

GENDER ACTION PLAN

A. Gender Context

1. **Country Overview.** While the People's Republic of China's (PRC) growth and development have led to notable socio-economic progress, gender inequality remains in areas such as poverty, women's access to assets including land, employment, pay gaps and gender based violence.¹

2. **Gender Based Violence.** The first law in the PRC which specifically targets gender-based violence is the Domestic Violence Law which passed in 2015. It defines domestic violence as "physical, psychological or other infractions between family members effected through the use of methods such as beatings, restraints, maiming, restrictions on physical liberty as well as recurrent verbal abuse or intimidation."²

3. In 2010, 24.7% of women aged between 24 and 60 reported experiencing domestic violence in different forms in the prior 12 months.³ While violence against women is the most common manifestation of domestic violence in China, it is not the only form. A 2004 survey by the All-China Women's Federation found that 16% of families experienced male-on-female violence, whereas 30% of families had experienced domestic violence in general.⁴

4. China's domestic violence law stipulates that public security agencies must issue warning letters to minor offenders and allows victims of threats or violence to seek protection orders from the people's courts. The influence of the domestic violence law has spread steadily since its adoption with the number of protection orders increasing, year by year, from 687 in 2016 to 2,004 in 2019 with 5,134 people prosecuted for domestic violence crimes in 2016.⁵

5. Despite the considerable progress since the law's introduction, there are still many challenges to its effective implementation including a lack of awareness and capacity among frontline anti-domestic violence service providers, including healthcare providers.⁶

6. **COVID-19 impact.** Homes are not safe places for the many women and girls who experience violence at the hands of their intimate partners or other family members. As a result of the coronavirus disease (COVID-19) lockdowns, many women are confined with their abusers, with limited options for seeking help in confidence. More than 40% of civil society organizations who provide services to women victims of violence have seen increases in cases of violence perpetrated by family members. Given the current social distancing measures, civil society service providers that support victims of violence are finding it difficult to deliver the needed support.⁷

¹ United Nations System in China and United Nations Entity for Gender Equality and the Empowerment of Women. 2014. [Gender Equality in China's Economic Transformation](#). Beijing.

² Standing Committee of the National People's Congress. 2015. Domestic Violence Law of the People's Republic of China. Beijing.

³ Government of the PRC, National Bureau of Statistics of China. 2010. *Third Survey of Social Status of Women*. Beijing.

⁴ U.S. Department of State. 2007. *Country Reports on Human Rights Practices*. Beijing.

⁵ Justice Network. 2017. [The Supreme People's Procuratorate of the People's Republic of China](#). Beijing.

⁶ H. Yang. 2020. [China's Domestic Violence Law Turns Four](#). *InAsia*. 1 April.

⁷ United Nations Entity for Gender Equality and the Empowerment of Women. 2020. *Unlocking the Lockdown: The Gendered Effects of Covid-19 on Achieving the Sustainable Development Goals in Asia and the Pacific*. Bangkok.

B. Company context

7. **CONFIDENTIAL INFORMATION DELETED**

8. **Human Resources Policies.** FEH provides nursing rooms for staff and in 2019 delivered business trip safety training sessions for female employees. The company has a policy of performance-based remuneration and incentive schemes with an explicit clause of non-discrimination based on gender. The company does not currently have an anti-sexual harassment policy.

C. Proposed Gender Action Plan for Far East Horizon Limited (FEH)

9. This project is categorized as **Effective Gender Mainstreaming (EGM)** and the gender targets for FEH are presented in the gender action plan.

Table 1: Gender Action Plan

Results Chain	Performance Indicators with Targets and Baselines	Data Sources and Reporting
Outcome Readiness for managing COVID-19 outbreaks and supporting gender-based violence victims improved	By 2022: XX% of hospitals operated by FEH develop processes to work with law enforcement agencies to support gender-based violence victims	Development Effectiveness Monitoring Reports
Outputs 2. Support for gender-based violence victims enhanced 3. Gender equality of FEH's work environment enhanced	2a. XX% of hospitals operated by FEH have posters visible in areas regularly accessed by the public detailing gender-based violence support services for victims, including hotlines, by 2021 2b. At least XX% of relevant frontline staff in hospitals operated by FEH have annual training on how to identify and support gender-based violence victims by 2021 2c. Guidelines developed for hospital staff on how to support gender-based violence victims by 2021 3a. FEH developed and implemented an anti-sexual harassment policy by 2021 3b. FEH provided annual training to at least XX% of staff on its anti-sexual harassment policy by 2022 3c. Anti-sexual harassment policy training is part of the company's employee induction by 2022	Development Effectiveness Monitoring Reports

COVID-19 = coronavirus disease; FEH = Far East Horizon.

Source: Asian Development Bank.