Government of China, in partnership with UN Women, the Hunan Department of Agriculture and Rural Affairs, and the Hunan Women's Federation, notable progress has been made toward supporting rural women's economic empowerment in ten pilot counties. In 2024, a total of 56,842 rural people, including 29,324 rural women, have benefitted from financial and technical support for agri-business development, inclusive public services on climate adaptation and disaster risk reduction, and climate-smart infrastructure. To date, the project has provided technical and financial assistance to nearly 100,000 women.

In Qinghai, UN Women and the Qinghai Rural Revitalization Bureau joined forces for the [Women-led Rural Community Renewable Energy Transition and Governance project](#). Piloted in two women-led agricultural cooperatives and one Tibetan community, the project introduced solar energy to the local communities. It increased communities' access to and capacity for using renewable energy, leading to greener and more efficient agricultural production and livelihoods. So far, the project has resulted in an estimated CNY 100,000 in economic benefits for local people while reducing carbon emissions by 3

tons and saving women over 3,600 hours of unpaid domestic work each year. Through training, over 2,000 women gained knowledge of renewable energy technologies, e-commerce, finance and gender equality. The project was selected out of hundreds of submissions as the only UN Women project to be featured at the [UN 2.0 Digital Exhibition](#) during 79th General Assembly and the Summit of the Future in New York.

UN Women's longstanding partnership with the Chinese Academy of Environmental Planning of the Ministry of Ecology and Environment backed a joint mapping of gender perspectives in China's climate and environmental policy framework. This mapping lays the foundation for gender mainstreaming in China's climate and environmental policies and actions through translating international commitments under the Paris Agreement, CEDAW, and other relevant frameworks. Findings will be published in 2025, shaped by a series of in-depth [technical consultations](#) with key stakeholders.



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100,000

Nearly 100,000 rural women gained technical and financial assistance in Hunan.



3,600

hours of unpaid domestic work reduced for rural women each year in Qinghai.

“ *Women must have equal opportunities to participate in decision-making and leadership roles. We can bring unique perspectives and solutions to climate challenges.* ”

Zhang Famei, Director General of Qinghai Huangzhong Zhuomuxiang Agricultural Cooperative

A Continuous Effort to End Violence Against Women



524

social service and judicial and law enforcement personnel enhanced capacity on survivor-centered anti-domestic violence services.



1,000

The project aims to reach 1,000 residents in 300 households to prevent domestic violence and foster respectful family relationships.

In 2024, in partnership with the Changsha Women's Federation (CSWF) and civil society partners, UN Women's "Gender Responsive and Survivor Centered Justice" project realized a milestone: the establishment of a ["One-Stop" Anti-Domestic Violence Service Center at Yuelu District Court](#) in Changsha, Hunan. As the first court-based one-stop center in China for domestic violence survivors, it provides survivors with comprehensive services in a safe location, including legal aid, counselling, shelter, social services and coordinated case management. This initiative directly contributes to the implementation of CEDAW's concluding observation on the 9th periodic report of China on ending gender-based violence against women.

The project has trained 524 social service and judicial and law enforcement personnel to deliver survivor-centered, comprehensive services to respond to domestic violence. Specialized sessions, including in Xi'an and Kunming, have built the capacities of service providers on domestic violence case management for marginalized groups, such as women living with HIV, LGBTQ+ individuals, and persons with disabilities.

Ongoing gender-based violence prevention efforts include the introduction of the globally recognized [RESPECT](#) framework to strengthen relationship skills,



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empower women, and transform discriminatory norms. Regional training for stakeholders from CSWF, the All-China Women's Federation, and civil society partners leads to tailored prevention strategies in three pilot communities in Changsha. In May 2024, UN Women's Solidarity in Efforts for Ending Violence (SEEVAV) programme established a formal partnership with the CSWF and the Changsha Xinchun Marriage and Family Comprehensive Service Centre, launching programme pilots within three local communities. This collaboration aims to reach 300 households, accounting for 1,000 residents, and secure resources for similar strategies with minority communities in Yunnan. Ongoing research in Hunan and Yunnan is shaping a community-focused curriculum to enhance prevention efforts.

“What women with disability need is not sympathy, but concrete actions and support. They need to be seen.”

Peng Linqian, Director General of Chongqing Liangjiang KnowDeaf Social Work Service Center

Global Partnerships and Sustainable Financing for Gender Equality

Global Partnerships and International Development Cooperation



With China's evolving role in International Development Cooperation (IDC), there is also an opportunity to ensure that these efforts contribute to SDG5 and the other SDGs. In 2024, UN Women, the United Nations Development Programme (UNDP), the Food and Agriculture Organization (FAO), and the World Health Organization (WHO) partnered with the European Union to launch a joint programme titled "Effective Multilateralism in China towards Advancing the Sustainable Development Goals" to strengthen gender-intentional and SDG-aligned policies, processes, and project-level decision-making in China's South-South Cooperation and multilateral cooperation. As the lead agency on gender dimensions, UN Women is offering normative support and capacity development to national stakeholders, delivering gender tools, conducting policy research, and facilitating North-South and South-South dialogues.

In December 2024, the initiative kicked off by convening the first-ever sub-forum session dedicated to gender equality at the China and International Development (CAID) Forum. The ["Galvanizing Development Cooperation Efforts to Jointly Advance Gender Equality and Women's Empowerment towards Beijing+30"](#) sub-forum, which was co-hosted by UN



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Women and the Chinese Academy of International Trade and Economic Cooperation under the Ministry of Commerce, brought together roughly 20 experts and practitioners on IDC and gender from the Government of China, Development Partners, civil society, and academia. It focused on Global South perspectives on China's IDC for gender equality, called for stronger gender intentionality and integration in China's IDC efforts, and identified common grounds on how to further strengthen IDC for "women and the environment" as one of the 12 areas of concern of the Beijing Declaration and Platform for Action. Notably, over 200 participants engaged on the topic, making it the most attended sub-forum of the annual CAID Forum.

Sustainable Financing for Gender Equality



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5 learning salons focused on sustainable financing for gender equality.

100+ executives from 90 major financial institutions and select government agencies enhanced understanding and ability to advance sustainable finance.

Sustainable finance is key to achieving the 2030 Agenda for Sustainable Development and global Sustainable Development Goals (SDGs). This year, UN Women China transformed its work in this area into a cohesive portfolio, focused on thought partnership, strategic convenings, and technical support to financial institutions, academia, regulators, and government agencies so that they can advance sustainable financing for gender equality, aligned with CSW68 recommendations, the Pact for the Future, and other global commitments. The office also launched a new 18-month “Bridging the Financing Gap” programme to increase gender-responsive project finance and investments among development finance institutions and other financial institutions.

In partnership with the International Institute of Green Finance (IIGF), the office published a [Landscape Analysis Summary: Advancing Gender Finance in China](#) that maps out key stakeholders in China's gender finance ecosystem and ways to advance it and kicked off a new research study, *Mainstreaming Gender in ESG Framework and Efforts Among Financial Institutions in China*, examining how financial institutions are incorporating gender considerations into their ESG frameworks and business practices to inform policy advocacy and efforts to advance ESG guidelines. Moreover, UN Women and IIGF jointly organized five learning salons to engage over 100 executives from 90 major financial institutions and select government agencies to enhance their understanding and ability to advance sustainable finance through gender-responsive financial products, tools, and practices.

In March 2024, UN Women and the Shenzhen Stock Exchange enhanced their partnership through the “Ring the Bell for Gender Equality” ceremony, which attracted roughly 50 private sector participants to pave the way for future collaborations on gender-sensitive business practices and financing for gender equality.

Leading Joint United Nations Support for Gender Equality

Advancing Gender Equality Through Joint Advocacy and Inclusive Communications

In July, UN Women with the UN RCO, organized “[Gender-Responsive Communications](#)” for 30 communications professionals from 13 United Nations entities to strengthen their ability to integrate gender equality in all forms of communication, eliminate gender stereotypes, and feature people in all their diversity.



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In 2024, under the leadership and coordination of UN Women,

17 UN agencies

joined the 2024 International Women's Day campaign to amplify the call to “[Invest in Women](#)”, urging actionable financial commitments to accelerate gender equality

14 UN agencies

stood in solidarity with survivors of gender-based violence by taking part in the [UNiTE: 16 Days of Activism Against Gender-Based Violence campaign](#)

Leading the United Nations Gender Theme Group in China

The United Nations Sustainable Development Cooperation Framework (UNSDCF) is the core instrument agreed by the UN and the Government of China for providing a coherent, strategic direction for development activities of all UN entities in China. Through UN Women's coordination and leadership as co-chair,

the United Nations Gender Theme Group guided the integration of gender equality and women's empowerment as a core principle of the new UNSDCF (2026–2030). Extensive gender analysis shaped a gender-responsive theory of change that informs goals and actions across the framework.

Preventing Sexual Exploitation and Abuse in the Workplace

Through the collaborative efforts of UN Women, the United Nations Population Fund (UNFPA), and WHO, 26 colleagues from 17 UN agencies acquired greater understanding of the standard operating procedures for inter-agency mechanisms to prevent

sexual exploitation and abuse in the workplace. Risk assessment tools were introduced to strengthen prevention and response efforts.

Evidence-based Research, Toolkits, and Publications



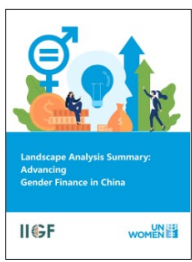
Responsible Business Practice Handbook

In September 2024, UN Women, the United Nations Children's Fund (UNICEF), UNDP, and the ILO launched the Responsible Business Practices Handbook. It provides Chinese companies operating overseas with key instruments and standards for responsible business practices. In December, UN Women supported an industry training on the handbook for over 50 participants from sectors comprising textiles, renewable energy, technology, and food. The training bolstered the private sector's awareness of how China's massive business footprint can contribute to gender equality.



Solar, Soil, Sisterhood

Women and girls are more vulnerable to the impacts of climate change. Yet, as workers, farmers, producers, consumers and household managers, women are key agents of change. UN Women and partners support women to participate and lead in climate actions and rural revitalizations in Qinghai. [Play the video](#)



Landscape Analysis Summary: Advancing Gender Finance in China

In December 2024, UN Women and IIGF published the [Landscape Analysis Summary: Advancing Gender Finance in China](#). This research mapped out key stakeholders, identified existing gender responsive financial tools, initiatives, and policies, and provided a preliminary view of the gaps and opportunities to further China's gender finance ecosystem. The report lays a foundation for further research and engagement to increase sustainable financing for gender equality and women's empowerment in China and beyond.



Together, We Make a Difference

New partnerships in 2024

China International Development Cooperation Agency (CIDCA): UN Women further deepened its strategic partnership with CIDCA to jointly enhance development effectiveness and gender responsiveness of China's IDC. On the occasion of the International Women's Day (IWD) 2024, and building on its existing partnership with the Center for China and Globalization (CCG), UN Women partnered with CIDCA to co-convene a high-level policy symposium, "[Invest in Women: Accelerate Progress](#)", aligning with the CSW 68 theme. It engaged around 30 institutions, including Chinese government institutions and diplomatic missions, OECD, UN agencies, research institutions, development financial institutions, private sector and civil society to seek solutions to bridge the financing gap in gender equality and women's empowerment, with roughly 60,000 online viewers engaged. In addition, invited by CIDCA, Ms. Sarah Hendriks, UN Women Director for Policy, Programme and Intergovernmental (PPID) Division attended the 2nd High-Level Conference of the Forum on Global Action for Shared Development on 11-13 July and advanced conversations on SSC, multilateral cooperation and multi-stakeholder partnerships for gender equality.



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Chinese Academy of International Trade and Economic Cooperation (CAITEC) under the Ministry of Commerce (MOFCOM):

In November, UN Women signed a three-year collaboration framework to collaborate with MOFCOM/CAITEC, encompassing research and improved multilateral dialogues on IDC and SSC, and enhancing capacity development and knowledge sharing with Chinese IDC stakeholders where needed.

Gender Equality in Climate Action

In the Sanjiangyuan area of southern Qinghai, China, women rarely engaged in ecological conservation and environmental protection work due to disproportionate household responsibilities and social norms. With UN Women China's support, the Qinghai Snowland Greatrivers Environmental Protection Association established the "Sanjiangyuan Women Environmentalist Network." Nearly 30 local women joined the network, receiving leadership and skills training. [Play the video](#)



2024 International Youth Day

Young people are a key driver of change for a more inclusive, equal and sustainable future. Discover UN Women's work on advancing SDG5 and actions youth can take to bring positive changes and engage in the Beijing+30 process. [Play the video](#)



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International Institute of Green Finance (IIGF) under the Central University of Finance and Economics (CUFE):

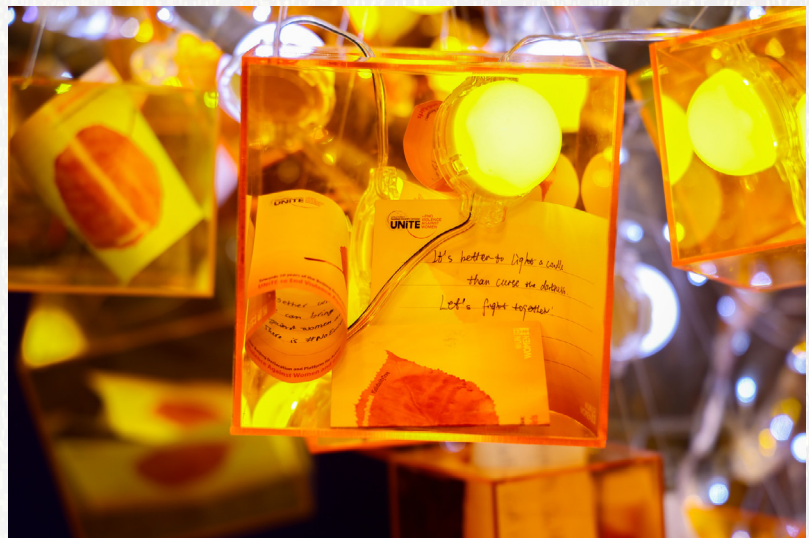
In September, UN Women signed a five-year MOU with the IIGF to strengthen financing and business engagements for gender equality and women's empowerment in China and beyond, including through research and capacity development. UN Women China now serves as a strategic advisor to IIGF within the China Green Finance Committee, specifically in high-level multi-stakeholder working groups on Financial Support for Women's Sustainable Development, driving policy discussions addressing the financial empowerment of older women, rural women and women-led SMEs.

We would also like to express sincere gratitude to our funding partners including:

- European Union
- Government of the Kingdom of the Netherlands
- Federal Republic of Germany
- Citi China
- Many others!

UNiTE: 16 Days of Activism Against Gender-based Violence

UN Women's flagship annual campaign drew attention to Beijing+30 and involved lighting a special "Solidarity Tree", together by representatives from UN agencies, All-China Women's Federation, Civil Society and Embassies, signifying joint efforts to end violence against women and girls. By challenging and transforming discriminatory social norms, we can create an environment where women and girls can thrive and exercise their rights fully. Our online campaign garnered over 1.1 million views across platforms and saw active engagements from diverse partners.



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International Women's Day 2024

With UN Women China's support and technical guidance, the Shenzhen Stock Exchange hosted the [Ringing the Bell for Gender Equality](#) ceremony in Shenzhen to mark the 10th anniversary of this [global initiative](#). Subsequent training sessions mobilized around 50 participants – including over 20 senior leaders from the

private sector – to call for joint actions to advance SDG5 with a focus on investing in women.

The IWD 2024 online campaign garnered over nine million views and sparked over 16,500 social media discussions. A partnership with the China National Academy of Paintings integrated IWD

messages with traditional Chinese cultural elements, creating a unique and culturally resonant platform for greater public engagement. UN Women National Goodwill Ambassador Haiqing, Tong Dawei and HeForShe advocate Guanyue lent their voices to amplify outreach.



An Empowered and Accountable Team Moving Forward

In 2024, UN Women in China continued to strengthen financial and operational management and oversight, accountability, transparency, and organizational effectiveness and efficiency.

The office systematically nurtures an empowering workplace, creating safe spaces for leadership, voice and agency, and supporting staff well-being and work-life balance. Learning and team-building throughout the year included youth-led discussions in staff meetings, informal sessions between supervisors and team members to foster communication, mentorship to nurture young talent, and peer learning and knowledge-sharing. Our office's dedication and teamwork also helped overcome remaining challenges in the business transition to UN Women's enterprise resource planning system.

In March 2024, an annual office [retreat](#) helped to further strengthen the team's understanding of the needs of local women and foster more inclusive and collaborative team dynamics to better deliver on our mandate at work. With support from the Office of Foreign Investment and Foreign Aid Programmes of Guzhang County, team members visited the pilot site of the "Hunan Rural Revitalization



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Demonstration" project and met local women beneficiaries to hear their stories and better understand how they can serve the needs of local women.



As a new year begins, UN Women in China reaffirms

its continued commitments to fostering a workplace culture of Integrity, Professionalism and Respect for diversity, in line with its ongoing mission to advance gender equality and women's empowerment, leaving no one behind.

A drama on disability inclusion performed by The Pleasure Troupe at a UN Women event.

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12 career development and dedicated training opportunities

provided to staff members, including one Detail Assignment and eleven training workshops.

7 brown bag sessions

shared insights on topics such as gender financing, monitoring and evaluation and transforming the care economy.

6 new Standard Operations Procedures (SOPs)

developed to enhance internal controls and streamline business administration.

5 training and capacity-building sessions organized

for all staff members, including three trainings conducted with the support from UN Women Headquarters and the Regional Office for Asia and the Pacific. These covered topics such as "Personal Use of Social Media", "Crafting Compelling Human Impact Stories", "Anti-Fraud and Risk Management," and financial management training.

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