



International
Labour
Organization

MOHRSS

Ministry of Human Resources
and Social Security of PRC



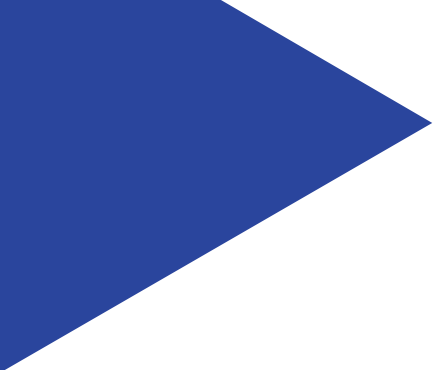
中华全国总工会
All-China Federation of Trade Unions



Decent Work Country ▶ Programme for China 2023 - 2025

(Extended to December 2027)

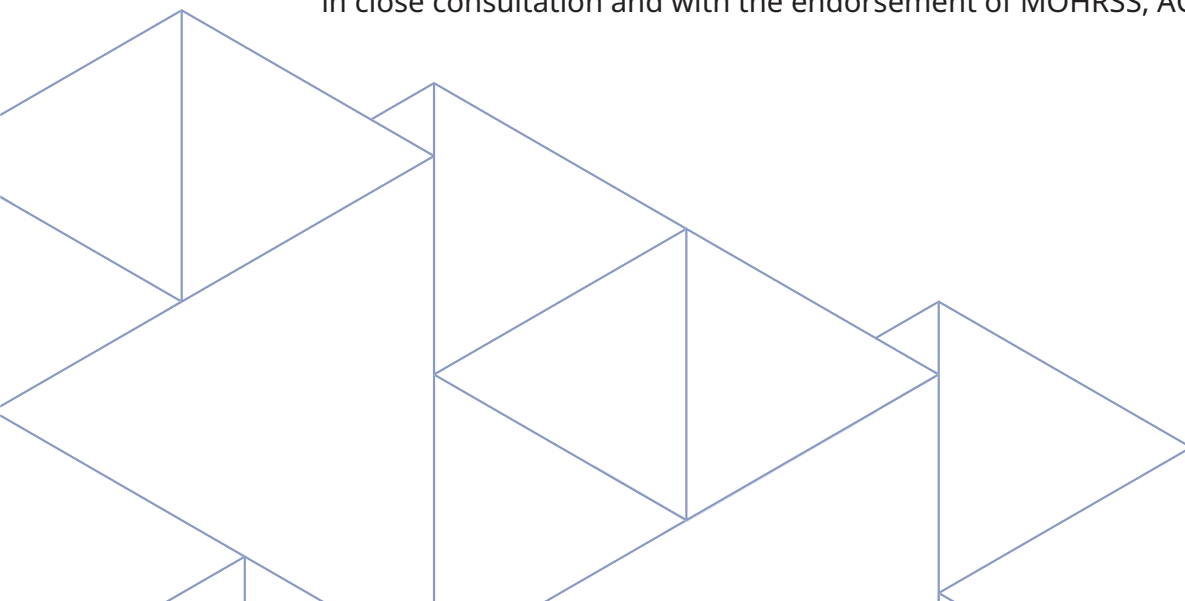




► Decent Work Country Programme for China 2023-2025

(Extended to December 2027)

Developed by the ILO Country Office for China and Mongolia
in close consultation and with the endorsement of MOHRSS, ACFTU, CEC



► Acronyms and abbreviations

ACFTU	All-China Federation of Trade Unions
BRI	Belt and Road Initiative
BRICS	Brazil, Russia, India, China, and South Africa
CCA	Common Country Assessment
CEACR	Committee of Experts on the Application of Conventions and Recommendations
CEC	China Enterprise Confederation
CO	Country Office
DWCP	Decent Work Country Programme
FYP	Five-Year Plan
GDI	Global Development Initiative
ICT	Information and Communication Technology
ILO	International Labour Organization
ILS	International Labour Standards
MSD	musculoskeletal disorder
MOU	Memorandum of Understanding
MEM	Ministry for Emergency Management
MOFCOM	Ministry of Commerce
MOHRSS	Ministry of Human Resources and Social Security Ministry of Emergency
MOT	Ministry of Transport
NBS	National Bureau of Statistics
NDRC	National Development and Reform Commission
NHC	National Health Commission

NHSA	National Healthcare Security Administration
NPA	National Plan of Action
OSH	occupational safety and health
P&B	Programme and Budget
SDGs	Sustainable Development Goals
SME	small and medium-size enterprise
SSTC	South-South and Triangular Cooperation
TSC	Tripartite Steering Committee
TVET	Technical and Vocational Education and Training
UN	United Nations
UNCT	UN Country Team
UNRC	UN Resident Coordinator
UNRCO	UN Resident Coordinator's Office
UNSDCF	United Nations Sustainable Development Cooperation Framework



▶ Contents

DWCP at a glance	1
1. Introduction	5
2. Country progress towards decent work and sustainable development	8
2.1 Economic and social development trends and China's vision of decent work	8
2.2 ILO centenary declaration pillar 1: Capacities to benefit from the opportunities of a changing world of work	13
2.3 ILO centenary declaration pillar 2: Institutions of work to ensure adequate protection of all workers	15
2.4 ILO centenary declaration pillar 3: Sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	19
2.5 Decent work gaps and challenges - summary	26
3. National plans and strategies relevant to DWCP design and implantation	30
14th National Five-Year Plan and its priorities concerning decent work	30
MOHRSS 14th Five-Year Plan	31
ACFTU 14th Five-Year Plan	32
CEC priorities	32
4. Country programme and strategy overview	33
4.1 ILO comparative advantage	33
4.2 Building on the achievements of previous DWCPs	34
4.3 Lessons from previous DWCP experience	36
4.4 DWCP overall goal, conditions and strategic drivers of change in support of the UNSDCF	36
4.5 ILO contributions to achievement of UNSDCF Outcomes	45
4.6 Ensuring sustainability of DWCP outcomes	53
4.7 Risk identification and mitigation	53
5. Management, implementation, monitoring, reporting and evaluation arrangements	55
6. Resource mobilization plan	59
7. Communication and advocacy	61

► Annexes

Annex 1: Key references	64
Annex 2: Constituent consultations to inform DWCP development	67
Annex 3: Ratifications by China of International Labour Conventions	68
Annex 4: Labour laws, regulations and major departmental rules (2022)	70
Annex 5: Results matrix	73

► List of figure, table and box

Box 1: The main targets of National 14th Five-Year Plan concerning decent work	31
Figure 1: Strategic drivers of change diagram	37
Table 1: DWCP Goal, Outcomes and Outputs	38

DWCP at a glance

DWCP goal: Increased number of women and men have access to decent work in China as a result of improved legal and policy frameworks, strengthened capacities and enhanced social dialogue, contributing to common prosperity in line with national development objectives and respecting international labour standards.

DWCP Priority 1	Promote full, gender-responsive and inclusive and high-quality employment for human-centred COVID-19 recovery and sustainable development.
DWCP Outcome 1.1	Increased decent work opportunities available during China's human-centred recovery from the impact of the COVID-19 pandemic, with particular attention to workers in new forms of employment while ensuring no one is left behind.
<i>DWCP Outputs</i>	1.1.1: Increased capacity of constituents to develop and implement evidence-based, gender-responsive and inclusive employment policies and regulations to enable better access to the labour market in the post-COVID-19 period, with a focus on leaving no one behind; regularly organised international exchanges and seminars on employment issues (adapted from UNSDCF Output 1.2).
	1.1.2: Policy recommendations proposed on decent job creation, leaving no one behind and future pandemic preparedness as part of China's COVID-19 pandemic recovery and response to climate change.
	1.1.3: Increased number of women and men participating in entrepreneurship and sustainable business training.
	1.1.4: Increased capacities of ILO constituents and relevant institutions to compile, analyse and disseminate gender-responsive statistics on employment, unemployment and working conditions.
DWCP Outcome 1.2	Access to innovative, adaptive and quality lifelong skills development opportunities is improved.
<i>DWCP Outputs</i>	1.2.1: Policy focus areas, priorities and actions identified through evidence-based policy dialogue to increase the number of women, men and persons from vulnerable groups engaged in vocational education and skills development programmes, including in the areas of entrepreneurship, digital and green skills.

	1.2.2: Increased number of women and men engaged in quality apprenticeships and workplace-based life-long learning, including (i) upskilling and reskilling for existing workforces and (ii) a focus on skills development for green jobs. 1.2.3: Enhanced inclusivity of public employment services (PES), with focus on engagement with women and men workers in new forms of employment, migrant workers and other vulnerable groups.
DWCP Priority 2	Promote and extend social protection in and out of the workplace.
DWCP Outcome 2.1	More people in China, especially women and other vulnerable groups, benefit from equitable and high-quality social protection throughout the life course (adapted from UNSDCF Outcome 2)
<i>DWCP Outputs</i>	2.1.1: Inclusive and equitable social protection policies and measures developed or revised to strengthen coverage, comprehensiveness and adequacy of benefits, with focus on women, workers in new forms of employment, migrant workers and other vulnerable groups.
	2.1.2: Increased capacities and knowledge of relevant national institutions and constituents to promote, contribute to and implement an effective, efficient, coordinated and inclusive multi-tier social security system.
	2.1.3: Expanded, equitable and inclusive social protection coverage of women and men workers in new forms of employment through enhanced policy design.
	2.1.4: Enhanced systems at national and provincial levels for efficient and equitable delivery of social security services, including through enhanced digitalization.
DWCP Outcome 2.2	Enhanced enabling environment for the promotion of safe and healthy workplaces which are free from violence and harassment.
<i>DWCP Outputs</i>	2.2.1: OSH laws and standards developed, revised and adopted in line with ratified international labour standards for better protection of the safety and health of workers.
	2.2.2: Increased capacities of constituents and other key stakeholders to address persisting and emerging OSH challenges, including through the development of prevention measures with respect to ergonomic and sociopsychological risks.
	2.2.3: Increased capacity of constituents and other stakeholders to develop and implement evidence-based and gender-responsive laws, policies, programmes and practices in line with international labour standards to eliminate violence and harassment in the world of work.

DWCP Priority 3	Promote and strengthen gender-responsive and inclusive practices and institutions for harmonious labour relations and better working conditions.
DWCP Outcome 3.1	Harmonious labour relations for better working conditions (including better employment protection, working hours and wages) strengthened through tripartite initiatives; effective collective negotiation; and enhanced labour inspection, labour disputes prevention, mediation and resolution.
DWCP Outputs	3.1.1: Enhanced tripartite capacity and system for creating harmonious labour relations; strengthened international cooperation on creating harmonious labour relations, including support for development of "Handbook on Creating Harmonious Labour Relations in the New Era" and "Compilation of Good Cases on Harmonious Labour Relations in the New Era"; Strengthened labour inspection system and capacities to (i) address current and new challenges in the world of work; (ii) develop and implement a targeted strategic compliance plan and (iii) continue to enhance international cooperation on labour inspection enforcement capacity.
	3.1.2: Increased capacities of ILO constituents and other key stakeholders for effective collective negotiation and labour disputes prevention, mediation and resolution, with particular focus on priorities and needs of women, workers in new forms of employment and other vulnerable groups.
DWCP Outcome 3.2	Gender equality in the workplace enhanced as a result of enhanced social dialogue, improved ILO constituents' capacities and knowledge, and an expanded care sector in China.
DWCP Outputs	3.2.1: Increased capacity and knowledge of constituents and other actors to develop and/or implement evidence-based laws, policies, programmes and practices to promote gender equality and work-life balance in line with international labour standards.
	3.2.2: Priorities and policy options identified through social dialogue for the development of the care economy, with particular attention to (i) expanded availability of workplace and community-based quality childcare services and (ii) promoting the high-quality development of the domestic work sector.
DWCP Outcome 3.3	More Chinese women and men workers enjoy the benefits of increased awareness of and commitment to fundamental principles and rights at work (FPRW).
DWCP Outputs	3.3.1: Increased capacities of ILO constituents and other key stakeholders to support the application of international labour standards and responsible business conduct principles within global supply chains (GSCs) operating in China.
	3.3.2: Inclusive national strategy and plan developed with constituents, and implementation commenced, for promotion and application of C029 and C105.

	3.3.3: Increased knowledge and capacities of Chinese constituents to engage in international and domestic dialogue on the application of international labour standards within international trade policy and agreements.
DWCP Priority 4	Expand and strengthen the contribution of China's international exchange and cooperation partnerships to the achievement of the decent work components of the SDGs, in line with commitments of China's Global Development Initiative (GDI) and Belt and Road Initiative (BRI).
DWCP Outcome 4.1	China's contribution to the promotion of the Decent Work Agenda internationally is increased through: (1) enhanced support to gender-responsive and inclusive SSTC decent work projects (2) expanded gender-responsive and inclusive sharing of knowledge and good practices between Chinese and international decent work specialists and experts, as well as between Chinese ILO constituents and their counterparts in other countries.
<i>DWCP Outputs</i>	4.1.1: Increased contribution by China to the promotion of the Decent Work Agenda internationally through enhanced South-South and Triangular Cooperation (SSTC); and carried out a series of events regarding labour governance under the BRI framework.
	4.1.2: Increased sharing of decent work knowledge and good practices between Chinese national institutions and experts and international counterparts; and shared China's good practices in employment, skills, labour relations, social protection, etc with other countries for mutual benefit.
	4.1.3: Increased sharing of knowledge and good practices for mutual benefit between Chinese ILO constituents and their direct counterparts in other countries.

1 Introduction

The China Decent Work Country Programme (DWCP) 2023-2025¹ is the fourth since 2006. As a time-bound cooperation framework for the ILO Office and tripartite constituents², as well as other national partners, the DWCP provides the ILO's primary accountability at country level for cooperation to achieve the shared goal of decent work for all. In particular, the DWCP for China reflects the shared priorities of the ILO Office and Chinese constituents.

The ILO will draw on its distinctive global normative mandate centred on the promotion of international labour standards and social dialogue, its unique tripartite base and its decent work expertise, in order to promote decent work for all. The ILO's four pillars of decent work provide the foundations of the DWCP. These are promoting jobs and enterprise, guaranteeing rights at work, extending social protection, and promoting social dialogue, with gender equality and leaving no one behind as cross-cutting commitments. These pillars are furthermore crucial to advancing the entire sustainable development agenda.

The DWCP is fully aligned to and designed to support implementation of decent work elements of China's 14th Five Year Plan and relevant national laws, policies, strategies and plans. It further aligns with the 14th Five-Year Plan of MOHRSS, the 14th Five-Year Plan of the ACFTU and the priorities of the CEC. With respect to the ILO's global policy frameworks, the DWCP aligns with the three pillars³ of the ILO Centenary Declaration for the Future of Work (2019); the ILO global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient (2021); the ILO Declaration on Social Justice for a Fair Globalization 2008 (updated in 2022 to reflect the inclusion of a safe and healthy working environment in the ILO framework of fundamental principles and rights at work); the ILO Strategic Plan 2022-2025 and the Singapore Statement adopted by 17th Asia and the Pacific Regional Meeting Region, Singapore, 6–9 December 2022. The latter includes agreement by governments and social partners across the broader region to engage in consultations towards the development of the Global Coalition on Social Justice, both as a contribution to the United Nations (UN) Our Common Agenda for a new social contract and to promote decent work in line with international labour standards. Looking ahead, the DWCP further reflects the Preview of the Programme and Budget proposals for 2024–25.

1 Due to the impact of the COVID-19 pandemic, the previous DWCP 2016-2020 was extended agreement of the ILO national constituents until the end of 2022.

2 Chinese Tripartite Constitutes are the Ministry of Human Resources and Social Security (MOHRSS), the All-China Federation of Trade Unions (ACFTU) and the China Enterprise Confederation (CEC).

3 Three pillars include: investments in people's capability, institutions, decent and sustainable work.

The DWCP was developed towards the end of the peak COVID-19 period in China and inter alia prioritizes the development of gender-responsive programmes to address labour market challenges arising from the pandemic in line with the ILO global call to action for a human-centred recovery.

The DWCP incorporates and builds on the Memorandum of Understanding (MoU) between the MOHRSS and ILO (2016) which upgraded the relationship to strategic partnership level. It further incorporates three MOUs with the Government of China⁴ and one with the ACFTU in the context of China's Belt and Road Initiative (BRI) on cooperation to share knowledge, good practices and experience on the promotion of decent work with other countries, including through South-South Triangular Cooperation (SSTC).

The DWCP is an integral part of the wider UNSDCF 2021-2025 in China, which supports the country's achievement of its national development objectives and the Sustainable Development Goals (SDGs). The UNSDCF's three priorities are as follows: (1) People and Prosperity: Achieving Innovation-driven, Coordinated and Shared Development; (2) Planet: Achieving Green Development towards a more sustainable and resilient environment; and (3) Partnerships: Realising the full potential of China's international engagement to promote its open development and partnerships to accelerate achievement of the SDGs across the world. The DWCP will contribute to the implementation of UNSDCF Priorities 1 and 3. Six high-level outcome are also set out in the UNSDCF. The ILO will support Outcomes 1, 2 and 6. The ILO Office contributed actively to the drafting of the UNSDCF, including the UN Common Country Analysis, and co-chairs the UNSDCF Working Group which oversees and coordinates the implementation of UNSDCF Strategic Priority 1. ILO tripartite constituents contributed their respective priorities and concerns to the UNSDCF drafting process.

The ILO Office also engages with a range of other government ministries and agencies besides its primary national governmental focal point. These include the Ministry of Emergency Management (MEM), the National Development and Reform Commission (NDRC), Ministry of Commerce (MOFCOM), the Ministry of Transport (MOT), the National Health Commission (NHC), and the National Healthcare Security Administration (NHSA). In addition, the ILO engages with the key business associations and various national academic and research institutes.

Formulation of the DWCP involved extensive engagement with ILO constituents, including tripartite meetings held on 21 April 2022 and written communications. Consultations were also held individually with constituents. A detailed listing is provided in Annex 2.

4 (1) MoU with MOHRSS for SSTC; (2) MoU with Ministry of Emergency Management for SSTC on Work Safety; and (3) MoU with Ministry of Transport on strengthening the implementation of Maritime Labour Convention, 2006.

Tripartite governance is a core part of the DWCP concept and operationalization. The DWCP will be overseen, implemented, and monitored in close partnership between the Office and the Chinese constituents, under the guidance of the DWCP Tripartite Steering Committee (TSC). This consists of ILO Beijing senior management and representatives of MOHRSS, ACFTU and CEC.

Implementation of the DWCP will be supported by a mix of financial and human resources from the national constituents, the ILO and development cooperation projects supported by international development partners. National constituents will work together to strengthen and expand national ownership of the DWCP and ensure its long-term impact and sustainability.

2 Country progress towards decent work and sustainable development

The following country overview draws on the UN Common Country Assessment (CCA) for China,⁵ supplemented by selected other relevant documentation as indicated in the references. It is presented through the lens of the three pillars of the ILO Centenary Declaration.

► 2.1 Economic and social development trends and China's vision of decent work

► 2.1.1 Macro economic trends and the new mode of economic development

In the 40 years since the launch of reform and opening-up, China's economic and social achievements have been remarkable. China is the only country that has leapt from the low human development group to the high human development group, with a Human Development Index (HDI) value increased from 0.499 in 1990 to 0.761 in 2019, an increase of 52.5 percent, reflecting broad-based improvements in income, health, and education.⁶ In 2019, China's GDP reached 99.1 trillion Yuan, representing a 6.1 percent increase over the previous year in constant prices; permanent urban residents exceeded 60 percent of the population; emerging industries continued to grow and upgrading in traditional industries accelerated; the rural poor population was reduced by 11.09 million and the poverty headcount ratio fell to 0.6 percent; and basic old-age insurance, health insurance, unemployment insurance and subsistence allowance standards were raised.⁷ In 2021, China announced that rural absolute poverty has been eliminated. This is both a significant achievement in China's history of poverty alleviation and an important contribution to global efforts to achieve SDG 1 by the year of 2030.

5 United Nations Common Country Analysis for the United Nations Sustainable Development Cooperation Framework, China 2021-2026.

6 <http://www.hdr.undp.org/en/data>

7 UN Sustainable Development Cooperation Framework 2021-25.

Building upon the achievements described above, China has seized the opportunity of the transformative 4th Industrial Revolution and responded to the economic impact of the COVID-19 pandemic, the turbulent global environment and demands for high quality jobs, rural revitalization, by recalibrating its development philosophy, paradigm, and strategies. Under the new strategies, 'dual circulation' aims at adjusting roles of international and national drivers of economic growth, by making Chinese economy more resilient while continuing its global integration. At the same time, China has put forward a vision of "innovation-driven, coordinated, green, open and shared" development and begun a shift from pursuit of rapid growth to high quality development, a phrase which encompasses the economic, environmental, and social sustainability issues that are at the heart of the 2030 Sustainable Development Agenda.

► 2.1.2 China's vision of decent work

In the *Outline of the People's Republic of China 14th Five-Year Plan for National Economic and Social Development and Long-Range Objectives for 2035*, the implementation of an employment-first strategy was explicitly put forward and the "realization of fuller and higher-quality employment" was identified as one of the main objectives to be achieved in the 14th Five-Year Plan period. The employment-first strategy, according to the 14th FYP for Employment Promotion, means to continuously give high priority to employment in economic development and macro policies and achieve mutual promotion and progress between high-quality development and both employment quantity and quality improvement. In this context, fuller and higher quality employment means:

1. continuous improvement of employment generation through human-centered, sustainable, healthy, and stable economic growth and industrialization to increase employment quantity.
2. promotion of fair employment and inclusion in the labour market, including efforts to eradicate inequality in opportunity and income distribution, strengthen institutions and advance gender equality.
3. comprehensive improvement of labour force employability and entrepreneurship capabilities through various lifelong skills and vocational training schemes.
4. labour rights and interests have been effectively guaranteed, social dialogue and collective consultation have been strengthened, a sound social security system covering both urban and rural workers has taken shape, workplace safety and health have been continuously improved, child labour and forced labour have been eliminated, harmonious and stable labour relations has been established, and wages and labour productivity increase simultaneously.
5. employment security steadily enhanced, an efficient public service system established to ensure that employment, education, and health care are accessible to all people.

All the above-mentioned five areas for high quality development are highly aligned with ILO Decent Work Agenda, and UN 2030 Sustainable Development Goals. These development concepts represent China's vision of decent work in new development era and are being applied in policy making and labour governance.

► 2.1.3 Changes of labour market structure

China's labour market has experienced the tangible impacts of demographic changes, climate change and rapid technological transformation, with the labour market structure is being reshaped by these trends.

Declining fertility and increased ageing drive demographic change: With declining fertility and rapid ageing, China faces demographic challenges, with huge long term social and economic implications. As a result of demographic change, the working age share of the population would decline from 71.2 percent in 2010 to 61.5 percent in 2035 and 54.7 percent in 2050. The share of over age 60s, already expected to reach 17.4 percent in 2020, will increase to 22.5 percent in 2035 and 30.2 percent in 2050. The main reasons for the low fertility levels include: (i) The willingness to bear children is decreasing, particularly among the younger generations even after the fertility policy was relaxed to allow three children per couple; (ii) the economic burden of having children, with women still the major bearers of family responsibilities and often juggling difficult choices between job security, career development and childbearing. Key responses to such demographic changes include systematic adjustments to equal employment opportunities and treatment, social security and care policies to encourage an increase in fertility rates while also ensuring that women's rights to participate in the labour force, engage equally in social life and undertake education and training are not undermined.

Climate change and green development: Climate change, labour markets, and economic growth are closely interlinked. With the world's largest population and second largest economy, China has unique environmental responsibilities for itself and the entire world to prevent catastrophic climate change at national and global level. Its unprecedented success in industrialization has come with enormous environmental challenges. China, currently the world's largest emitter of carbon dioxide, has placed the highest priority on environmental protection, under overarching goal of building an ecological civilization. In China's most recent Nationally Determined Contribution (NDC) to the United Nations Framework Convention on Climate Change (UNFCCC) process submitted in 2020, the country "aims to have CO₂ emissions peak before 2030 and achieve carbon neutrality before 2060" To achieve this ambitious goal, China has several response measures to address climate change, while enterprises in China have doubled their efforts for decarbonization and minimizing their negative impacts on environment in line with the global requirements through various green

innovations. Environmental sustainability is front and centre in China's current development agenda. The goal of "blue skies and clear waters" is being presented to the country as a cornerstone for environment protection and for improving quality of life of the Chinese people in the coming years.

The climate crisis and transition towards green economy present new opportunities as well as challenges for employment and for working conditions. Overall, the just transition to green economy is expected to create more jobs than loss of jobs, if proper investment is made to equip workers with new green skills, ensure income security, create the new jobs required in emerging green sectors and facilitate access to these jobs through public employment services. At the same time, attention will be needed to ensure the protection of the rights of and full participation by categories of workers who may be more disadvantaged during the transition process, including women and other vulnerable groups.

Technological transformation: China has achieved rapid development in technological innovation and digitalization. The digital economy has become a crucial driving force for economic development in the post-COVID-19 period, digital transformation a critical strategy for future development. In China's 14th Five-Year Plan, the proportion of the added-value of core digital economy industries in GDP is listed as one of 20 economic and social development indicators, with a target of reaching 10 percent by 2025. However, digitalization is expected to change not only the volume of work and the demand for different skill levels, but also the organization of work. Individual tasks performed by people have become tradable over the internet. New forms of employment have become an important source of job opportunities and an important underpinning for keeping overall employment stable. In 2021, flexible employment in China, including platform employment, reached over 200 million, with an increase of 7.7 percent from 2020.⁸ But there are growing concerns about the quality of jobs in flexible employment⁹. In response to the challenges arising from the platform work, the MOHRSS with other ministries and ACFTU released the Guiding Opinions on Protecting Labour and Social Security Rights and Interests of Workers in New Forms of Employment¹⁰ in July 2021. These specifically targeted the rights of platform workers. In addition to extending general labour protections to platform workers, the Guidelines also include articles that address specific needs of platform workers. Most notably, the Guidelines require that employers enter into contracts with workers even when their relationship does not meet

8 Xinhua: China to better protect workers' rights in new labor forms to boost flexible employment, 2021-07-07, http://www.xinhuanet.com/english/2021-07/07/c_1310048246.htm

9 The term "flexible employment" is often used in both official documents and academic papers, also called "non-standard forms of employment" or "diverse forms of work arrangements," generally including temporary employment, part-time work, multiparty work arrangements, telework and platform work, as well as self-employment.

10 In China, new forms of employment basically refers to platform work.

all the requirements for determination of a "labour relationship." They further mandate employers to provide insurance or assist workers in getting insurance and emphasize the role of trade unions.

► 2.1.4 COVID-19 impacts on the economy, jobs and capacities

The public health crisis of the COVID-19 pandemic created global economic, social and labour market challenges unseen since the Great Depression of 1930s. These profoundly affected working people, businesses and society, with enormous losses in jobs, working hours and incomes.

For three years, China has kept the lowest infection and fatality rates among all major countries and an average annual growth rate of around 4.5 percent, significantly higher than the world average. The increase in life expectancy during the pandemic also speaks to China's success against COVID. In 2022, in the face of multiple challenges, China has maintained the overall stability of its economy by effectively coordinating COVID-19 policy with economic and social development and introducing a series of stimulus packages to support enterprises, stabilize consumer prices, and boost the confidence of global investors. By the end of 2022, China has shifted the focus of its COVID-19 response strategy from infection control to case treatment to prevent severe cases. The shift was made following the weakened pathogenicity of the virus. The annual Central Economic Work Conference held in Beijing from December 15-16 2022 noted that China's economic performance in 2023 is expected to witness an overall recovery and improvement.

In order to achieve a resilient and sustainable recovery, the government placed top priority on stabilizing employment and ensuring living standards, based on a human-centred approach, including expansion of the coverage of unemployment insurance schemes¹¹. According to MOHRSS statistics released in February 2023, a total of 12.06 million urban new jobs were added in 2022, and the year-end surveyed urban unemployment rate dropped to 5.5 percent¹². It is noted that the National Bureau of Statistics does not yet publish sex-disaggregated unemployment data. China needs to constantly explore an optimal mix of public health, macroeconomic and labour market policies to effectively respond to the current labour market challenges, and to "build forward better" for a more resilient, inclusive and sustainable economy and society.

11 ILO and MOHRSS, Implementation Report: MOU Review 2020-21.

12 人力资源和社会保障部：2022 年人力资源和社会保障统计快报数据，2023-02-10，网址：https://www.mohrss.gov.cn/SYrlzyhshbzb/zwgk/szrs/tjsj/202302/t20230214_494817.html.

► 2.2 ILO Centenary Declaration Pillar 1: Capacities to benefit from the opportunities of a changing world of work

► 2.2.1 Entrepreneurship capacities a key employment driver

Promoting entrepreneurship and innovation is a key pillar of China's employment-first strategy for the virtuous cycle between economic growth and employment promotion in the pursuit of high quality and innovation driven development. In this context, the government issued a series of policies to: (i) promote entrepreneurship for job creation; (ii) build a new engine for development; (iii) reform and improve relevant institutional mechanisms; and (iv) develop an inclusive policy support system for virtuous interaction among capital, entrepreneurial innovation, upgrading the industrial chain and employment.¹³ Entrepreneurship programmes have been designed for different groups including university students, migrant workers, women and people with disabilities. ILO entrepreneurship tools are applied nationwide.

► 2.2.2 Skills development linked to market needs and economic development

As a response to the challenge of climate change and the 4th Industrial Revolution in the world of work, the Chinese government issued in 2018 "State Council Opinions on Promoting Lifelong Vocational Skills Training System" for all workers in rural and urban areas. It aims to improving the lifelong vocational skills training policy from the labour reserve to the realization of employment and entrepreneurship of workers and throughout the whole process of study and career, in order to cultivate high-quality workers and skilled talents; meanwhile establishing a national standard system of vocational training covering most industries and with a particular focus on 10 industries where shortage of skilled talent is prominent.¹⁴

Another area of significant progress is the revision of the Vocational Education Law in April 2022 by the National People's Congress, which came into effect in May 2022. The revised law calls for the better use of national education funds to meet China's development needs and

13 The documents on entrepreneurship and mass innovation includes Opinions of on Further Promotion of Employment and Entrepreneurship under the New Situation(《关于进一步做好新形势下就业创业工作的意见》) issued by the State Council on May 10, 2015; Opinions on Several Policy Measures to Vigorously Promote Mass Entrepreneurship and Innovation (《关于大力推进大众创业万众创新若干政策措施的意见》) issued on June 11, 2015 by the State Council; Opinions of on Promoting the High-quality Development of Innovation and Entrepreneurship to Create an Upgraded Version of Mass Innovation and Entrepreneurship (《关于推动创新创业高质量发展打造“双创”升级版的意见》) issued by the State Council on September 26, 2018.

14 State Council encourages vocational education reform, english.gov.cn, Feb 13,2019, http://english.www.gov.cn/policies/latest_releases/2019/02/13/content_281476520067560.htm.

aims to promote the high-quality development of vocational education and train more high-caliber technical professionals.¹⁵

With rapid digitalization of the vocational education and training, China has great opportunity to address unevenness of high-quality vocational training in different localities, bringing broad benefits to all potential trainees and students. ILO methodologies and tools on quality apprenticeship and core skills have been integrated into the China New Apprenticeship Program, which aims at reducing job-skill mismatch, promoting sustainable development of enterprises, and promoting employability and core skill development, with a focus on social inclusion and green transition.

In this context, China's 14th Five Year Plan for Employment Promotion focuses on the following three aspects for increasing youth employment: (i) promoting entrepreneurship among youth, especially college graduates and young migrant workers; (ii) enhancing employability through various forms of vocational skills training and life-long learning schemes; and (iii) strengthening employment services to support and assist youth employment.¹⁶

► 2.2.3 Social security a key foundation of decent work

China has established the world's largest social security system, an inclusive, multi-tiered, and sustainable system that guarantees basic living needs. By the end of 2022, the number of people covered by basic old-age insurance was over 1 billion; unemployment insurance, 238 million; work-related injury insurance, 291 million; and basic medical insurance, more than 1.3 billion.¹⁷ Maternity insurance covers nearly 246 million people¹⁸.

In line with the commitment in the new Human Rights Action Plan to the principle of social security benefits for all who are eligible, the government aims to help those most in need, develop a tightly woven safety net, and build the necessary institutions. These steps will be part of developing a sustainable multi-tiered social security system that (i) covers all the statutory insured population in both urban and rural areas and (ii) follows fairness and

15 China Daily: Vocational education to receive better recognition after law revision, Updated: 2022-04-21, http://en.npc.gov.cn.cdurl.cn/2022-04/21/c_745498.htm.

16 The 14th Five Year Plan for Employment Promotion issued by the State Council on August 23, 2021, available at: http://www.gov.cn/zhengce/content/2021-08/27/content_5633714.htm.

17 The State Council Information Office of the People's Republic of China: China's Epic Journey from Poverty to Prosperity, September 2021, http://english.www.gov.cn/archive/whitepaper/202109/28/content_WS61528550c6d0df57f98e0ffa.html

18 NHSA: 《2022 年医疗保障事业发展统计快报》，2023 年 3 月 9 日，网址：http://www.nhsa.gov.cn/art/2023/3/9/art_7_10250.html。

uniformity for the improvement of the systems and mechanisms for social security and the system for social relief.¹⁹ However, there are still some deficiencies to be addressed, which include how to effectively cover all forms of employment, how to keep the right balance between the different tiers of social insurance, and how to improve the capacity and digitalization of social insurance services. Universal social protection is key to sustainable development with common prosperity. China is strongly committed to universal coverage of multi-tier social security.

ILO supported the MOHRSS to assess the compatibility of social security legislation and practice, to expand social security coverage for workers in new forms of employment, rural migrants and women, and to assist the realization of a national digital transformation and data governance framework for social security, in support of universal social security coverage.

► 2.3 ILO Centenary Declaration Pillar 2: Institutions of work to ensure adequate protection of all workers

► 2.3.1 Promotion of ratification and application of international labour Conventions

China has ratified 28 Conventions as of August 2022, including seven core Conventions, two governance Conventions, and 19 technical Conventions. Among 28 Conventions, 22 Conventions are in force.

To reaffirm China's commitment to prevention and abolition of forced labour, the Standing Committee of the National People's Congress voted for ratification of the Forced Labour Convention, 1930 (No. 29) and the Abolition of Forced Labour Convention, 1957 (No. 105), and deposited the ratification of these two instruments with the ILO on 12 August 2022. With ratification of the forced labour Conventions (C.29 and C105), effective application of the forced labour standards becomes particularly important. Practical approaches to prevent and address forced labour should be further explored and strengthened. In 2024, China will submit the first country report in line with the standard reporting requirements. The quality of country report is critical to present to the world an overview of country situation including legal and policy measures, and actions in combating forced labour.

Chinese government has made continuous efforts towards the ratification of international labour Conventions, including Social Security (Minimum) Convention, 1952 (C.102), Maternity

19 Xinhua: Human Rights Action Plan of China (2021-2025), Sep 09, 2021, http://english.www.gov.cn/news/topnews/202109/09/content_WS6139a111c6d0df57f98dfeec.html.

Protection Convention, 2000 (C.183), Minimum Wage Fixing Convention, 1970 (C.131), as well as Labour Inspection Convention, 1947 (C.81).

Meanwhile, China applies the international labour standards in national laws and policies. China's laws and regulations prohibit child labour, forced labour, employment discrimination and sexual harassment in the workplace, and promote occupational safety and health at work. However, there are gaps remaining in laws and enforcement comparing with international labour Conventions. Unequal retirement ages for both men and women are still existing in the national regulations. Labour laws have not covered workers who are not in an employment relationship and contract. Further policy reform and actions should be taken for improving the national legal system in line with international labour standards.

In respect of country obligation on reporting of application of international labour conventions, China always submits country reports in line with the reporting timelines. Government and social partners recognize that the quality of country reports can be further improved through strengthening information and data collection based on a thorough understanding of both the Conventions and the reporting requirements.

► 2.3.2 Labour inspection and occupational safety and health

In China, the inspection functions concerning labour relations, work safety and occupational health are exercised respectively by three government agencies since the latest institutional reform of the State Council. The MOHRSS is responsible for labour and social security inspection, the Ministry of Emergency Management (MEM) is responsible for occupational safety inspection, and the National Health Commission is responsible for occupational health inspection.

The Chinese government attaches great importance to safeguarding the legitimate rights and interests of workers. Labour supervision authorities at all levels strengthen daily supervision and enforcement, unblock rights protection channels, regulate enterprise employment behavior, and carry out timely inspection in specific areas such as wages and remuneration, fair employment, employment conditions, and social insurance for protection of the legitimate rights and interests of workers. At the same time, they comprehensively promote strict, standardized, fair and civilized law enforcement, and improve the efficiency of supervision and law enforcement through enhancing information networks.

In the area of OSH, the constituents face both current and new challenges in the 14th Five-Year Plan period. First, overall OSH capacity needs to be strengthened. The OSH concept and culture are yet to be prioritized and cultivated at local and enterprise level. Special efforts need to be made to improve the OSH situation in high-risk industries such as chemicals

and mining, SMEs and informal sectors. Second, while still trying to find effective strategies to address traditional OSH challenges such as pneumoconiosis, the constituents need to find solutions to better protect workers from new risks which are brought about by new production process, new materials, and new types of work. For example, the government has stepped up its efforts on prevention of musculoskeletal disorders (MSDs) and stress-related diseases which can affect a high proportion of the working population if adequate protection measures are not in place.

The Chinese government has also issued a number of guidelines on work safety supervision and inspection. The MEM and local governments piloted the ILO's SCORE Training Programme to promote work safety in SMEs and designed an integrated approach to improve the OSH management system through enhanced workplace cooperation. Furthermore, ACFTU adopted and implemented programmes to promote use of the ILO's OSH tool "Ergonomic Checkpoints" in SMEs.

► 2.3.3 Social dialogue and tripartism

With ratification of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) in 1990, China has gradually but steadily practiced tripartite social dialogue and built mechanisms at all levels. The principle of tripartism was first applied to labour dispute arbitration mechanism, then gradually expanded to other aspects. In August 2001, a National Tripartite Consultative Mechanism, comprising of the MOHRSS, the ACFTU and the CEC, was established (the All-China Federation of Industry of Commerce, having a large number of SMEs, joined later in 2011). Its mandate is to coordinate labour relations through negotiation, information sharing and joint analysis of issues and trends; facilitate dialogue for the formulation of legislation, policies and action programmes; and provide joint guidance on law enforcement.

Since 2005, the tripartite constituents at all levels have steadily promoted the establishment of harmonious labour relations. These efforts have achieved positive results in enterprise-level promotion of the full protection of the rights and interests of workers, improving negotiation and coordination mechanisms, and realizing joint consultation, joint construction and sharing between enterprises and workers.

China's Trade Union Law, Labour Contract Law and Labour Disputes Mediation and Arbitration Law all make clear provision for tripartite mechanisms for the coordination of labour relations at or above the county level. By the end of 2016, more than 17,000 tripartite mechanisms had been established at all levels, enabling tripartite partners at different levels to negotiate and communicate on major labour relations concerns.

The national tripartite mechanism plays an important role in developing policy measures and joint actions responding to the emerging challenges in the world of work. In the context of COVID-19, National Tripartite Mechanism issued "Opinions on stabilizing labour relations and supporting enterprises to resume work and production", which provides detailed guidance for negotiating wages, shift rotation, reduced working time and delayed wage payment through collective negotiation to stabilize jobs. Joint efforts have been made to address challenges arising from the new forms of employment. In 2022, under the guidance of the ACFTU, local and sectoral trade unions started to organize platform workers, and conducted collective negotiation with platform enterprises.

Since early 1990s, China has established and developed a collective negotiation system with Chinese characteristics, which is also known as collective consultation. Tripartite Coordination Mechanism for Labour Relations at all levels attach great importance to collective negotiation, resulting in positive results and innovative practices. In recent years, collective negotiation at regional and sectoral levels played an important role. By the end of 2021, 1.32 million collective contracts had been signed, covering 120 million workers.²⁰ As the labour market situation changes rapidly in the context of technological transformation and other macro factors, social partners have to take innovative approaches for promoting collective negotiation, communication and dialogue to achieve win-win solutions to shared challenges.

► 2.3.4 Labour disputes settlement mechanism

In the past five years, the cases handled by labour dispute mediation organizations and arbitration institutions at all levels nationwide have been on the rise annually, posing a severe challenge to institutional capacities. Tripartite Coordination Mechanism for Labour Relations at all levels, as well as labour dispute mediation organizations and arbitration institutions, have tried various means to improve the efficiency of the system. These have included steps such as strengthening prevention, encouraging reconciliation, strengthening mediation and innovating case handling methods. As a result, the average annual arbitration settlement rate was above 90 percent within required arbitration time limits, and more than 70 percent of cases were closed in the arbitration stage in recent two years.

In the 14th Five-Year Plan period, the government will further strengthen the labour disputes mediation and arbitration system. One challenge facing the labour disputes arbitration system is how to handle the increasing number of labour disputes arising from new types of

20 MOHRSS: Statistical Bulletin of Human Resources and Social Security Development in 2021 (2021 年度人力资源和社会保障事业发展统计公报), http://www.mohrss.gov.cn/SYrlzyhshbzb/zwgk/szrs/tjgb/202206/t20220607_452104.html22 NBS: 新理念引领新发展 新时代开创新局面, available at : http://www.stats.gov.cn/tjsj/sjjd/202209/t20220913_1888189.htm

employment. In this regard, there is a need for further social dialogue on innovation in labour disputes resolution approaches and to guide local arbitration institutions to determine labour relations in accordance with the principle of "facts first" and to safeguard the legitimate rights and interests of workers.

► 2.4 ILO Centenary Declaration Pillar 3: Sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

► 2.4.1 Improving working conditions and work-life balance

Since the economic reform in late 1970s and particularly late 2000s, working conditions, including wages, of Chinese workers have significantly improved. For example, in 2021, the average wage of the employed persons in urban non-private units reached 106,837 yuan, an increase of 1.28 times over 2012, with an average annual growth rate of 9.6%. The real increase was 0.91 times over 2012, with an average annual growth rate of 7.4% in real terms. The average wage of the employed persons in urban private units reached 62,884 yuan, an increase of 1.19 times over 2012 and an average annual growth of 9.1%; it increased by 0.83 times over 2012, with an average annual growth of 6.9% in real terms.²¹

In 2021, China's per capita GDP reached 80,976 yuan, an increase of 69.7% over 2012, with an average annual growth rate of 6.1%.²² The growth rate of wages both in private sector and non-private sector outpaced per capita GDP growth during the same period. It is also to be noted that during this period there has also been an improvement of laws and regulations governing working conditions. This included the revised Trade Union Law, Employment Promotion Law and Labour Contract Law, contributing to more effective protection of workers' rights and to improved conditions of employment.

However China faces significant challenges of ensuring decent conditions of work and work-life balance, as the world of work goes through profound changes arising from rapid technological transformation, demographic changes and climate changes.

One prominent example is a widespread problem of excessive overtime work which has aroused concerns and public discussion since 2019.²³ China's working hours (including

21 NBS: 人口规模持续扩大 就业形势保持稳定, available at: http://www.stats.gov.cn/tjsj/sjjd/202210/t20221010_1889050.html;

22 NBS: 新理念引领新发展 新时代开创新局面, available at : http://www.stats.gov.cn/tjsj/sjjd/202209/t20220913_1888189.htm

23 China Daily: <https://global.chinadaily.com.cn/a/202111/12/WS618da8c9a310cdd39bc74e00.html>.

regulation on overtime), rest and leave are regulated by the Labour Law, which was adopted in 1994. There are two issues: (1) one is challenge of enforcing and applying those regulations through effective labour inspection and social dialogue at various levels in a country of 1.4 billion people with regional and sectoral diversity, and (2) there are new forms of employment and work which have emerged under the influence of technological (particularly digital) transformation and other new business models which are difficult to regulate properly under a traditional regulatory framework, as all other advanced economies are facing. This is related to larger question of defining and regulating new forms of employment and work itself for adequate protection of workers' rights and well-being, while allowing business flexibility, which may go beyond the regulatory framework created almost 30 years ago.

In August 2021, MOHRSS jointly published 10 cases on working overtime in order to (i) remind employers of the risk of illegal behavior, (ii) promote employment practices' compliance with the law; (iii) define expectations concerning the protection of workers' rights; and (iv) guide workers to protect their rights rationally and legally. In addition, in response to the COVID-19 pandemic, flexible hours and work arrangements have been introduced and applied by many sectors.

Tripartite constituents and other partners are exploring more effective ways of regulation not only for better protection of workers' rights and well-being, but also for better productivity and work-life balance. It may be the right time for the government and social partners to consider more effective measures of applying current rules, while also exploring ways to modernize laws which govern basic labour standards in response to new challenges of technological transformation and demographic changes.

► 2.4.2 Increasing gender-equality and inclusion in the world of work

► Promoting family-friendly workplaces

Recent decades have significant progress towards gender equality in the world of work, including at legal, policy and national planning levels. China has ratified the UN Convention on Elimination of All Forms of Discrimination against Women (CEDAW) and ILO core Conventions against discrimination (C.100 and C.111). In 2007, China adopted the Employment Promotion Law which has a chapter specifically dealing with equal employment opportunities and emphasizing gender equality. The National Plan of Action (NPA) for Women promotes policies supporting female employment and entrepreneurship. China has also adopted the Special Rules on the Labour Protection of Female Employees (2012) designed to encourage enterprises to provide care facilities and services for women workers, while supporting the advancement of female careers in middle and senior positions. The ACFTU has developed evidence-based policy proposals urging the creation of a family friendly society and enterprises.

The positive impacts of legal and policy changes for gender equality have included steadily increasing levels of women in employment. In 2020, there were 67.79 million female workers in urban work units, an increase of 19.18 million or 39.5 percent from 2010. The proportion of women in the total formally employed population was 43.5 percent, achieving the 40 percent target outlined in the NPA.²⁴ The proportion of professional and technical workers who are women is now larger than that of men, although more women also tend to work in lower-skilled, lower-paid and informal jobs. The share of women legislators, senior officials and managers remains much smaller than the share of men, with only 16.8 percent of such roles held by women.²⁵

Women shoulder most of the unpaid care and domestic work. Though unpaid care work²⁶ has increased 30 minutes both for women and men since 2007²⁷ and there was a small reduction of 29 minutes in the gap between women and men, the daily hours spent on unpaid care and domestic work is still two hours and six minutes for women and only 45 minutes for men in 2018.²⁸ Key factors in women's disproportionate unpaid care burdens include patriarchal social norms and gender stereotypes that expect women to be the primary carers for children and older family members, as well as the lack of quality, affordable and accessible childcare services in the workplace and community.

There is a pressing need in this context for family-friendly policies to reduce women's family care burden if China wants to address demographic challenges and unlock women's potential and talents to contribute to sustainable economic and social development. As elsewhere noted, key elements of the response need to include (i) increased provision of quality, affordable and accessible childcare; (ii) the promotion and increased levels of and access to maternity and paternity protection, such as extending the legal 98-days paid maternity leave and increasing the 14-days paternity leave, which is not mandatory for employers; and (iii) systematic awareness-raising and support initiatives involving the ILO constituents to engage men in playing a greater role in with respect to the sharing of household unpaid care and domestic work.

24 National Bureau of Statistics (September 2022).

25 World Economic Forum, The Global Gender Gap Report 2020, 2020.

26 Including childcare, child instruction and care for older family members.

27 NBS: 2018 China Time Use Survey (CTUS).

28 NBS: Interpretation of the data of the 2018 National Time Survey, http://www.stats.gov.cn/xxgk/jd/sjjd2020/201901/t20190125_1764780.html, 2019-01-25; National Bureau of Statistics. Compilation of time use survey data in 2008, <http://www.stats.gov.cn/ztjc/ztsj/2008sjly/>, 2009-10-29; the National Bureau of Statistics, the Department of Social Science, Technology and Cultural Statistics: *Where has time gone - statistical data of China time use survey in 2018*, Beijing: China Statistics Press, December 2019.

In 2019, the government further banned discriminatory hiring practices against women or contractually obligating them not to become pregnant. However, increased efforts are needed to enforce this ban. To support implementation of the new family planning policy to encourage couples to have a third child, while ensuring that women enjoy equal rights to work, the government released new guiding opinions in August 2022 for strengthening maternity supportive measures, including the improvement of maternity leave, maternity insurance, family-friendly working arrangements and labour inspection and remedy systems.

Addressing violence and harassment is a further serious issue for attention in the world of work. While overall workplace data is not yet available, the scope of the issue can be seen from the number of legal aid cases and formal complaints concerning domestic violence. In 2020, 341,000 women received legal aid, an increase of 73.7 percent over 2010. From 2011 to 2020, a total of 3.307 million women have received legal aid nationwide. In 2020, women's federations at or above the county level accepted more than 188,000 complaints from women and children.²⁹

Critical to progress in improving gender equality, including in the world of work, is increased women's representation, voice and leadership in all spheres. In the National Women's Development Programme 2021-2030 there are 10 targets for increasing women's participation in decision making and management, including increasing women's leadership in government agencies at various levels and in social organizations. These targets are applicable to the ILO's tripartite constituents. The DWCP commits the DWCP Steering Committee to meeting a 35 percent target for women's representation and commits the constituents to setting their own targets for increased numbers of women in leadership and decision-making roles.

Extensive efforts have been made by tripartite constituents and other stakeholders in this context to promote equal employment opportunities and treatment for women through strengthening policy measures addressing employment discrimination, promoting maternity protection and reconciling work and family responsibilities. Such efforts have included the development of handbooks, training manuals, capacity building and strengthening collective agreements for employment protection and safeguarding equal opportunity and treatment for women workers. In March 2023, the tripartite constituents together with State Health Commission, the Supreme People's Procuratorate and ACFIC issued two "Reference Texts" on improving workplace systems for labour protection of women workers and the elimination of sexual harassment. These promote: (i) a Special Labour Protection System for Women Workers to strengthen employment protection, maternity protection and wage protection for women workers; and (ii) workplace systems to eliminate sexual harassment.

29 National Bureau of Statistics. The Final Statistical and Monitoring Report of the Agenda for the Development of Chinese Women (2011-2020) , December 21, 2021. Available at http://www.stats.gov.cn/xxgk/sjfb/zxfb2020/202112/t20211221_1825526.html

► Promoting the inclusion of vulnerable groups

Ensuring inclusive development and ensuring no one is left behind is a prerequisite for China to meet its development objectives, including within the world of work. Beyond the urgency of accelerating progress towards gender equality, urgent attention is needed to ensure the full inclusion of the following vulnerable groups, among others, as a critical component of advancing the Decent Work Agenda in China. The primary source for the following summaries is the UNSDCF: Development Analysis & Data Summary, last updated in December 2020 and released publicly.³⁰

Migrant workers and their families. There are 296 million migrant workers in China.³¹ Due to the household registration system and the limited supply of public services, migrant workers and their families need support through strengthening their equal enjoyment of public services in some cities where population inflows are concentrated. The Chinese government attaches great importance to the work of migrant workers. Since the issuance of the "Opinions of the State Council on Further Improving Service for Migrant Workers" in 2014, great efforts have been made to promote and stabilize employment and entrepreneurship for migrant workers, safeguard their labour rights and interests, gradually realize equal access to basic urban public services, deepen the reform of household registration system, and enhance social integration, progressively realize citizenship for those migrant workers having willingness and conditions.

China's 85 million persons with disabilities (PWDs). During the 2015-2020 period, 7.1 million rural persons with disabilities were lifted out of poverty, 1.808 million were newly employed in urban and rural areas, and 10.768 million were covered by the minimum living guarantee.³² PWDs account for over 6.4 percent of China's population, among whom 30 percent are severely disabled. Although quota system was introduced in 2007 stating that all employers must ensure at least 1.5 percent of employees are PWDs, many opted to pay into the Disabled Persons Employment Security Fund instead, rather than make workplaces suitable for PWDs. The 14th national FYP for the Protection and Development of Persons with Disabilities pledges to further improve employment protection. The amendment of current employment regulations; anti-discrimination measures and vocational skills and entrepreneurship training are strongly emphasized in the plan. The ILO supported the establishment of the Global Business and Disability Network – China Chapter and has been providing capacity

30 United Nations China (December 2020). UNSDCF: Development Analysis & Data Summary.

31 NBS, "2021 National Migrant Workers monitoring and Investigation Report".

32 The 14th Five Year Plan for Protection and Development of the People with Disabilities (“十四五” 残疾人保障和发展规划) issued by the State Council on July 8, 2021, available at: http://www.gov.cn/zhengce/content/2021-07/21/content_5626391.htm.

development on disability inclusion for companies as well as training for the target group, including young people with disabilities.

Persons living with HIV: While HIV prevalence remains relatively low in China, with the national infection rate now 0.09% (1.25 million people) in 2018. Persons living with HIV are highly consistent with domestic low-income groups. The goal of HIV/AIDS prevention and control work is improving the livelihood of poor and low-income persons living with HIV, enhancing their employability, and helping companies build a diverse and inclusive corporate culture for promoting employment of persons living with HIV, ultimately achieving common prosperity for all including persons living with HIV. In 2020, the ILO and UNAIDS developed an on-line training tool to promote the rights and interests of people living with HIV for workers in companies which have invested or planning to invest abroad. In 2021, the ILO, UN Women and UNAIDS jointly provided training for low-income people living with HIV on 'Start Your On-line Business' in Sichuan and Yunnan Provinces.

Older people: According to the Office of the National Working Commission on Aging, China will have 487 million people aged 60 or above by around 2050.³³ However, they may increasingly be unable to rely on the support of their families, while the government's capacity to meet their needs is severely challenged. Older women are a particular focus of concern, as they can now expect to live to 79.1 years, five years longer than men. However, they retire with lower savings and fewer assets, contributing less to their pensions, due to the two-tiered compulsory retirement age for men at 60 and women at 50 or 55. This puts older women at greater risk of poverty, while straining the country's social security system, unless reforms are made.

Informal workers:³⁴ Workers in this category are also susceptible to being left behind, including many in new forms of employment, small family businesses and self-employed. The 2008 Labour Contract Law prepared with the support of the International Labour Organization requires all employers to offer contracts to their employees. However, while more urban workers now have contracts, the law's implementation varies and only covers entities operating within the formal sector.³⁵ Informal sector workers can thus face serious obstacles in obtaining employment

33 Office of the National Working Commission on Aging, 2019, available at http://www.xinhuanet.com/english/2019-10/08/c_138456566.htm. 4 Women workers retire at 50, and women cadres retire at 55.

34 In 2003, the 17th International Conference of Labour Statisticians at the ILO (17th ICLS) guidelines which examined informality from a different perspective, that of jobs. By doing so, they defined the concept of informal employment as "all remunerative work (i.e. both self-employment and wage employment) that is not registered, regulated or protected by existing legal or regulatory frameworks, as well as non-remunerative work undertaken in an income-producing enterprise. Informal workers do not have secure employment contracts, workers' benefits, social protection or workers' representation.

35 Gallagher et al, "China's 2008 Labour Contract Law", 2012.

based social insurance, including pensions and medical insurance, both of which offer far better benefits than the residence-based schemes on which they rely.

► 2.4.3 Optimizing income distribution structure

As noted above, average annual wages and incomes of urban employed persons have increased significantly since 2000, as a result of highly successful job creation, industrialization and economic development. Income gaps between different segments of population, which had significantly widened until late 2000s, have also stabilized and even shown slight narrowing of gaps in the 2010s as a result of various policy measures taken by the government.

However, income gaps of various kinds – urban vs rural, between different economic sectors, public vs private sectors³⁶, male vs female, still remain high, which is a major concern for the policymakers (refer to analysis of the gender pay gap below). China's "common prosperity" initiative is inter alia intended to address such concerns. Other advanced economies' experience clearly shows that creating a large middle class and narrowing income gap is one of the keys to a sustainable development path towards an inclusive high-income country.

There is a need to improve primary income distribution through active use of collective negotiation and social dialogue, as China has a large number of trade union members and workers covered by collective agreements. At the same time, it is also critical to make further progress in improving secondary distribution, through building and expanding universal social protection, a path on which China has already embarked.

Also critical is implementation of equal pay with a focus on improving wages of women workers. Increased attention in this context is needed by tripartite constituents to ensuring compliance with the ILO Equal Remuneration Convention (C100).

► 2.4.4 Promotion of fundamental principles and rights in trade and global supply chains

China, the "factory of the world," is changing fast. The country is the 2nd largest recipient of FDI inflow and is the largest FDI investor abroad. In many products/export categories, China is the world number one producer and exporter. Increasingly Chinese enterprises produce and export from their overseas operations. As a result, China occupies unique and strategic position in the global supply chains. For example, China has thousands of garment factories

36 National Bureau of Statistics. Available at http://www.stats.gov.cn/xxgk/sjfb/zxfb2020/202105/t20210519_1817689.html;

which are suppliers for major global brands and buyers, but there is also a growing number of Chinese brands and buyers. This indicates that China is in a unique position to influence the wider application and promotion of the 1998 ILO Declaration of Fundamental Principles and Rights at Work (FPRW). The same applies to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) with respect to global supply chains which are linked to China. This includes both foreign MNEs in China and Chinese MNEs abroad.

FPRW are increasingly an important factor in the new generation of free trade and investment agreements (such as China-EU Comprehensive Agreement on Investment, and CPTPP), and also in responsible business conduct requirements throughout global supply chains. China's commitment to the FPRW was demonstrated by the decision in 2022 to ratify C029 and C105 on forced labour. This will be instrumental in China's upholding of multilateral trade system, creating a stable environment for FDI, supporting unified global supply chains and protecting workers' rights. It will further provide an important defense against the rise of protectionism and decoupling of global supply chains. Active promotion of FPRW will also contribute to building 'common prosperity' in line with China's 'dual circulation' strategy.

With ILO technical support, tripartite constituents have taken measures to promote responsible supply chains through research, capacity building and policy dialogues. Sectoral standards for responsible business conducts have been developed in line with FPRW, including electronic and textile industry standards.

More systematic support is required to ensure that enterprises in global supply chains have a better understanding of key labour requirements for due diligence, with good capacity to assess and mitigate risks and comply with national laws and ratified international labour standards. Such efforts will help stabilize and make global supply chains resilient and inclusive, as well as contributing to decent work in supply chains.

► 2.5 Decent work gaps and challenges - summary

The preceding sections reviewed progress and challenges with respect to the Decent Work Agenda in China. This section summarizes the main decent work gaps and challenges to be addressed by the government and social partners under the current DWCP in the context of China's national development priorities and the SDGs.

Taking proactive policy actions towards just transition in response to climate crisis: As noted earlier, with a strong commitment to environmental sustainability under the overarching goal of building 'ecological civilization', China has made not only significant changes in its policy orientation but also real progresses in environmental protection. Significant innovations and improvements in green production and green jobs are made in many enterprises as well.

Considering the magnitude of climate challenges and also considering the great job creation potential of green economy, China may need to consider developing and implementing nation-wide green jobs programmes for the just transition. Green job dimension may need to be included in various laws and policy framework for climate response actions. In this respect, the ILO Guidelines for a just transition towards environmentally sustainable economies and societies for all (2015) may provide useful point of reference for the government and social partners in developing a tripartite plan of action.

Increasing attention to establishing a more uniform, more inclusive and fairer labour market: China's remarkable economic development has also been the main engine for creation of more and better jobs for the last four decades, eradicating absolute poverty and improving incomes.

As China pursues its goal of realizing the SDGs on its way to become an inclusive high-income country, it needs to adjust its labour market policies to the 'new normal' to make the job creation more inclusive, fair and quality driven for achieving common prosperity and for leaving no one behind. Rural migrant workers, persons with disabilities, the growing population of older persons and other vulnerable groups still need targeted policy interventions, especially in terms of public service accessibility, social security and vocational training on future-proof skills such as digital skills and green skills.

Addressing the many cultural and systemic challenges holding back gender equality and women's empowerment in China: Though there has been significant improvement in narrowing gender gaps in terms of many human development indicators, there is great room for improvement in addressing the social and economic drivers of gender inequality. Persistent traditional gender stereotypes are a key issue in this respect. The government and social partners need to continue efforts to promote non-discrimination and gender equality at work, promote equal remuneration for work of equal value, actively campaign for elimination of all forms of discrimination in all cycles of employment, and eliminate violence and harassment in the world of work. There is also a need to develop and implement policy for better work-life balance, not only at the workplace but also at community level, by providing more effective care services. And there is need for improving availability of gender disaggregated data as well as a need for more effective mechanisms to effectively coordinate and promote gender mainstreaming throughout all levels of government, with support of social partners.

Meeting the new skills requirements of the labour market: This has become an imperative for China in light of the profound transformation of the world of work under the influence of industrial upgrading, digitalization, innovation driven growth and climate change. The coexistence of "employment difficulties" and "recruitment difficulties" highlights the gaps between labour supply and demand. It indicates a need to further improve vocational

education and training institutions, curricula and delivery systems to better respond to new skill requirements, including core skills (social and emotional skills, cognitive skills, digital skills and green skills) in digital and green transition. Digital delivery of vocational training, which has been tested and expanded during the pandemic, has great potential to reach out to a greater number of trainees, responding to new skill needs of entire life cycles while leaving no one behind. To tackle this multi-faceted issue, it is critical that China explores a more responsive and comprehensive vocational training system with technical support from the ILO.

Addressing the challenges facing China's social security system: These include the impact of ageing, the long-term balance of social security funds and the expansion of the digital economy. Ensuring the accessibility of service provision and digitalization are key priorities to be addressed. The functions and inter-relationships of the different pillars of social security need further elaboration and development.

Addressing the challenges presented by new forms of employment to the current labour regulation system and social insurance institutions: Profound transformation of the world of work is underway, with rapid technological innovation and new business modality. It poses dual challenges: there is need to adapt existing modalities of application and enforcement of current laws and regulations, while also improving and modernizing laws and regulations on basic labour standards in a comprehensive manner which responds to new forms of employment. These challenges particularly apply to the platform economy where there is a need to provide effective protection of workers' rights while ensuring an adequate level of flexibility for enterprises.

In this regard, it is encouraging to see that in 2021 MOHRSS and seven other government agencies jointly issued the *Guiding Opinions on Safeguarding the Rights and Interests of Workers in New Forms of Employment*, a guideline to improve protecting the rights of workers engaged in new forms of employment. But there are still some legislative gaps that need to be addressed, including the application of minimum labour standards to the new forms of employment. These may be addressed through either new legal instruments or the revision of existing legal instruments. Such measures may redefine employment relationships, including an expanded scope of application, and potentially create a new legal environment to achieve an appropriate balance between the need for protection and the need for flexibility.

Addressing persistent wage gaps: As noted earlier, though there have been impressive improvements of overall wage and income levels for the last four decades, there are challenges of uneven income and wage distribution among different regions, industries and groups of workers. Within the national goal of promoting achievement of 'common prosperity', there is an opportunity to address the widened income and wage gaps, between urban and

rural, different regions, different industries, male and female, public and private sectors.³⁷ The goal also highlights the need to further adjust and improve the current minimum wage and wage guidelines system for narrowing those gaps, while proactively promoting wage negotiations and the principle of equal pay for work of equal value at the workplace.

Addressing gaps in labour standards in both legislation and practice: Clear rules are needed to define the concept of "gender-based discrimination" and "all forms of discrimination" as well as workplace violence and harassment. Some labour standard rules in areas such as working hours, OSH standards and new forms of employment, etc. need to be updated. Some institutions such as maternity insurance still have some gaps from an ILS perspective. Based on the observation in the Reports of the Committee of Experts on the Application of Conventions and Recommendations (CEACR) in recent years, it is necessary for China to improve the quality of reports submitted to that body; and to strengthen the relevant data collection based on a deep and comprehensive understanding of both the conventions and the reporting requirements. ILO technical support and training in the relevant areas, especially when a new convention is ratified, will be important.

Addressing awareness gaps concerning responsible business conduct (RBC) among enterprises and constituents: According to the ILO's Responsible Supply Chains in Asia (RSCA) project, the awareness of RBC still needs to be improved. While there is a great degree of not only awareness but also preparedness of enterprises on environmental requirements, there is a relatively low awareness on the Fundamental Principles and Rights at Work as a universal requirement for RBC throughout global supply chains. To increase awareness about CSR and RBC, attention to capacity development among key stakeholders within global supply chains is needed in line with the ILO Declaration on Fundamental Principles and Rights at Work (adopted in 1998 and amended in 2022), supported by the promotion of compliance and development of action plans.

Improving labour governance capacity and coordination among different departments: China's new development concept and the construction of harmonious labour relations in this context present new challenges to the current labour governance system. The labour inspectorate, labour disputes mediation and arbitration institutions, public institutions for employment and social security and tripartism are all under great pressure. Capacity improvement and coordination enhancement through the whole system, supported by innovation and the application of new technologies, is a critical priority.

37 NBS: 2020 年城镇非私营单位就业人员年平均工资 97379 元, http://www.stats.gov.cn/xxgk/sjfb/zxfb2020/202105/t20210519_1817689.html; 2020 年城镇私营单位就业人员年平均工资 57727 元, http://www.stats.gov.cn/xxgk/sjfb/zxfb2020/202105/t20210519_1817690.html; 2020 年规模以上企业分岗位就业人员年平均工资情况, http://www.stats.gov.cn/xxgk/sjfb/zxfb2020/202105/t20210519_1817691.html; NBS: national data, <https://data.stats.gov.cn/english/index.htm>.

3 National plans and strategies relevant to DWCP design and implantation

China's 14th National Five-Year Plan (2021-2025) is the core national framework to which the UNSDCF and DWCP are aligned. DWCP design and implementation are further closely aligned to the following national plans and priorities: 14th Five-year Plan of MOHRSS, 14th Five-Year Plan of the ACFTU and the national priorities of the CEC. The key decent work components of each are summarized below:

- 14th Five-Year Plan on Employment Promotion (2021-2025).
- Outline for the Development of Chinese Women (2021-2030).
- 14th Five-Year Plan of Vocational Skills Training (2021-2025).
- Opinion on Promoting High-Quality Development of Modern Vocational Education.
- National Human Rights Action Plan (2021-2025).
- 14th Five-Year Plan for the Protection and Development of People with Disabilities.
- Outline on the Development of Chinese Children (2021-2030).
- 14th Five-Year Plan on National Work Safety.
- 14th Five-Year Plan on Prevention and Control of Occupational Diseases.
- 14th Five-Year Plan on National Emergency System.

► 14th National Five-Year Plan and its priorities concerning decent work

The primary overarching national development framework to which the new DWCP will align is the 14th Five-Year Plan for National Economic and Social Development and the Long-Range Objectives for 2035. This was adopted in March 2021 at the Fourth Session of the 13th National People's Congress. The plan sets out national strategic development targets and presents a grand blueprint for building a modernized socialist country in an all-round way, with a new development paradigm.

The new development paradigm highlights innovation as a core driver for high quality growth, accompanied by (i) coordinated development between rural and urban areas as well as different

regions, and (ii) the pursuit of greener development paths to tackle the challenges of climate change, environment protection, and resources sustainability, and build a beautiful China.

The 14th Five-Year Plan ushers in the new development stage of China on its new journey towards a modern socialist market economy. The long-term plan aims realizing basic modernization in 2035.

The plan commits to improving people's wellbeing, addressing demographic challenges of low fertility rates and rapid ageing, and striving for common prosperity through enhancing quality of workforce and employment, ensuring synchronized growth of per capita disposable income of citizens and GDP, expanding the size of the middle-income group, moving towards universal coverage of multi-tier social security and developing a strong public health system.

Box 1: The main targets of National 14th Five-Year Plan concerning decent work

1. Adhere to innovation-driven development to build new strengths
2. Prioritize the development of agriculture and rural areas and comprehensively promote rural revitalization.
3. Optimize regional economic structure and promote coordinated regional development.
4. Promote green development and facilitate the harmonious coexistence of people and nature
5. Implement employment priority strategies to achieve overall employment stability and steady improvement in employment quality.
6. Comprehensively improve public safety assurance capabilities including OSH.
7. Improve the multi-level social security system.
8. Construct a new pattern of grassroots social governance and comprehensively promote the rule of law.
9. Promote high-quality "Belt and Road" development and actively participate in the reform and construction of global economic governance systems.

► MOHRSS 14th Five-Year Plan

The MOHRSS 14th Five-Year Plan elaborates the National 14th Five-Year Plan in labour and social policy arenas, emphasizing the people-centred approach and committing to more efficient, sustainable and safer development of human resources, and social security with better quality.

The main targets of the MOHRSS 14th Five-Year Plan include:

1. Achieving fuller and higher quality employment. Creating more than 50 million new jobs in urban areas, keeping the surveyed urban unemployment rate within 5.5 percent and the registered urban unemployment rate within 5 percent.
2. Improving the multi-tiered social security system. Enhancing the participation rate of basic old-age insurance to 95 percent. The coverage of supplementary old-age insurance will continue to expand, and the enterprise(occupation) annuity accumulation fund will exceed 4 trillion yuan.
3. Training more skilled workers and crafts-persons.
4. Adhere to distribution according to work as the main principle with coexistence of multiple distribution methods; increasing the proportion of labour remuneration in the primary income distribution; improve the wage system, including wage increase mechanisms, focusing on low-income groups; promote the expansion of middle-income groups; and more actively promote the realization of common prosperity.
5. Building harmonious labour relations.
6. Improving the public service system of human resources and social security at all levels.

► ACFTU 14th Five-Year Plan

This sets out the following targets:

1. Safeguarding the legitimate rights and interests of workers and enhancing their sense of fulfillment, happiness and security.
2. Establishing and improving a high-standard service system for workers and continuously increasing the quality of their life.
3. Building harmonious labour relations and promoting joint contribution, joint governance and sharing of social governance.

► CEC priorities

1. Promoting green transition among enterprises and realizing green development.
2. Carrying out relevant research on labour and social security issues involving platform enterprises and flexible workers and on establishing inclusive and maternity-friendly workplaces in enterprises.
3. Actively promoting application of and compliance with international labour standards in cooperation related to the Belt and Road Initiative.
4. Promoting gender equality.

4 Country programme and strategy overview

► 4.1 ILO comparative advantage

The following overview sets out the comparative advantages of the ILO in the broader context of UN comparative advantages as described in the UNSDCF.

- The UN system has become a longstanding trusted partner of the government for 40 years.

ILO: China is a founding member of the ILO, with the ILO office in Beijing being established in 1985. The ILO is a trusted partner of China, which engages actively in the ILO's international governance processes. At the core of the ILO's engagement in China is its foundational tripartite partnerships with MOHRSS, the ACFTU and the CEC.

- The UN has strong global networks through which it can mobilize cutting-edge international expertise on advanced development challenges which China can learn from.

ILO: Through the global presence of the ILO Office and its tripartite constituents, including its decent work specialists at ILO HQ in Geneva and the ILO Regional Office for Asia and the Pacific in Bangkok, the ILO has access to international expertise and relevant country experience and related to the advancement of decent work worldwide. The DWCP prioritizes facilitating mutual support links between relevant international expertise and experience and Chinese counterparts.

- The UN is recognized by Chinese partners for its high-quality programme implementation, including its strong emphasis on monitoring and evaluation (M&E).

ILO: As indicated in Section 4.2, the 2021 Review of the DWCP in China³⁸ found that the ILO had made considerable progress in implementing the country programme in areas closely linked to the decent work dimensions of China's national development priorities. The review itself is an indication of the ILO's commitment to M&E, accountability and learning. A core purpose of the review was to inform development of the current DWCP.

38 ILO in China, Decent Work Country Programme Review (2016-2020): Report, May 2021

- The UN takes a human-centred approach that cares for vulnerable groups and emphasizes gender equality, as well as relevant, effective and sustainable development cooperation, which is highly compatible with the thinking of the Government.

ILO: places promoting gender equality and non-discrimination at the centre of its policies, strategies and programmes. The DWCP particularly highlights attention to promoting gender equality and the inclusion of workers in new forms of employment, persons with disabilities, migrant workers, persons living with HIV and other vulnerable groups across all outcomes and outputs. A particular focus for the ILO with respect to promoting gender equality is addressing violence and harassment in the world of work, including gender-based violence and sexual harassment, in line with C190 - Violence and Harassment Convention, 2019 (No. 190).

- The UN in China is recognised role as a neutral partner with strong international convening power, placing it in a unique position to support the government in its global engagement and partnerships abroad.

ILO: The ILO's global normative mandate and tripartite base position it uniquely to play an effective neutral convening role both internationally and for national partners and stakeholders within China. At the core of the ILO's normative role, the ILO brings its mandate as the developer and custodian of international labour norms and standards, supported by its international supervisory bodies and on-the-ground technical and capacity support.

► 4.2 Building on the achievements of previous DWCPs

The Review of the previous DWCP conducted in 2021³⁹ found that the ILO Office and constituents had together achieved "considerable results" in all the country programme priority areas. Important progress was identified on which the current DWCP builds. This includes the following:

International Labour Standards: The ILO helped generate an important amount of knowledge products and continued to support constituents in preparation for ratification of Conventions (No. 81, and No.102). The Office has also supported enterprises in affirming their principles and values, both in internal processes and operations and in interaction with other actors, including through Responsible Business principles and practices.

39 Ibid.

Employment: The ILO provided evidence-based policy advice, technical expertise and capacity support in areas such as new forms of employment, quality employment and life-long learning, public employment services and labour statistics. It further supported constituents in increasing access to employment, for example, by strengthening capacity on entrepreneurship training (through Start and Improve Your Business (SIYB)) and tailor-made training for youth entrepreneurship (Know about Business (KAB)). The Office worked on the area of labour protection for workers in new forms of employment and on establishing more effective quality apprenticeship policies.

Social Protection: ILO supported the government in progressing towards universal, adequate and sustainable social security coverage. Namely, through an EU-funded project, the ILO promoted the ratification of the ILO Social Security (Minimum Standards) Convention, 1952 (No.102), increased China's capacity to provide sustainable and adequate old-age benefits and helped to expand social security to workers in new forms of employment.

In the area of occupational safety and health (OSH), the ILO focused on supporting the constituents and partners to improve OSH in small and medium enterprises. In cooperation with ILO, the ACFTU implemented a programme to improve OSH in SMEs through promoting the use of the ILO's OSH tool - "Ergonomic Checkpoints." The same aim was pursued through the SCORE project in partnership with MEM.

Social Dialogue: ILO's contribution to enhance constituents' capacity to promote social dialogue and harmonious labour relations was pivotal. In particular, the Office cooperated with MOHRSS and social partners from August 2016 to February 2020 to implement a Development Cooperation Project on Promoting Harmonious Labour Relations through Collective Bargaining. This strengthened institutional capacity to cover a range of issues in collective contracts, and to prevent and address collective bargaining disputes.

Gender Equality and leaving No One Behind (LNOB): ILO applied the LNOB principle in its work by targeting youth, women, persons with disabilities and people living with HIV/AIDS. In particular, the Office supported the constituents in developing evidence-based practical tools to strengthen institutional mechanisms for advancing gender equality as at work, and address violence and harassment in the workplace in line with relevant international labour standards. The ILO further supported the establishment of the Global Business and Disability Network – China Chapter and has been providing capacity development on disability inclusion for companies and trainings for the target group, including young people with disabilities.

► 4.3 Lessons from previous DWCP experience

A number of key lessons were identified by the DWCP review conducted in 2021, as well as by consultations for the preparation of the current DWCP. Such lessons included the importance of:

- Keeping the focus on the ILO's core mandate and comparative advantages to ensure clarity of direction and focus, maximize impact and provide the basis for resource mobilization.
- National ownership and leadership of DWCP development and implementation based on the decent work priorities and challenges of China's rapidly evolving development process, particularly with respect to strategic, legal and policy needs as well as capacity development needs. The ongoing development of China's own decent work expertise is a key priority in this respect.
- Continuing to strengthen the normative dimensions of the country programme through the ratification and implementation of international labour standards.
- Ensuring adequate time is allowed in implementation planning for the necessary preparations, including negotiations with partners at the stage of the project/ programme concept note development.
- Ensuring regular review with partners of programming risks and having a standard operating procedure in place to smoothly shift to alternative implementation modalities (e.g. webinars instead of physical events) when and where needed.
- Building on progress to date, continue to strengthen attention in DWCP design and implementation to gender equality, workers in new forms of employment, inclusion of persons with disabilities, migrant workers and leaving no one behind.
- Strengthening the contribution of DWCP tripartite governance to implementation and review of the country programme during the next DWCP period.

► 4.4 DWCP overall goal, conditions and strategic drivers of change in support of the UNSDCF

The following strategic drivers of change diagram (Figure 1) sets out the overarching goal of the DWCP and the key elements of the ILO's engagement until 2025 to support the implementation of the decent work dimensions of the UNSDCF.

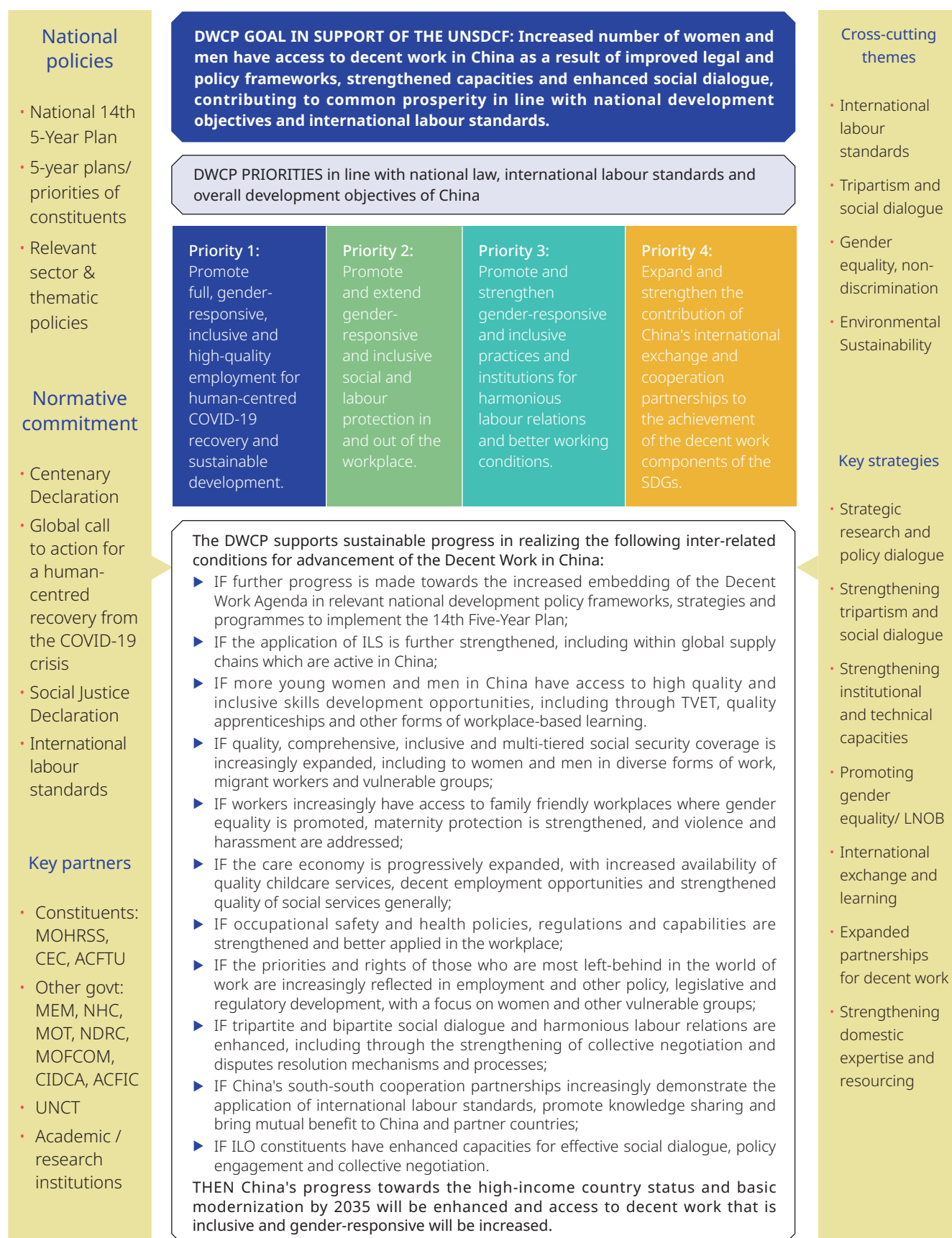
Figure 1: Strategic drivers of change diagram

Table 1: DWCP Goal, Outcomes and Outputs

Refer to the DWCP Results Matrix (Annex 5) for full set of outcomes, outputs, indicators and targets.

National policy strategy and planning alignments	• 14th Five-Year Plan for the National Economic and Social Development and Long Rang Objectives through 2035 of the People's Republic of China • 14th Five-Year Plan on Employment Promotion (2021-2025). • Outline for the Development of Chinese Women (2021-2030). • 14th Five-Year Plan of Vocational Skills Training (2021-2025). • Opinion on Promoting High-Quality Development of Modern Vocational Education. • National Human Rights Action Plan (2021-2025). • 14th Five-Year Plan for the Protection and Development of People with Disabilities. • Outline on the Development of Chinese Children (2021-2030). • 14th Five-Year Plan on National Work Safety. • 14th Five-Year Plan on Prevention and Control of Occupational Diseases. • 14th FYP For National Emergency System.
Constituent planning alignments	• MOHRSS 14th Five-Year Plan. • ACFTU 14th Five-Year plan. • CEC priorities.
SDG Target alignments	• SDG 1.3 (social protection for all). • SDG 4.3 and 4.5 (equitable and equal access to TVET). • SDG 4.4 (skills for employment, decent jobs and entrepreneurship). • SDG 5.1 (ending discrimination against women and girls). • SDG 5.2 (eliminating all forms of violence against all women and girls). • SDG 5.4 (recognizing and valuing unpaid care and domestic work, including through the provision of public services) • SDG 8.3 (policies to support job creation, entrepreneurship, creativity, innovation and formalization of MSMEs). • SDG 8.5 (full and productive employment and decent work for all, and equal pay for work of equal value). • SDG 8.6 (reduction in proportion of youth not in employment, education or training). • SDG 8.7 (eradicate forced labour and end child labour in all forms). • SDG 8.8 (labour rights and secure working environments for all, including migrant workers, especially women, and those in precarious employment). • SDG 17.9 (enhance international support in developing countries to implement the SDGs), including through North-South, South-South and triangular cooperation)

Key ILO strategic alignments	• ILO Centenary Declaration for the Future of Work (2019). • ILO global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient (2021). • ILO Declaration on Social Justice for a Fair Globalization (2008). • ILO Strategic Plan 2022-2025. • ILO Programme and Budget (P&B) 2022-2023. • ILO Programme and Budget proposals for 2024–25.⁴⁰ • The Singapore Statement, 17th Asia and the Pacific Regional Meeting Region (6–9 December 2022). • International Labour Standards ratified by China.
DWCP Goal	Increased number of women and men have access to decent work in China as a result of improved legal and policy frameworks, strengthened capacities and enhanced social dialogue, contributing to common prosperity in line with national development objectives and respecting international labour standards.
UNSDCF Strategic Priority 1	Peace and Prosperity: Achieving innovation-driven, coordinated and shared development. Equitable and high-quality economic, social and human development for all throughout the life course.
Supported by DWCP Priorities 1, 2 and 3	
DWCP Priority 1	Promote full, gender-responsive and inclusive and high-quality employment for human-centred COVID-19 recovery and sustainable development.
DWCP Outcome 1.1	Increased decent work opportunities available during China's human-centred recovery from the impact of the COVID-19 pandemic, with particular attention to workers in new forms of employment while ensuring no one is left behind. <i>Aligns with SDG Targets 8.3 (policies to support job creation, entrepreneurship, creativity, innovation and formalization of MSMEs); and 8.5 (full and productive employment and decent work for all, and equal pay for work of equal value)</i>
DWCP Outputs	1.1.1: Increased capacity of constituents to develop and implement evidence-based, gender-responsive and inclusive employment policies and regulations to enable better access to the labour market in the post-COVID-19 period, with a focus on leaving no one behind; regularly organised international exchanges and seminars on employment issues (adapted from UNSDCF Output 1.2). <i>Aligns with ILO P&B 2022-2023 Outputs 1.1, 1.2, 1.3, 3.1, 4.1, 6.1, 6.4</i> <i>Aligns with ILO P&B 2024-25 Outputs 2.2, 2.4, 3.1, 4.1, 5.1, 6.3</i>
	1.1.2: Policy recommendations proposed on decent job creation, leaving no one behind and future pandemic preparedness as part of China's COVID-19 pandemic recovery and response to the climate change. <i>Aligns with ILO P&B 2022-2023 Outputs 1.4, 3.1, A2.1, 6.4</i> <i>Aligns with ILO P&B 2024-25 Outputs 2.3, 3.1, 5.1, 6.3, 8.3</i>

40 Presented to the ILO Governing Body, 347th Session, Geneva, 13-23 March 2023.

	1.1.3: Increased number of women and men participating in entrepreneurship and sustainable business training. <i>Aligns with ILO P&B 2022-2023 Outputs 3.5, 6.4</i> <i>Aligns with ILO P&B 2024-25 Outputs 4.1, 4.3. 5.1, 6.3</i>
	1.1.4: Increased capacities of ILO constituents and relevant institutions to compile, analyse and disseminate gender-responsive statistics on employment, unemployment and working conditions, particularly in the context of planning for recovery from the COVID-19 pandemic. <i>Aligns with ILO P&B 2022-2023 Outputs 1.1, 1.2, 1.3, 3.1, 6.1, 6.4</i> <i>Aligns with ILO P&B 2024-25 Outputs 2.1, 2.2, 2.4, 3.1. 5.1, 6.3</i>
	Key national partners: MOHRSS, ACFTU, CEC, National Development and Reform Commission (NDRC), National Bureau of Statistics of China, Chinese Academy of Labour and Social Security (CALSS), academic/research institutions, EasyInclusion (national partners of ILO Global Business and Disability Network, GBDN)
DWCP Outcome 1.2	Access to innovative, adaptive and quality lifelong skills development opportunities is improved. <i>Aligns with SDG Targets 4.3 and 4.5 (equitable and equal access to TVET); 4.4 (skills for employment, decent jobs and entrepreneurship); and 8.6 (reduction in proportion of youth not in employment, education or training)</i>
DWCP outputs	1.2.1: Policy focus areas, priorities and actions identified through evidence-based policy dialogue to increase the number of women, men and persons from vulnerable groups engaged in TVET programmes, including in the areas of entrepreneurship, digital and green skills. <i>Aligns with P&B 2022-2023 Outputs 1.4, A2.1, 5.1, 5.2, 5.3, 6.1, 6.4</i> <i>Aligns with ILO P&B 2024-25 Outputs 2.3. 3.2. 3.4, 3.5, 5.1, 6.3</i>
	1.2.2: Increased number of women and men engaged in quality apprenticeships and workplace-based life-long learning, including (i) upskilling and reskilling for existing workforces and (ii) a focus on skills development for green jobs. <i>Aligns with P&B 2022-2023 Outputs 5.2, 5.3, 6.1, 6.4</i> <i>Aligns with ILO P&B 2024-25 Outputs 3.2, 5.1, 6.3</i>
	1.2.3: Enhanced inclusivity of public employment services (PES), with focus on engagement with women and men workers in new forms of employment, migrant workers and vulnerable groups. <i>Aligns with ILO P&B 2022-2023 Outputs 3.5, 6.1, 6.4</i> <i>Aligns with ILO P&B 2024-25 Outputs 3.4, 5.1, 6.3</i>
	Key national partners: MOHRSS, ACFTU, CEC, National Development and Reform Commission (NDRC), Chinese Academy of Labour and Social Security (CALSS), academic/research institutions, EasyInclusion (national partners of ILO Global Business and Disability Network, GBDN)
DWCP Priority 2	Promote and extend social protection in and out of the workplace.
DWCP Outcome 2.1	More people in China, especially women and vulnerable groups, benefit from equitable and high-quality social protection throughout the life course (adapted from UNSDCF Outcome 2) <i>Aligns with SDG Target 1.3 (social protection for all)</i>

DWCP Outputs	2.1.1: Inclusive and equitable social protection policies and measures developed or revised to strengthen coverage, comprehensiveness and adequacy of benefits, with focus on women, workers in new forms of employment, migrant workers and vulnerable groups. <i>Aligns with P&B 2022-2023 Outputs 6.1, 6.4, 8.1</i> <i>Aligns with ILO P&B 2024-25 Outputs 5.1, 6.3, 7.1</i>
	2.1.2: Increased capacities and knowledge of relevant national institutions and constituents to promote, contribute to and implement an effective, efficient, coordinated and inclusive multi-tier social security system. <i>Aligns with ILO P&B 2022-2023 Outputs 6.2, 6.3, 8.1, 8.2</i> <i>Aligns with ILO P&B 2024-25 Outputs 5.1, 6.3, 7.1, 7.2</i>
	2.1.3: Expanded, equitable and inclusive social protection coverage of women and men workers in new forms of employment through enhanced policy design. <i>Aligns with P&B 2022-2023 Outputs 6.1, 6.4, 8.1</i> <i>Aligns with ILO P&B 2024-25 Outputs 5.1, 6.3, 7.1</i>
	2.1.4: Enhanced systems at national and provincial levels for efficient and equitable delivery of social security services, including through enhanced digitalization. <i>Aligns with P&B 2022-2023 Outputs 6.1, 6.4, 8.2</i> <i>Aligns with ILO P&B 2024-25 Outputs 5.1, 6.3, 7.2</i>
	Key national partners: MOHRSS, ACFTU, CEC, National Healthcare Security Administration (NHSA), Chinese Academy of Labour and Social Security (CALSS), academic institutions, (others to be added)
DWCP Outcome 2.2	Enhanced enabling environment for the promotion of safe and healthy workplaces which are free from violence and harassment. <i>Aligns with SDG Target 5.2 (eliminating all forms of violence against all women and girls); and 8.8 (labour rights and secure working environments for all, including migrant workers, especially women, and those in precarious employment)</i>
DWCP Outputs	2.2.1: OSH laws and standards developed, revised and adopted in line with ratified international labour standards for better protection of the safety and health of workers. <i>Aligns with ILO P&B 2022-2023 Outputs 6.4, 7.2</i> <i>Aligns with ILO P&B 2024-25 Outputs 5.1, 6.1, 6.3</i>
	2.2.2: Increased capacities of constituents and other key stakeholders to address persisting and emerging OSH challenges, including through the development of prevention measures with respect to ergonomic and sociopsychological risks. <i>Aligns with ILO P&B 2022-2023 Outputs 1.1, 1.2, 1.3, 6.4, 7.2</i> <i>Aligns with ILO P&B 2024-25 Outputs 2.1, 2.2, 2.4, 5.1, 6.1, 6.3</i>

	2.2.3: Increased capacity of constituents and other stakeholders to develop and implement evidence-based and gender-responsive laws, policies, programmes and practices in line with international labour standards to eliminate violence and harassment in the world of work. <i>Aligns with ILO P&B 2022-2023 Outputs 1.1, 1.2, 1.3, 2.1, 2.2</i> <i>Aligns with ILO P&B 2024-25 Outputs 2.1, 2.2, 2.4, 5.3</i>
	Key national partners: MOHRSS, ACFTU, CEC, MEM, NHC, Ministry of Emergency Management, National Health Commission, National Institute of Occupational Health, Chinese Academy of Labour and Social Security (CALSS), Peking Union Medical College.
DWCP Priority 3	Promote and strengthen gender-responsive and inclusive practices and institutions for harmonious labour relations and better working conditions.
DWCP Outcome 3.1	Harmonious labour relations for better working conditions (including better employment protection, working hours, wages) strengthened through tripartite initiatives; effective collective negotiation; and enhanced labour inspection, labour disputes prevention, mediation and resolution. <i>Aligns with SDG Targets 5.1 (ending discrimination against women and girls); 5.4 (recognizing and valuing unpaid care and domestic work, including through the provision of public services; and 8.8 (labour rights and secure working environments for all, including migrant workers, especially women, and those in precarious employment)</i>
DWCP Outputs	3.1.1: Enhanced tripartite capacity and system for creating harmonious labour relations; strengthened international cooperation on creating harmonious labour relations, including support for development of “Handbook on Creating Harmonious Labour Relations in the New Era” and “Compilation of Good Cases on Harmonious Labour Relations in the New Era”; Labour inspection system and capacities strengthened to (i) address current and new challenges in the world of work; (ii) develop and implement a targeted strategic compliance plan and (iii) continue to enhance international cooperation on labour inspection enforcement capacity. <i>Aligns with ILO P&B 2022-2023 Outputs 1.3, 6.1, 7.3</i> <i>Aligns with ILO P&B 2024-25 Outputs 2.4, 5.1, 6.2</i> 3.1.2: Increased capacities of ILO constituents and other key stakeholders for effective collective negotiation and labour disputes prevention, mediation and resolution, with particular focus on priorities and needs of women, workers in new forms of employment and vulnerable groups. <i>Aligns with ILO P&B 2022-2023 Outputs 1.1, 1.2, 1.3, 1.4, 6.1</i> <i>Aligns with ILO P&B 2024-25 Outputs 2.1, 2.2, 2.3, 2.4, 5.1</i>
DWCP Outcome 3.2	Gender equality in the workplace enhanced as a result of enhanced social dialogue, improved ILO constituents’ capacities and knowledge, and an expanded care sector in China.

DWCP Outputs	3.2.1: Increased capacity and knowledge of constituents and other actors to develop and/or implement evidence-based laws, policies, programmes and practices to promote gender equality and work-life balance in line with international labour standards. <i>Aligns with ILO P&B 2022-2023 Outputs 1.1, 1.2, 1.3, 2.2, 6.1, 6.4, 7.3, 7.4</i> <i>Aligns with ILO P&B 2024-25 Outputs 2.1, 2.2, 2.4, 5.1, 6.2, 6.3, 7.3</i>
	3.2.2: Priorities and policy options identified through social dialogue for the development of the care economy, with particular attention to (i) expanded availability of workplace and community-based quality childcare services and (ii) promoting the high-quality development of the domestic work sector. <i>Aligns with ILO P&B 2022-2023 Outputs 1.4, 6.1, 6.4</i> <i>Aligns with ILO P&B 2024-25 Outputs 2.3, 5.1, 5.2, 6.3</i>
	Key national partners: MOHRSS, ACFTU, CEC, Ministry of Emergency Management (MEM), National Health Commission (NHC), Chinese Academy of Labour and Social Security (CALSS), All-China Women's Federation.
DWCP Outcome 3.3	More Chinese women and men workers enjoy the benefits of increased awareness of and commitment to fundamental principles and rights at work (FPRW). <i>Aligns with SDG Targets 8.7 (eradicate forced labour and end child labour in all forms); and 8.8 (labour rights and secure working environments for all, including migrant workers, especially women, and those in precarious employment)</i>
DWCP Outputs	3.3.1: Increased capacities of ILO constituents and other key stakeholders to support the application of international labour standards and responsible business conduct principles within global supply chains (GSCs) operating in China. <i>Aligns with P&B 2022-2023 Outputs 1.1, 1.2, 1.3, 1.4, 2.2, 2.3, 4.4, 6.1, 6.4, 7.3, 7.4</i> <i>Aligns with ILO P&B 2024-25 Outputs 1.3, 1.4, 2.1, 2.2, 2.3, 2.4, 4.2, 4.3, 5.1, 6.3</i>
	3.3.2: Inclusive national strategy and plan developed with constituents, and implementation commenced, for promotion and application of C029 and C105. <i>Aligns with P&B 2022-2023 Outputs 1.1, 1.2, 1.3, 1.4, 2.2, 6.1, 6.4, 7.1</i> <i>Aligns with ILO P&B 2024-25 Outputs 1.3, 1.4, 2.1, 2.2, 2.3, 2.4, 5.1, 6.3</i>
	3.3.3: Increased knowledge and capacities of Chinese constituents to engage in international and domestic dialogue on the application of international labour standards within international trade policy and agreements. <i>Aligns with P&B 2022-2023 Outputs 1.1, 1.2, 1.3, 2.2, 6.4</i> <i>Aligns with ILO P&B 2024-25 Outputs 1.4, 2.1, 2.2, 2.4, 5.1, 6.3</i>
	Key national partners: MOHRSS, ACFTU, CEC, National Development and Reform Commission (NDRC), Ministry of Commerce (MOFCOM), Chinese Academy of Labour and Social Security (CALSS), relevant business associations

UNSDCF Strategic Priority 3	Partnerships: Realizing the full potential of China's international engagement to promote its open development and partnerships to accelerate achievement of the SDGs across the world.
Supported by DWCP Priority 4	
DWCP Priority 4	Expand and strengthen the contribution of China's international exchange and cooperation partnerships to the achievement of the decent work components of the SDGs, in line with commitments of China's Global Development Initiative (GDI) and Belt and Road Initiative (BRI).
DWCP Outcome 4.1	China's contribution to the promotion of the Decent Work Agenda internationally is increased through (i) enhanced support to gender-responsive and inclusive SSTC decent work projects and (ii) expanded gender-responsive and inclusive sharing of knowledge and good practices between Chinese and international decent work specialists and experts, as well as between Chinese ILO constituents and their counterparts in other countries. <i>Aligns with SDG Target 17.9 (enhance international support in developing countries to implement the SDGs), including through North-South, South-South and triangular cooperation)</i>
DWCP Outcome 4.1	4.1.1: Increased contribution by China to the promotion of the Decent Work Agenda internationally through enhanced South-South and Triangular Cooperation (SSTC); and carried out a series of events regarding labour governance under the BRI framework. <i>Aligns with P&B 2022-2023 Outputs 1.1, 1.2, 1.3, 6.4</i> <i>Aligns with ILO P&B 2024-25 Outputs 1.4, 2.1, 2.2, 2.4, 5.1, 6.3</i>
	4.1.2: Increased sharing of decent work knowledge and good practices for mutual benefit between Chinese national institutions and experts and international counterparts; and shared China's good practices in employment, skills, labour relations, social protection, etc with other countries for mutual benefit. <i>Aligns with P&B 2022-2023 Outputs 1.1, 1.2, 1.3, 6.4</i> <i>Aligns with ILO P&B 2024-25 Outputs 1.4, 2.1, 2.2, 2.4, 5.1, 6.3</i>
	4.1.3: Increased sharing of knowledge and good practices for mutual benefit between Chinese ILO constituents and their direct counterparts in other countries. <i>Aligns with P&B 2022-2023 Outputs 1.1, 1.2, 1.3, 6.4</i> <i>Aligns with ILO P&B 2024-25 Outputs 1.4, 2.1, 2.2, 2.4, 5.1, 6.3</i>
	Key national partners: MOHRSS, ACFTU, CEC, MEM, MOT.

► 4.5 ILO contributions to the achievement of UNSDCF Outcomes

The ILO will primarily contribute to the achievement of UNSDCF Outcomes 1, 2 and 6, with secondary contributions to UNSDCF Outcomes 3, 4 and 5. The following section sets out the DWCP's contributions across all UNSDCF Outcomes.

UNSDCF Outcome 1

Relative poverty and multi-dimensional poverty are reduced, and more coordinated development leads to reduction in gaps between rural and urban areas and among regions, as more people in China, including left-behind groups, benefit from sustainable, innovation-driven and shared high-quality economic development, with enhanced access to economic opportunities arising through innovation, entrepreneurship and rural revitalization, enjoying decent work, sustainable livelihoods and the right to development equally for both women and men.

The decent work components of this Outcome are:

- supporting entrepreneurship and ecommerce opportunities, to encourage rural youth to return to their home areas to start businesses, to encourage farmers to seek employment or start businesses in places close to their homes
- expanding support to small and medium enterprises, helping them promote innovation, apply advances in science and technology, improve internal management, enhance social responsibility and manage risk to improve productivity, working conditions and decent work, and promote inclusive growth (bring in point from DWCP priority 3)
- supporting the Government in pursuing a proactive employment policy, striving to achieve fuller employment and create better-quality jobs, improve public employment services, and build an educated, skilled, and innovative workforce
- programming in the areas of TVET, specialized skills training, and lifelong learning to promote capacity building and knowledge sharing, raise productivity of the working-age labour force, and open more channels for young people, rural migrant workers, people living with HIV and others to find jobs and start their own businesses, and promote gender equality at work
- supporting the government's policy response to the impact of disruptive technologies and the demands of the Fourth Industrial Revolution, through policy and legislation recommendations, frontier research, and evidence-based analysis, enabling the labour force to realize a smooth and inclusive workforce transformation, ensure equal opportunities for all people in China to fully participate in the labour market and enjoy decent work, and strengthen occupational health safety.

ILO contributions to achievement of UNSDCF Outcome 1

Through enhanced social dialogue, strategic policy research and capacity development, the ILO Office and constituents, in partnership with other national stakeholders, will contribute to the achievement of this outcome through initiatives to:

- promote increased access to an equitable labour market and job opportunities in the post-COVID-19 period, with a focus on leaving no one behind
- facilitate and support national policy dialogue and propose policy recommendations on decent work creation, leaving no one behind and future pandemic preparedness
- improve the compilation, analysis and dissemination of employment and unemployment statistics, particularly in the context of recovery from the COVID-19 pandemic
- increase inclusive access to innovative, adaptive and quality lifelong skills development opportunities and public employment services
- increase the number of women, men and persons from vulnerable groups engaged in TVET and other skills development programmes, including those related to development of entrepreneurship and digital skills
- increase the number of women and men engaged in quality apprenticeships and workplace-based life-long learning
- enhance the matching of skills and jobs through strengthened capacities and outreach of public employment policies and services, with focus on inclusion of women and vulnerable groups
- enhance enterprise productivity through promotion of responsible enterprise in line with international labour standards.

UNSDCF Outcome 2

People's lives in China are improved further as headway is made in ensuring access to childcare, education, healthcare services, elderly care, housing, and social assistance, and more people in China, including left-behind groups, benefit from equitable and high-quality public services and social protection systems, as well as accelerated efforts to reduce gender inequality and other forms of social inequality throughout the life course.

The decent work components of this Outcome are:

- supporting the government to strengthen the social protection system through technical and programmatic support, policy research and capacity building
- informing national and subnational decisions on improving the basic medical insurance system, pension schemes, unemployment insurance, work-related injury insurance, social assistance systems, support and caring for children, women and elderly people left behind in rural areas, as well as rehabilitation services and full social inclusion for persons with disabilities
- working with the government to develop ways of providing adequate protection to workers in flexible employment, including gig workers, care workers and migrant workers.
- improving occupational health services
- enhancing the capacity of government, community-based organizations, and other partners to prevent stigma and discrimination concerning persons living with HIV
- supporting government's efforts to promote the development of women, children and persons with disabilities, ensuring their legitimate rights and interests
- supporting the government's efforts to promote gender equality by enhancing women's economic empowerment, reducing gender-based violence and harassment, promoting the redistribution of unpaid care work, increasing the number of women in leadership and management positions, and addressing the gender pay gap

ILO contributions to achievement of UNSDCF Outcome 2

Through enhanced social dialogue, strategic policy research and engagement and capacity development, the ILO Office and constituents, in partnership with other national stakeholders, will contribute to the achievement of this outcome by initiatives to:

-
- further develop, implement and support an effective, efficient, coordinated and inclusive multi-tier social security pension system
 - expand equitable and inclusive social protection coverage of women and men workers in new types of employment through enhanced policy design
 - strengthen the social insurance system to ensure better maternity protection for women
 - increase capacities of systems at national and provincial levels for efficient delivery of social security and assistance services and benefits, including through enhanced digitalization.
 - improve OSH laws, policies and standards in line with international labour standards for better protection of the safety and health of workers
 - address traditional and emerging OSH challenges, including through the development of prevention measures to protect workers against ergonomic and sociopsychological risks
 - improve equal employment opportunities and treatment for women and vulnerable groups through policy and legislative development and reform
 - support implementation of evidence-based and gender-responsive laws, policies and programmes in line with international labour standards to address and eliminate violence and harassment in the workplace
 - promoting, facilitating and capacitating increased women's voice, representation and leadership within constituent institutions and organizations, as well as within tripartite social dialogue mechanisms and processes, including the DWCP Steering Committee.

UNSDCF Outcomes 3 and 4

Outcome 3: People in China and the region benefit from a healthier and more resilient environment.

Outcome 4: China accelerates its transition to a people-centred, inclusive, low carbon, and circular economy.

The decent work components of these Outcomes are:

- providing technical support and assistance to model and operationalize green development concepts and technologies (adapted from UNSDCF)
- advancing the greening of industry, assist the Government in stimulating the development and creation of new green industries that provide environmentally friendly goods and services.
- promoting green growth
- supporting efforts to rapidly overcome the impact of the COVID-19 outbreak towards the transition to a more inclusive, people-centred, low carbon, and circular economy.

ILO contributions to the achievement of UNSDCF Outcomes 3 and 4

Through enhanced social dialogue, strategic policy research and capacity development, the ILO Office and constituents, in partnership with other national stakeholders, will contribute to the achievement of this outcome by initiatives to:

-
- facilitate and support the development of the evidence base for national policy dialogue on the decent work dimensions of China's response to the climate crisis
 - in the context of the above, prioritize a focus on green growth, green jobs and a just transition to an inclusive, low carbon circular economy, informed by the ILO's Guidelines for a just transition towards environmentally sustainable economies and societies for all.

UNSDCF Outcome 5

China's international financing, investments and business engagements, including through connectivity initiatives, programmes and projects, contribute to SDG attainment in partner countries.

The decent work components of this Outcome are:

- facilitating China's efforts to further strengthen the synergy between the 2030 Agenda and the country's international business engagements, including through connectivity initiatives, programmes and projects, to promote the accelerated achievement of the SDGs and make a greater contribution to global development effort.
- building the capacities of industry associations and businesses on their international engagements and investments to contextualise existing corporate social responsibility and responsible business practices and to ensure that they have the skills to engage in SDG-related investment, including through connectivity initiatives, programmes and projects

ILO contributions to the achievement of UNSDCF Outcome 5

Through enhanced social dialogue, strategic policy research and capacity development, the ILO Office and constituents, in partnership with other national stakeholders, will contribute to the achievement of this outcome by initiatives to:

- address policy gaps and develop reform options with respect to the application of international labour standards within China's international trade relations
- increase awareness and capacities of the ACFTU, CEC and other business associations to support their members to apply corporate social responsibility and responsible business practices in their international engagements, with a view to increasing the contribution of Chinese businesses to achievement of the SDGs in other countries.

UNSDCF Outcome 6

Through South-South cooperation and humanitarian cooperation, China makes greater contributions to SDG attainment and the principles of the 2030 Agenda, including leaving no one behind.

The decent work components of this Outcome are:

- advocating with the government and providing technical assistance and developing guidelines and practices on humanitarian and development cooperation informed by global standards and norms, as well as capacity development at the institutional, administrative, community, and individual levels, to promote the implementation of the 2030 Agenda by relevant developing countries
- promoting the new modalities of development cooperation, including additional triangular models, and supporting South-South cooperation as assistance in solving the problem of relative poverty in developing countries
- support the government in deepened engagement in multilateral development and humanitarian forums, including a wide range of global UN platforms
- mainstreaming gender responsiveness, equity and the SDG principle of leaving no one behind within all collaboration between the UN and China's development cooperation entities
- promoting two-way South-South knowledge exchange, learning and partnerships
- using the UN's global networks and platforms to facilitate knowledge transfers and technical exchanges
- facilitating support for government agencies, as well as the private sector and academia in mutual agreement with the government, to develop institutionalised programmes for bilateral and multilateral South-South cooperation focused on knowledge generation, capacity building and staff exchange, including joint research involving institutions and think tanks from China and other developing countries.

ILO contributions to the achievement of UNSDCF Outcome 6

Through enhanced social dialogue, strategic policy research and capacity development, the ILO Office and constituents, in partnership with other national stakeholders, will contribute to the achievement of this outcome by initiatives to:

-
- strengthen the design and delivery of evidence-informed SSTC in line with international labour standards
 - ensure the application within China's international development cooperation of the SDGs commitment to leaving no one behind
 - increase the sharing of decent work knowledge and good practices, as well as opportunities for mutual support, between Chinese national institutions and experts and international counterparts
 - increase the sharing of knowledge and good practices as well as mutual support between Chinese ILO constituents and their international counterparts.

Enhancing the role of social dialogue and international labour standards in achieving UNSDCF Outcomes

Under DWCP Priority 3, the ILO will additionally promote and strengthen harmonious labour relations between workers and employers for better working conditions to support the achievement of all UNSDCF Outcomes.

In this regard, the ILO will support initiatives through enhanced social dialogue, strategic policy research and engagement and capacity development to:

- improve labour inspection and labour disputes prevention, mediation and resolution for improved workplace compliance and better working conditions, including better employment protection, working hours and wages
- strengthen social dialogue, collective negotiation and disputes resolution, with particular focus on inclusion of women, workers in new forms of employment and vulnerable groups
- develop and implement evidence-based laws, policies and programmes to promote family friendly workplaces in line with international labour standards
- develop the care economy, with particular attention to (i) expanded availability of workplace and community-based quality childcare services and (ii) improved organization of domestic and other vulnerable workers while promoting the high-quality development of the domestic work sector
- support the application of international labour standards and responsible business conduct principles within global supply chains (GSCs) operating in China
- support the implementation of the ILO forced labour conventions C029 and C105.

► 4.6 Ensuring sustainability of DWCP outcomes

In line with the commitment set out in the UNSDCF, the sustainability of the impact of all DWCP Outcomes beyond 2025 will be ensured through the national leadership and ownership of the ILO's constituents, as well as close alignment between DWCP and national development priorities and plans. The ILO will leverage its well-established partnerships at the country level to ensure full involvement and buy-in from national partners for the implementation of the DWCP in support of the UNSDCF.

The promotion of effective social dialogue and the implementation of international labour standards ratified by China provide core foundations for the sustainability of DWCP outcomes. At the programme level design and delivery level, sustainability will be ensured by clearly articulated, and regularly revisited, exit-strategies and risk mitigation plans embedded in programme and project design. Where appropriate, pilot projects, will be used as a modality to test and promote innovative solutions.

Taking account of the findings of the Mid-Term Review of the 2016-2020 UNDAF that sustainability was enhanced when UN entities collaborated with each other, the ILO will actively contribute to strengthened integration of UN entities' normative work through enhanced cooperation within the UNSDCF Results Groups. Such collaboration will further help facilitate greater resourcing from the wider UN system for decent work initiatives across the full scope of the UNSDCF.

► 4.7 Risk identification and mitigation

There are three main overall risks to the successful implementation of the UNSDCF, each of which is applicable to the DWCP. These are:

1. **The UN system in China is unable to ensure and continue to maintain its own added value and effectively use its own strategic and technical policy support to help China achieve "high-quality development", in light of reduced financial support to China.**

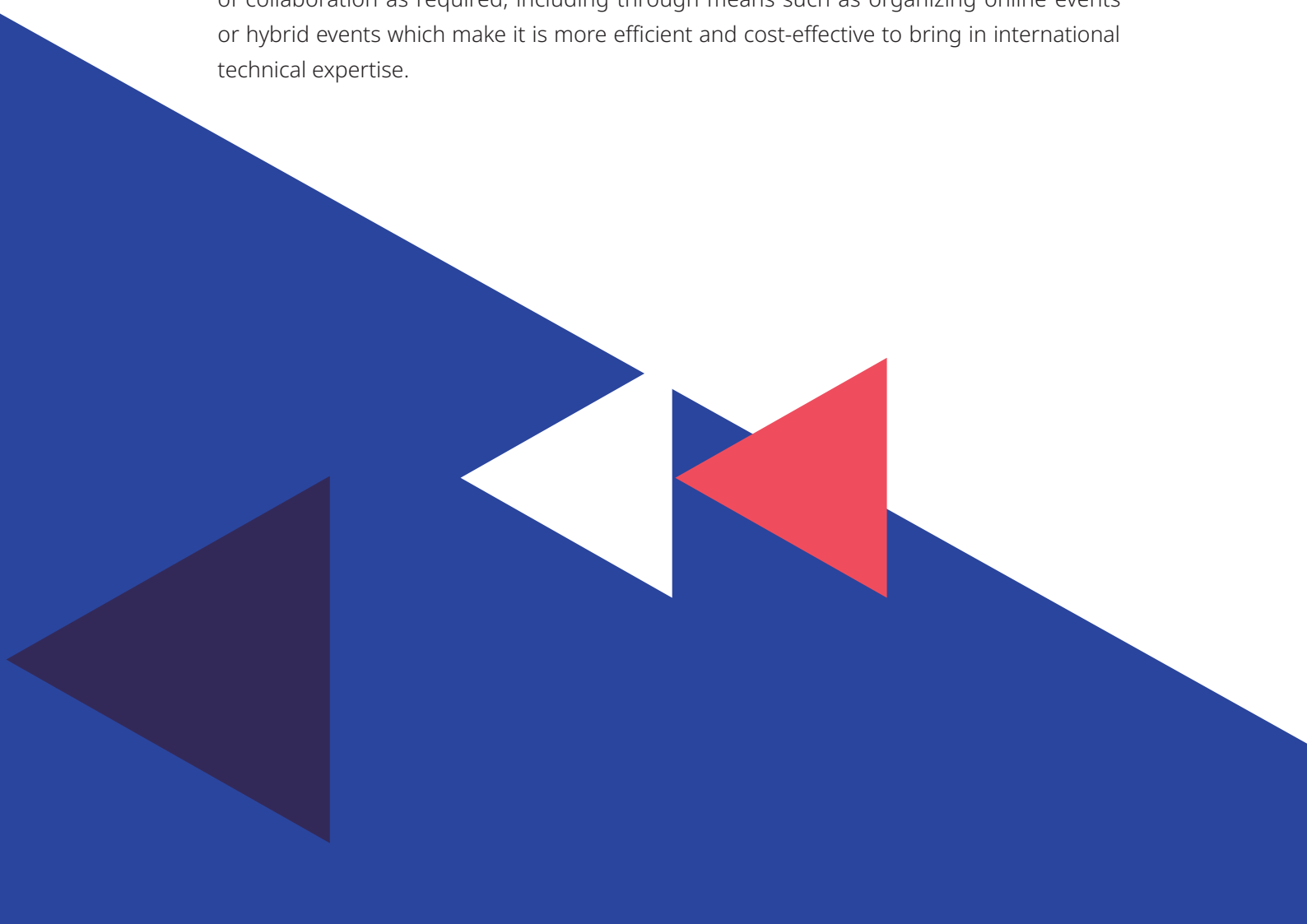
In line with the UNSDCF, the DWCP aims to position the ILO as a strategic and technical policy advisor to the government and social partners on the complex development challenges they face in moving from a "high speed" to a "high-quality" development model. In focusing on China's actual development needs and priorities based on China's development stage, the ILO will draw on its unique mandate and role to add value by providing strategic policy and technical policy support, promoting and facilitating effective social dialogue, and supporting the development of critical capacities related to advancing decent work in China in the context of the 14th National Five-Year Plan.

2. The UN is unable to mobilize the funding needed to implement the UNSDCF.

The ILO will work with its constituents to identify and access necessary financial and human resources to implement the DWCP, commensurate with China's status as the biggest developing country and an upper-middle income country. This will include expanding its national partnership base (with the ILO constituents at the core), prioritizing the development of China's own decent work expertise and reaching out to targeted potential private financing sources.

3. The potential occurrence of external events, including pandemics and natural disasters, which would have a negative impact on the UN's and the government's ability to continue implementation of ongoing activities, as well as development gains already made.

Based on the experience of the COVID-19 crisis, the DWCP has an enhanced focus on preparedness for such events pandemics through the strengthening of social protection systems, with the aim of decreasing the vulnerability of people when faced with shocks caused by epidemics, natural disasters or other emergencies. The ILO will continue to strengthen the preparedness of the Office and the constituents to adapt the modalities of collaboration as required, including through means such as organizing online events or hybrid events which make it is more efficient and cost-effective to bring in international technical expertise.



5 Management, implementation, monitoring, reporting and evaluation arrangements

UNSDCF oversight and management: The DWCP will be managed and implemented in the context of overall UNSDCF arrangements. The implementation of the UNSDCF will be coordinated through a National/UN Joint Steering Committee. The Steering Committee will be co-chaired by the leader of the Ministry of Commerce and the UN Resident Coordinator (UNRC). Its membership will include the UNRCO, UNCT members and relevant Chinese governmental entities. The Steering Committee will meet once a year to review progress towards the targeted results and recommend strategic adjustments or new opportunities to accelerate action during the subsequent period.

UNSDCF Joint Work Plans: These will be developed for each UNSDCF Outcome on a biennial basis by the UN Results Group responsible for the Outcome. For the outcomes to which the ILO will contribute, these work plans will provide the basis of ILO collaboration with UNCT members. The ILO Office and constituents will be actively engaged in formulation, implementation, monitoring, evaluation of the outcomes concerned.

ILO internal management arrangements: The DWCP will be implemented, monitored and evaluated under the overarching leadership and guidance of the ILO Regional Director at the Regional Office for Asia and the Pacific (ROAP). In-country leadership and management will be provided by the Director of the ILO Country Office (CO) in China, in close association with the ILO's tripartite constituents.

Underlying principles guiding DWCP management and implementation: The DWCP reflects the guiding principles articulated in the ILO Singapore Statement Programme (December 2022), as follows:

- (a) Work collectively towards the promotion of social justice and the fundamental principles and rights at work through effective social dialogue and tripartite cooperation to advance the achievement of full, productive and freely chosen employment, and decent work for all.

- (b) The 2019 Centenary Declaration for the Future of Work and the 2021 Global Call to Action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient provide critical foundations for decent work, economic recovery and future growth to ensure a just transition to a future of work that contributes to sustainable development in its economic, social and environmental dimensions.
- (c) Gender equality and diversity should underpin policy development and implementation to ensure no one is left behind.
- (d) Social partners have an important role to play in preparing for the future of work, including policy design, analysis and implementation in areas of job transformation and the upskilling and reskilling of workers. It is vital for governments to undertake and promote genuine engagement and effective social dialogue.
- (e) Sustainable enterprises play an important role as generators of employment and promoters of innovation and decent work.
- (f) Promotion of workers' rights is a key element for the attainment of inclusive and sustainable growth, with a focus on freedom of association and the effective recognition of the right to collective bargaining as enabling rights.

Tripartite governance of the DWCP: Constituent oversight of DWCP implementation will be maintained through the DWCP Tripartite Steering Committee (TSC) This will be chaired by MOHRSS and meet at least 6-monthly. The DWCP Monitoring Plan (see below) will be a regular agenda item. Other relevant governmental partners will be invited to participate in TSC meetings when relevant to facilitate increased collaboration and synergies. Particular attention will be paid during the DWCP period to strengthening the role of the TSC, including with respect to regular review of DWCP implementation and making adjustments to indicators and targets where necessary as a result of changed circumstances and experience.

Monitoring and evaluation at UNSDCF level: DWCP monitoring and evaluation will fit within the wider framework of the monitoring plan of the UNSDCF. Monitoring responsibility at this level will primarily be within the UN inter-agency working groups established under the UNSDCF and will be coordinated by the Resident Coordinator's Office. Planning, monitoring and reporting of the UNSDCF will be done through the online platform "UN Info" working collaboratively with the Government. Maximum use will be made of China's official national data and information systems. Along with other UN agencies, the ILO will support government capacity for data collation, analysis and use, and SDG monitoring, particularly in the area of employment and labour statistics (refer to the Results Matrix for details).

The ILO will participate in the annual reviews of the UNSDCF. These measure overall progress towards planned results, monitor risks, identify key opportunities and challenges, and reflect on experience to inform decisions and course correction in the evolving context of China

and the world. The UN inter-agency working groups will prepare an annual report which is submitted to the Joint Steering Committee for review.

The ILO will also participate in the design and conduct of the final independent evaluation of the UNSDCF in 2024, in order to contribute to the preparation of the subsequent Cooperation Framework.

Monitoring and evaluation arrangements at DWCP level: The ILO Country Office will align its reporting cycles with those of the UNSDCF and prioritize the provision of quality input based on DWCP monitoring into UNSDCF progress reports. Key ILO focus areas in this regard will be its comparative advantage as well as policies on gender equality, inclusion of persons with disabilities and vulnerable groups.

In this context, the ILO Country Office will:

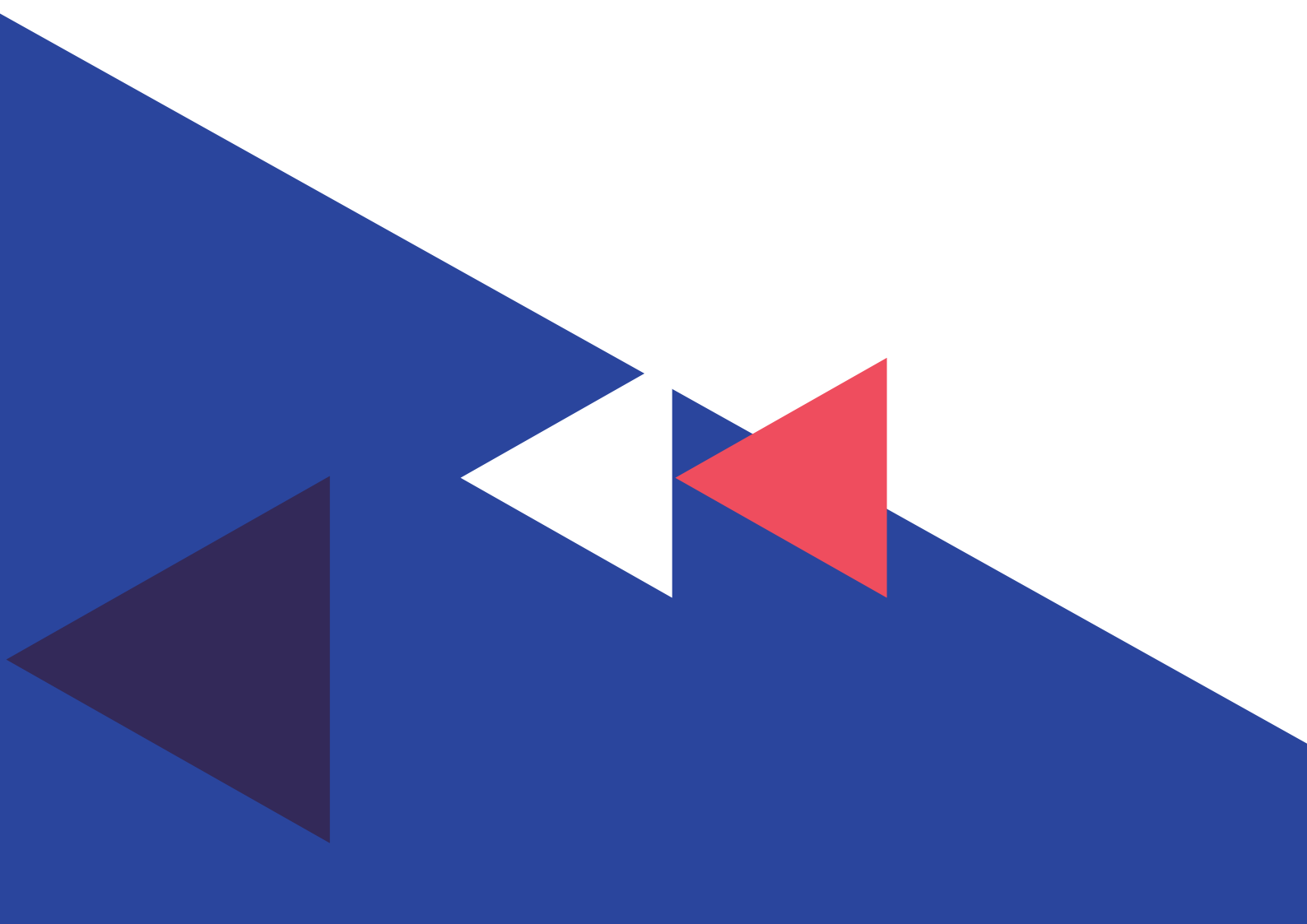
- Together with the DWCP Tripartite Steering Committee, prepare a DWCP Monitoring Plan which will be reviewed and updated regularly at TSC meetings. Associated reporting will be synchronized to the extent possible with UNSDCF reporting cycles (see above) as well as ILO internal reporting to the Regional Office for Asia and the Pacific (ROAP) and ILO Headquarters.
- Conduct mid-term and end-of term reviews of DWCP progress, lessons, and contributions to UNSDCF implementation
- Ensure that all development cooperation projects include plans and resourcing for independent evaluation, and that new project designs link to both UNSDCF and DWCP results and indicators as appropriate.
- Draw on the above in contributing to UNCT reporting processes as well as to UNSDCF mid-term and end-of term evaluations.

ILO role in the UNCT: In addition to its role as co-chair of the Results Group for People and Prosperity (Strategic Priority 1), the ILO Country Office will participate in other UNSDCF results groups as relevant, the Thematic Group on Leaving No One Behind (LNOB), the Gender and Youth Working Group, the UN Joint Programme on HIV/AIDS, the UN Joint Programme on Disability and other UNCT working groups and UN Joint Programmes as appropriate.

Gender mainstreaming and inclusion within ILO Country Office: In line with ILO and broader UN commitments to gender mainstreaming and inclusion, the Country Office will continue efforts to increase staff capacities to internally and externally mainstream gender, promote women's empowerment, promote inclusion of persons with disability and ensure no one is left behind. In this respect, the Country Office will:

- Provide opportunities for staff to participate in training on gender mainstreaming, disability inclusion and LNOB.
- Ensure measures are in place for effective monitoring of implementation by the Country Office of gender mainstreaming, disability inclusion and LNOB commitments.
- Ensure programme /project documents and evaluation Terms of Reference (ToR) routinely include attention to and require evidence of gender mainstreaming, disability inclusion and LNOB.

The ILO will further support constituents and other partners to strengthen their gender mainstreaming awareness and capacities. This will include (i) encouraging greater participation by women representatives of constituents in the DWCP Tripartite Steering Committee, with a target of 35 percent by 2025 and (ii) the achievement of a specific targets (to be agreed) for women in leadership and decision-making roles in constituent organizations.



6 Resource mobilization plan

The ILO Country Office and tripartite constituents will work together to identify, mobilize, and monitor resources to achieve the outcomes and outputs planned for the DWCP in the period 2023-2025. It is recognized that international ODA, multilateral and other funding sources for China are declining as China rapidly develops its economy and expands its own international cooperation programmes with other countries. In this context, resource mobilization efforts during the DWCP period will place a particular priority on identifying and facilitating the domestic financing sources and opportunities, including within China's private sector. The following specific measures are envisaged in this context:

Tripartite constituents' resources: The ILO will facilitate and support the deployment of technical and financial resources from its constituents in the strategic focus areas of the DWCP. This will include budgetary allocations as well as contributions in-kind (e.g. staff time and facilities) from the government and social partners in formulating and implementing legal and policy frameworks and programmes that lead to achievement of DWCP outcomes and outputs. In more specific terms, this will include:

- Supporting and promoting increased national human and financial resourcing to implement China's decent work priorities and commitments as articulated in the 14th National Five-year Plan and other relevant national policies, strategies, and plans.
- Promoting and facilitating private sector investment in decent work creation and the skilling, upskilling and reskilling of their workforces, as well as contributions to specific elements of DWCP implementation, including through SSTC.
- The contributions of staff time, use of constituent facilities and services, and facilitating access to constituencies and networks as appropriate.

In this context, the ILO will develop a cooperative relationship with the China International Development Cooperation Agency (CIDCA) with respect to the potential resourcing of decent work initiatives within China's international cooperation engagements, including as part of SSTC initiatives.

ILO Regular Budget Supplementary Account (RBSA): Noting that China is no longer a prioritized country in this context, ILO programmes of strategic significance can be funded for specific periods by the RBSA, which is based on voluntary funding to the ILO by various development partners.

Extra-budgetary technical cooperation projects funded through the multi/bi-lateral development partners: As noted, the availability of extra-budgetary technical cooperation (XBTC) funding is expected to decline in the current DWCP period. The major XB-funded projects planned in the current DWCP period are (i) phase 2 of the EU/China project to strengthen China's institutional capacity to improve its social protection system; and (ii) phase 2 of the Quality Apprenticeship and Lifelong Learning in China project, funded by JP Morgan Chase.

For details on ILO-managed development cooperation projects that will contribute to implementation (as confirmed at the time of DWCP signing), refer to the ILO Development Cooperation Dashboard, available at:

<https://www.ilo.org/DevelopmentCooperationDashboard/#altay3m>

Joint UN Funds: The ILO will explore the possibility of access to opportunities such as the UN South-South Cooperation Assistance Fund and the ILO-led UN Global Accelerator for Jobs and Social Protection in order to achieve a job-rich recovery and a just transition to a sustainable and inclusive economy.

ILO technical and financial resources: Technical backstopping and advisory support will be provided by ILO specialist staff in the Decent Work Team (DWT) in the Regional Office for Asia and the Pacific (ROAP) in Bangkok; and the global ILO specialist and programme support units at ILO headquarters in Geneva. These resources are available to support the ILO Office and constituents to design, revise, update and evaluate policies and programmes, as well as to initiate innovations in business models and improve effectiveness and results.

Building on the above, the ILO Country Office, together with the tripartite constituents, will develop a short **partnership development and resource mobilization strategy** within the first year of the DWCP. The strategy will be based on (i) a mapping of potential new or strengthened partnerships and funding sources, particularly within China, to be prioritized for attention during the DWCP period; (ii) a resourcing gap analysis based on the requirements of the Results Matrix; and (iii) a national/international funding source mapping to enable the setting of realistic resource mobilization targets. Inter alia the latter will include reference to the roles and contributions of ILO constituents. National sources of DWCP resourcing will be emphasized for follow-up.

7 Communication and advocacy

Effective communications and advocacy make an important contribution to achieving priorities and outcomes under the DWCP which are fully aligned with the UNSDCF as well as the 14th National Five-Year Plan.

The ILO's communications and advocacy work links to the following UNSDCF indicators:

- **UNSDCF Indicator 1.3.2 & 2.5.2:** Number of new communication and advocacy initiatives/campaigns conducted with UN support to raise the awareness on equitable and inclusive sustainable human, social and economic development and non-discrimination.
- **UNSDCF Indicator 1.3.3 & 2.5.3 (adapted):** Number of new social-norm-change interventions aimed at promoting gender equality, disability rights, and eliminating discrimination and violence.

The ILO's work in this respect has the following main aspects:

- serving tripartite partners and other stakeholders through raising awareness about the Decent Work Agenda in China
- contributing to public discussion and learning about promoting decent work for all and creating harmonious labour relations, especially among China's youth
- raising awareness among the broader Chinese public about the importance of achieving China's decent work objectives
- contributing to wider UN social-norm-change interventions in China to promote harmonious labour relations, gender equality and disability rights, and to eliminate discrimination and violence in the world of work.

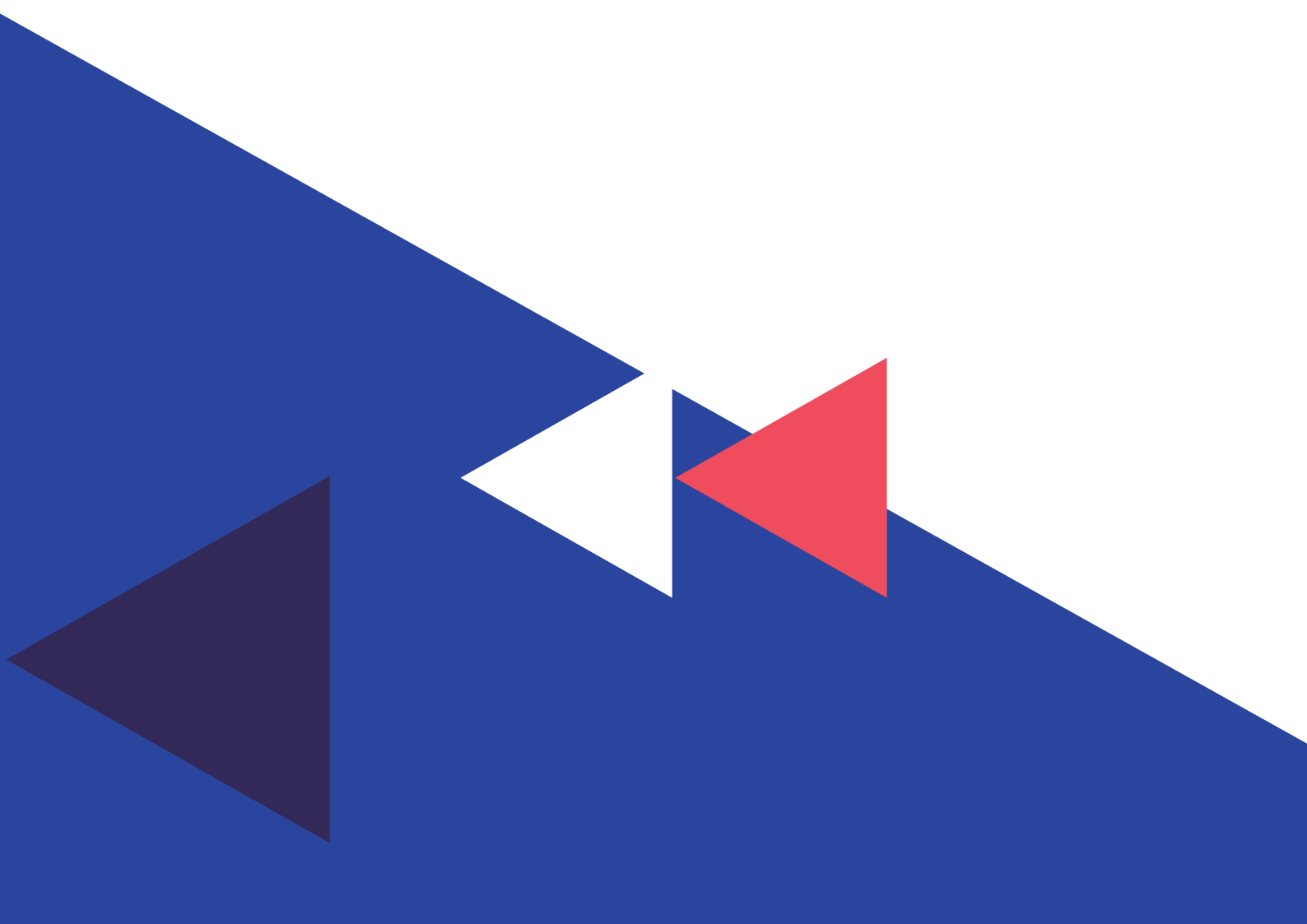
To support effective implementation of DWCP, the ILO's communications and advocacy work will include the following specific activities in collaboration with tripartite partners:

- Produce and disseminate knowledge products using modern forms of communication (including short video clips, infographics as well as reports) to raise awareness of the

general public, various stakeholders as well as tripartite partners on challenges in the world of work and key messages for ensuring decent work and creating harmonious labour relations in China.

- Promote events and campaigns organized in various forms by the ILO Country Office for China and Mongolia and/or tripartite partners.
- Share key messages and lessons beyond direct participants of those events and campaign for the broader promotion of decent work.
- Improve communications between the ILO Beijing office, tripartite partners and other key stakeholders for more effective collaboration.

Communication and advocacy under DWCP will be carried out in an inclusive and balanced manner with full respect for international labour standards as well as relevant laws and regulations of People's Republic of China.



► 附件

Annex 1: References

Annex 2: Constituent consultations to inform DWCP development

Annex 3: Ratifications by China of International Labour Conventions

Annex 4: Labour laws, regulations and major departmental rules (2022)

Annex 5: DWCP Results Matrix

Annex 1: Key references

Relevant analytical/background documentation for country overview

United Nations sources

- United Nations China (December 2020). UNSDCF: Development Analysis & Data Summary.
- United Nations Common Country Analysis for the United Nations Sustainable Development Cooperation Framework, China 2021-2025 (unpublished).
- UN Sustainable Development Cooperation Framework 2021-25.
- UNDP Human Development Report, China. (15 December 2020). Human development summary capturing achievements in the HDI and complementary metrics that estimate gender gaps, inequality, planetary pressures and poverty. Available at <http://www.hdr.undp.org/en/data>.

Chinese sources

- BOSS 直聘发布《2021 中国职场性别薪酬差异报告》.
- China Daily; <https://global.chinadaily.com.cn/a/202111/12/WS618da8c9a310cdd39bc74e00.html>.
- China Daily; Vocational education to receive better recognition after law revision. Updated: 2022-04-21, http://en.npc.gov.cn.cdurl.cn/2022-04/21/c_745498.htm.
- National Bureau of Statistics, the Department of Social Science, Technology and Cultural Statistics: Where has time gone - statistical data of China time use survey in 2018, Beijing: China Statistics Press, December 2019.
- National Bureau of Statistics. The Final Statistical and Monitoring Report of the Agenda for the Development of Chinese Women (2011-2020) , December 21, 2021. Available at http://www.stats.gov.cn/xxgk/sjfb/zxfb2020/202112/t20211221_1825526.html
- National Bureau of Statistics.
 - 2018 中国时间利用调查 (CTUS) .
 - 对 2018 年全国时间利用调查数据的解读 .
http://www.stats.gov.cn/xxgk/jd/sjjd2020/201901/t20190125_1764780.html, 2019-01-25
 - 2020 年城镇非私营单位就业人员年平均工资 97379 元 http://www.stats.gov.cn/xxgk/sjfb/zxfb2020/202105/t20210519_1817689.html
 - 2020 年城镇私营单位就业人员年平均工资 57727 元 http://www.stats.gov.cn/xxgk/sjfb/zxfb2020/202105/t20210519_1817690.html

- 2020 年规模以上企业分岗位就业人员年平均工资情况 http://www.stats.gov.cn/xxgk/sjfb/zxfb2020/202105/t20210519_1817691.html
- 国家数据 , <https://data.stats.gov.cn/english/index.htm>
http://www.stats.gov.cn/tjsj/zxfb/202205/t20220520_1857628.html http://www.stats.gov.cn/tjsj/zxfb/201205/t20120529_12828.html
http://www.stats.gov.cn/tjsj/zxfb/202204/t20220429_1830126.html
http://www.stats.gov.cn/xxgk/sjfb/zxfb2020/202105/t20210519_1817689.html
http://www.gov.cn/gzdt/2013-05/27/content_2411923.htm; 劳动和社会保障部对 2000 年 4 个季度农民工状态调查
- 2008 年时间使用调查数据汇编, <http://www.stats.gov.cn/ztjc/ztsj/2008sjly/>, 2009-10-2
- State Council Information Office of the People's Republic of China: China's Epic Journey from Poverty to Prosperity, September 2021, http://english.www.gov.cn/archive/whitepaper/202109/28/content_WS61528550c6d0df57f98e0ffa.html
- State Council of the People's Republic of China: State Council encourages vocational education reform, english.gov.cn, Feb 13,2019, http://english.www.gov.cn/policies/latest_releases/2019/02/13/content_281476520067560.htm
- World Economic Forum. The Global Gender Gap Report. 2018. Page 63. Available at: http://www3.weforum.org/docs/WEF_GGGR_2018.pdf.
- World Economic Forum, The Global Gender Gap Report 2020, 2020

National policy and planning documents

- National 14th Five-Year Plan, 2021-2025.
- 14th Five-year Plan of the Ministry of Human Resources and Social Security, 2021-2025.
- 4th Five-Year Plan of the All-China Federation of Trade Unions (ACFTU), 2021-2025.
- China Enterprise Council (CEC) planning documents.
- Opinion on Promoting High-Quality Development of Modern Vocational Education.
- National 14th Five-Year Plan on Employment Promotion (2021-2025).
- Outline for the Development of Chinese Women (2021-2030).
- 14th Five-Year Plan for National Emergency System.
- National Human Rights Action Plan (2021-2025).
- 14th Five-Year Plan for the Protection and Development of Persons with Disabilities.
- Outline on the Development of Chinese Children (2021-2030).
- Various documents on entrepreneurship and mass innovation including Opinions of on Further Promotion of Employment and Entrepreneurship under the New Situation(《关于进一步做好新形势下就业创业工作的意见》) issued by the State Council on May 10, 2015;

Opinions on Several Policy Measures to Vigorously Promote Mass Entrepreneurship and Innovation (《关于大力推进大众创业万众创新若干政策措施的意见》) issued on June 11, 2015 by the State Council; Opinions of on Promoting the High-quality Development of Innovation and Entrepreneurship to Create an Upgraded Version of Mass Innovation and Entrepreneurship (《关于推动创新创业高质量发展打造“双创”升级版的意见》) issued by the State Council on September 26, 2018.

ILO documentation

- China Decent Work Country Programme (DWCP), 2016-2020.
- ILO in China, Decent Work Country Programme Review (2016-2020): Report, May 2021.
- ILO Centenary Declaration for the Future of Work (2019).
- ILO global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient (2021).
- ILO Strategic Plan 2022-2025.
- ILO Programme and Budget (P&B) 2022-2023.
- MoUs signed between ILO and MOHRSS for SSTC; Ministry of Emergency Management for SSTC on Work Safety; and Ministry of Transport on strengthening the implementation of Maritime Labour Convention, 2006.
- ILO and MOHRSS, Implementation Report: MOU Review 2020-21.

Other sources

- World Economic Forum: The Global Gender Gap Report 2022. Available at https://www3.weforum.org/docs/WEF_GGGR_2022.pdf

Annex 2: Constituent consultations to inform DWCP development

Date	Consultation /stakeholders
21 April 2022	Introductory Tripartite Meeting
24 May 2022	Consultation with CEC
17 June 2022	Consultation with MOHRSS
17 June 2022	Consultation with ACFTU
November 2022	Tripartite review and validation of draft DWCP
July 2023	Tripartite endorsement of DWCP

Annex 3: Ratifications by China of International Labour Conventions

Please refer: http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11200:0::NO::P11200_COUNTRY_ID:103500

Labour Convention	Status
Fundamental	
C029 - Forced Labour Convention, 1930 (No. 29)	Approved
C100 - Equal Remuneration Convention, 1951 (No. 100)	In force
C105 - C105 - Abolition of Forced Labour Convention, 1957 (No. 105)	Approved
C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	In force
C138 - Minimum Age Convention, 1973 (No. 138) Minimum age specified: 16 years	In force
C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)	In force
Governance	
C122 - Employment Policy Convention, 1964 (No. 122)	In force
C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	In force
Technical	
C007 - Minimum Age (Sea) Convention, 1920 (No. 7)	Not in force
C011 - Right of Association (Agriculture) Convention, 1921 (No. 11)	In force
C014 - Weekly Rest (Industry) Convention, 1921 (No. 14)	In force
C015 - Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15)	Not in force
C016 - Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16)	Not in force
C019 - Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)	In force
C022 - Seamen's Articles of Agreement Convention, 1926 (No. 22)	Not in force

C023 - Repatriation of Seamen Convention, 1926 (No. 23)	Not in force
C026 - Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)	In force
C027 - Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27)	In force
C032 - Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)	In force
C045 - Underground Work (Women) Convention, 1935 (No. 45)	In force
C059 - Minimum Age (Industry) Convention (Revised), 1937 (No. 59)	Not in force
C080 - Final Articles Revision Convention, 1946 (No. 80)	In force
C150 - Labour Administration Convention, 1978 (No. 150)	In force
C155 - Occupational Safety and Health Convention, 1981 (No. 155)	In force
C159 - Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)	In force
C167 - Safety and Health in Construction Convention, 1988 (No. 167)	In force
C170 - Chemicals Convention, 1990 (No. 170)	In force
MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006).	In force

Annex 4: Labour laws, regulations and major departmental rules (2022)

Category	Document Name	Date of Issuance (dd-mm-yy)	Date of Latest Revision
Laws	Labour Law of the People's Republic of China	07-05-1994	12-29-2018
	Social Insurance Law of the People's Republic of China	10-28-2010	12-29-2018
	Employment Promotion Law of the People's Republic of China	08-30-2007	04-24-2015
	Labour Contract Law of the People's Republic of China	06-29-2007	12-28-2012
	Labour Dispute Mediation and Arbitration Law of the People's Republic of China	12-29-2007	
	The Trade Union Law of the People's Republic of China	04-03-1992	12-24-2021
	Law of the People's Republic of China on the Protection of Rights and Interests of Women	04-03-1992	10-26-2018
	Law of the People's Republic of China on the Protection of Minors	09-04-1991	10-17-2020
	Production Safety Law of the People's Republic of China	06-29-2002	06-10-2021
	Mine Safety Law of The People's Republic of China	11-07-1992	08-27-2009
	Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases	10-27-2001	12-29-2018
	Law of the People's Republic of China on the Prevention and Treatment of Infectious Diseases	02-21-1989	06-29-2013

Administrative Regulations	Regulation on Ensuring Wage Payment to Migrant Workers	12-30-2019	
	Interim Regulation on Human Resources Market	06-29-2018	
	Regulation on Public Holidays for National Annual Festivals and Memorial Days	12-23-1949	12-11-2013
	Special Rules on the Labour Protection of Female Employees	04-28-2012	
	Regulation on Work-Related Injury Insurances	04-27-2003	12-20-2010
	Regulation on the Implementation of the Labour Contract Law of the People's Republic of China	09-18-2008	
	Regulation on Paid Annual Leave for Employees	12-14-2007	
	Regulation on the Employment of the Disabled	02-25-2007	
	Regulation on Labour Security Supervision	11-01-2004	
	Provisions on the Prohibition of Using Child Labour	10-01-2002	
	Regulations on Unemployment Insurance	01-22-1999	
	Provisions of the State Council on the Working Hours of Employees	02-03-1994	03-25-1995
	Regulations for the Implementation of the Mine Safety Law of the People's Republic of China	10-30-1996	
	Regulations on the Prevention and Treatment of Pneumoconiosis of the People's Republic of China	12-03-1987	
	Measures for the Implementation of the Law of the People's Republic of China on the Prevention and Treatment of Infectious Diseases	12-06-1991	

Departmental Rules	the Guiding Opinions on Safeguarding the Rights and Interests of Workers in New Forms of Employment	22-07-2021	
	Organizational Rules on the Arbitration of Labour and Personnel Disputes	01-20-2010	05-08-2017
	Rules for Handling Arbitration Cases on Labour and Personnel Disputes	01-01-2009	05-08-2017
	Interim Provisions on Labour Dispatch	01-24-2014	
	Provisions on the Negotiation and Mediation of Enterprise Labour Disputes	11-30-2011	
	Several Provisions on Implementing the Social Insurance Law of the People's Republic of China	06-29-2011	
	Several Provisions of the Ministry of Labour and Social Security Regarding the Implementation of the Regulations on Labour Security Supervision	12-31-2004	01-07-2022
	Implementation Measures for Paid Annual Leave for Employees of Enterprises	09-18-2008	
	Provisions on Collective Contracts	01-20-2004	
	Provisions on Minimum Wages	01-20-2004	
	Tentative Measures for Collective Negotiation on Wages	11-08-2000	
	Special Protection Provisions for Juvenile Workers	12-09-1994	
	Interim Provisions on Wage Payment	12-06-1994	
	Employment Service and Employment Management	2007-11-05	2022-01-07

Annex 5: Results matrix

Impact: Alignment to and support for national and international policies, commitments, goals, targets and plans.

► National policy and planning alignments

- 14th national Five-Year Plan 2021-2025.
- National 14th Five-Year Plan on Employment Promotion (2021-2025).
- Outline for the Development of Chinese Women (2021-2030).
- National 14th Five-Year Plan of Vocational Skills Training (2021-2025) (“十四五” 职业技能培训规划).
- Opinion on Promoting High-Quality Development of Modern Vocational Education.
- National Human Rights Action Plan (2021-2025).
- 14th Five-Year Plan for the Protection and Development of People with Disabilities.
- Outline on the Development of Chinese Children (2021-2030).
- 14th Five-Year Plan on National Work Safety.
- 14th Five-Year Plan on Prevention and Control of Occupational Diseases.
- 14th FYP For National Emergency System.

► ILO constituent planning alignments

- MOHRSS 14th Five-Year Plan.
- ACFTU 14th Five-Year plan.
- CEC priorities.

► Alignment with SDG targets

- SDG 1.3 (social protection for all).
- SDG 4.3 and 4.5 (equitable and equal access to TVET).
- SDG 4.4 (skills for employment, decent jobs and entrepreneurship).
- SDG 5.1 (ending discrimination against women and girls).
- SDG 5.2 (eliminating all forms of violence against all women and girls).
- SDG 5.4 (recognizing and valuing unpaid care and domestic work, including through the provision of public services).
- SDG 8.3 (policies to support job creation, entrepreneurship, creativity, innovation and formalization of MSMEs).
- SDG 8.5 (full and productive employment and decent work for all, and equal pay for work of equal value).
- SDG 8.6 (reduction in proportion of youth not in employment, education or training).
- SDG 8.8 (labour rights and secure working environments for all, including migrant workers, especially women, and those in precarious employment).
- SDG 17.9 (enhance international support in developing countries to implement the SDGs), including through North-South, South-South and triangular cooperation).

► Key ILO strategic alignments

- ILO Centenary Declaration for the Future of Work (2019).
- ILO global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient (2021).
- ILO Declaration on Social Justice for a Fair Globalization (2008).
- ILO Strategic Plan 2022-2025.
- ILO Programme and Budget (P&B) 2022-2023.
- International labour standards ratified by China.

DWCP Goal: Increased number of women and men have access to decent work in China as a result of improved legal and policy frameworks, strengthened capacities and enhanced social dialogue, contributing to common prosperity in line with national development objectives and respecting international labour standards.

DWCP Strategic Priority 1: Promote full, gender-responsive, inclusive and high-quality employment for human-centred COVID-19 recovery and sustainable development.

► Outcome 1.1: Increased decent work opportunities available during China's human-centred recovery from the impact of the COVID-19 pandemic, with particular attention to workers in new forms of employment while ensuring no one is left behind.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
1.1.1: Unemployment rate by age (SDG 8.5.2, UNSDCF Indicator 1.1).	► 5.2% - Survey of urban unemployment (2020).	► Less than 5.5% (average rate on an annual basis, from 14th FYP). The ILO will contribute along with other UNCT members to the achievement of the above target.	► Official data from National Bureau of Statistics (NBS). ► ILO project reports showing ILO contribution towards overall result.
► Output 1.1.1: Increased capacity of constituents to develop and implement evidence-based, gender-responsive and inclusive employment policies and regulations to enable better access to the labour market in the post-COVID-19 period, with a focus on leaving no one behind; regularly organised international exchanges and seminars on employment issues (adapted from UNSDCF Output 1.2).			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
1.1.1 (a): Number of gender-responsive and inclusive laws, employment policies and regulations developed with evidence of constituent's input.	► Overall framework on employment is provided by the National 14th 5YP on Employment Promotion.	► At least 1 gender-responsive and inclusive law, employment policy or regulation developed with constituent input.	► Adopted laws, policies and regulations. ► ILO programme/ project reports. ► ILO programme/ project reports.
1.1.1 (b): Number of initiatives to increase relevant capacities of constituents.		► At least 2 capacity development initiatives.	

1.1.1 (c): Number of initiatives to support increased access by persons with disabilities to decent employment.	► The 14th Five-year Plan for the Protection and Development of the People with Disabilities includes a commitment to a multi-form employment support system for persons with disabilities and the achievement of a relatively full and high-quality employment.	► At least 3 initiatives to support increased access by persons with disabilities to decent employment, including the completion of 2 provincial disability inclusion pilot projects under the auspices of the ILO Global Business Disability Network. ► Recommendations produced for wider application of the lessons and good practices identified.	► Reports of the ILO Global Business Disability Network.
1.1.1 (d): Number of initiatives to support persons living with HIV to improve their livelihood or access to employment.		► At least 3 initiatives to support improvement of livelihood or employment access of persons living with HIV.	► ILO programme/ project reports.
► Output 1.1.2: Policy recommendations proposed on decent job creation, leaving no one behind and future pandemic preparedness as part of China's COVID-19 pandemic recovery and response to the climate change.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
1.1.2 (a): Number of national policy and international dialogues on integration of the above-specified areas within China's pandemic recovery plans and climate change response which are conducted with engagement of ILO constituents and other stakeholders.	► Overall framework on employment is provided by the National 14th YFP on Employment Promotion. ► COVID-19 pandemic recovery and addressing the impacts in China of climate change are central components of the national 14th YFP.	► At least 1 national and 1 international policy dialogue convened on integration of the specified areas within China's pandemic recovery plans and climate change response, to be conducted with engagement of ILO constituents and other stakeholders. (Also refer to 1.1.1(c)).	► Government reports on relevant policy, regulatory and programmatic initiatives. ► ILO project reports.
1.1.2 (b): Diagnosis available of new forms of work arrangements (including digital platforms and broader future of work issues) developed and validated by national policy dialogue, with consideration of worker protection measures (adapted from UNSDCF Indicator 1.2.2).	► Several studies were carried out under the previous DWCP on platform employment. These contributed to the 'Guiding Opinion on Protecting the Rights of Workers in New Forms of Employment,' which aims to improve the compliance of platform companies, enhance working conditions and protect labour rights.	► Diagnostic study on frontier issues and the future of work produced and available (Adapted from UNSDCF). ► Finalized / consolidated diagnosis is (i) validated by government, workers and employers and (ii) informs national and international policy dialogues on integration of the specified thematic areas within China's pandemic recovery plans and climate change response (adapted from UNSDCF).	► Validated consolidated diagnostic report. ► Diagnostic studies.

► Output 1.1.3: Increased number of women and men participating in entrepreneurship and sustainable business training.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
1.1.2 (a): Percentage increase in participation in each of (i) SYIB and (ii) KAB training activities, disaggregated by sex and disability status.	► The SIYB China Project is implemented by MOHRSS with ILO support. It based on 4 standard training courses: GYB, SYB, IYB, and EYB, plus the new tool developed by the project in China: 'Access to SIYB training for people with disabilities. A Handbook for Organizers and Trainers in China. ► KAB is a training programme for trainers and teachers in vocational education and secondary education, aimed at young people in the formal education system.	► At least a 20% increase in the number of participants in each of (i) SYIB and (ii) KAB training activities, at least 50% of whom are female and at least 1.5% are persons with disability.	► MOHRSS reports. ► ILO project reports.
► Output 1.1.4: Increased capacities of ILO constituents and relevant institutions to compile, analyse and disseminate gender-responsive statistics on employment, unemployment and working conditions, particularly in the context of planning for recovery from the COVID-19 pandemic.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
1.1.3 (a): Number of initiatives to strengthen relevant statistical capacities of constituents and relevant institutions.	► China conducts an annual labour force survey. Data is published in the China Labour Statistical Yearbook.	► At least 2 initiatives to strengthen relevant statistical capacities of constituents and relevant institutions.	► ILO programme/ project reports
► Outcome 1.2: Access to innovative, adaptive and quality lifelong skills development opportunities is improved. ⁴¹			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
1.2.1: Number of policy, research and programme initiatives to promote greater inclusion of women, workers in new forms of work, migrant workers and vulnerable ⁴² groups in formal TVET and workplace-based skills development programmes.	► The National 14th Five-Year Plan on Vocational Skills Training (2021-2025) provides the basis for national prioritization and planning in this area.	► At least 8 policy, research and programme initiatives undertaken to improve inclusion in the areas specified.	► ILO programme/ project reports.

41 Supported by Quality Apprenticeship and Lifelong Learning in China Phase 2 project. Funded by JP Morgan Chase.

Grant period: 01/05/2022-30/04/2025. Beneficiary group/s: Working men and women in need of skills development to improve employability. Young workers from low socio-economic background, particularly vulnerable groups including female young workers, workers with disabilities and internal migrant workers from rural areas. Target sector/s: Manufacturing, emerging green sectors.

42 Vulnerable groups include migrant workers, persons with disabilities, persons living with HIV and LGBTQI+ persons.

► Output 1.2.1: Policy focus areas, priorities and actions identified through evidence-based policy dialogue to increase the number of women, men and persons from vulnerable groups engaged in TVET programmes, including in the areas of entrepreneurship, digital and green skills.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
1.2.1 (a): Number of national social dialogue initiatives conducted on increasing inclusion within TVET, including in the areas of entrepreneurship, digital and green skills.	► Not applicable.	► 1 national policy dialogue conducted with international participation on barriers to and enablers of improved access to TVET, including in the areas of entrepreneurship, digital and green skills. ► Report, with recommendations for action, produced and disseminated on policy gaps and priorities.	► ILO programme/ ► project reports. ► Report on outcomes of national policy dialogue.
1.2.1 (b): Number of strategic research initiatives undertaken on inclusion policy gaps, priorities and potential actions, including with respect to entrepreneurship, digital and green skills.	► Not applicable.	► 1 strategic research initiative undertaken on inclusion policy gaps, priorities and potential actions, including with respect to the specified skills development areas. ► Such research to support the above national policy dialogue (1.1.1(a), including analysis of relevant international experience, good practices and lessons.	► Finalized research report.
1.2.1 (c): Number of initiatives using the ILO tool on "Greening TVET and skills development" (2022) to coach enterprises and vocational institutions to introduce skills for green jobs into their training and assessment packages. ⁴³	► Tool trialled and planned for use during the current DWCP period.	► At least 2 initiatives using the ILO tool on "Greening TVET and skills development" (2022) to coach enterprises and vocational institutions to introduce skills for green jobs into their training and assessment packages.	► ILO programme/ project reports.

43 Supported through above project

▶ Output 1.2.2: Increased number of women and men engaged in quality apprenticeships and workplace-based life-long learning, including (i) upskilling and reskilling for existing workforces and (ii) a focus on skills development for green jobs . ⁴⁴			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
1.2.2 (a): Number of young women and men placed into quality apprenticeship programmes.	During 2020-21: (see below) ▶ ILO Quality Apprenticeship tools and knowledge products were translated, piloted and adapted. ▶ selected enterprise and training provider capacities were developed; and ▶ baseline research was conducted on the current implementation of China New Enterprise-based Apprenticeship Programme.⁴⁵	▶ At least 2,000 women and men placed into quality apprenticeship programmes.	▶ ILO programme/ project reports.
1.2.2 (b): Number of (i) employers and (ii) education institutions engaged in apprenticeship / workplace-based learning initiatives.		▶ At least 50 employers and 50 educational institutions engaged in apprenticeship / workplace-based learning initiatives.	▶ ILO programme/ project reports.
1.2.2 (c): Number of new tools and policy reports developed to promote quality apprenticeships and workplace-based learning.		▶ At least 6 new tools and policy reports developed to promote quality apprenticeships and workplace-based learning.	▶ ILO programme/ project reports.
▶ Output 1.2.3: Enhanced inclusivity of public employment services (PES), with focus on engagement with women and men workers in new forms of employment, migrant workers and vulnerable groups.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
1.2.3 (a): Number of policy and technical support initiatives to support increased inclusivity of PES.	▶ The employment service system includes employment agencies, employment training, unemployment insurance and employment service enterprises. The system offers guidance, consultancy and agency services to job seekers and employers, offers pre-job training and vocational training courses to seekers of employment and reemployment, and provides unemployment insurance.	▶ At least 2 policy and/or technical support initiatives undertaken to increase inclusion and address barriers within PES.	▶ ILO programme/ project reports.

⁴⁴ Supported through above project

⁴⁵ Through Phase 1 of the ILO project 'Quality Apprenticeship and Lifelong Learning in China,' funded by JP Morgan Chase

DWCP Strategic Priority 1 - Assumption Statement:

- The impacts of COVID-19 will continue to influence labour market dynamics, including employment opportunities, for all or most of the DWCP period.
- At the same time, the challenges within the world of work posed by the climate crisis will continue to intensify.
- Major employment challenges facing China in this context include (i) the exclusion from the labour market of "left behind" groups, including migrant workers, persons with disabilities, persons living with HIV and LGBTQI+ persons; and (ii) the need to develop green jobs and green skills and just transition measures as part of the climate change response.
- Gender inequities and discrimination in the labour market also continue to pose a challenge.
- Key priorities in addressing these challenges include new and revised legal and policy frameworks; enhanced social dialogue; the development of an adaptive skills-based society based on life-long learning; and strengthened policy capacities of constituents and other stakeholders.
- Opportunities will be available for DWCP partners at all levels to contribute to the development and revision of national policies and laws to help address the challenges identified.
- Despite declining external aid flows to China due to its rapid development, the necessary human resources will be available to support the achievement of the outcomes and outputs under this DWCP.
- In this context, ILO constituents are committed to contributing in-kind and financial resources to support the implementation of DWCP outcomes.
- The ILO Country Office in China will continue to have the necessary human resources and access to the technical expertise required for effective and efficient implementation of the DWCP.

DWCP Strategic Priority 2: Promote and extend social and labour protection in and out of the workplace.

► Outcome 2.1: More people in China, especially women and vulnerable groups, benefit from equitable and high-quality social protection throughout the life course (adapted from UNSDCF Outcome 2)⁴⁶ (Links to Outcome 3.2 reference to C102 - Social Security (Minimum Standards) Convention, 1952).

Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
2.1.1: Coverage of social insurance programmes by age, sex and type of residence (UNSDCF Indicator 2.3).	► (UNSDCF, 2020). ► Urban employee pension: 456.38 million. ► Basic pension for urban and rural residents: 542.44 million, coverage of basic insurance at 91%. ► Unemployment insurance: 216.89 million. ► Work injury insurance: 267.70 million. ► Maternity insurance: 235.46 million.	► Basic pension coverage: 95% (UNSDCF). ► From the 14th five Year Programme on Human Resources and Social Security Development: • Population covered by the Unemployment Insurance: 230 million. • Population covered by the Employment Injury Insurance: 280 million. • The size of the supplementary Old Age Pension reaches 4 trillion Yuan. ► From the 14th Five Year Plan of Universal Health Protection Programme: • The coverage of the Basic Medical Insurance: > 95%.The ILO will contribute along with other UNCT members to achievement of the above targets.	► Official data from MOHRSS and NHSA. ► ILO project reports showing ILO contribution towards overall result.

⁴⁶ Supported by Phase 2 of the EU/China project to strengthen China's institutional capacity to improve its social protection system.

► Output 2.1.1: Inclusive and equitable social protection policies and measures developed or revised to strengthen coverage, comprehensiveness and adequacy of benefits, with focus on women, workers in new forms of employment, migrant workers and vulnerable groups.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
2.1.1 (a): Number of new or revised national social protection policies and measures, with prioritization of old-age pensions, employment injury insurance, and portability of social security benefits (adapted from UNSDCF Indicator 2.3.1).	► ILO briefs produced under previous DWCP as a basis for ongoing policy dialogue in the following areas: unemployment, injury and family benefits; maternity benefits; medical sickness benefits; and invalids and survivors' benefits. ► The priorities of MOHRSS during the DWCP period are: (i) old-age pensions with focus on pillar 2 (employer contributions and role) and pillar 3 (individual savings); and (ii) employment injury insurance.	► At least 3 new or revised national social protection policies and measures, with prioritization of old-age pensions, employment injury insurance, and portability of social security benefits, supported by • At least 1 national policy dialogue with international expert participation and a focus on coverage of women, workers in new forms of employment, migrant workers and vulnerable groups. • Additional research commissioned/produced, including reference to relevant international knowledge and good practices to supplement existing ILO research in support of the national policy dialogue.	► ILO programme/project reports. ► Government policy and reports.
► Output 2.1.2: Increased capacities and knowledge of relevant national institutions and constituents to promote, contribute to and implement an effective, efficient, coordinated and inclusive multi-tier social security system.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
2.1.2 (a): Number of capacity development and knowledge enhancement initiatives conducted with national institutions and constituents, with reference to international experience, good practices and lessons.	► 4 capacity development initiatives were conducted under the previous DWCP.	► At least 2 capacity development and knowledge enhancement initiatives conducted with national institutions and constituents, with reference to international experience, good practices and lessons, including: ► At least one seminar/webinar convened with international experts to strengthen the knowledge base of relevant national institutions and constituents, with a focus on the sharing of knowledge, good practices and lessons.	► ILO programme/project reports. ► Report on seminar/webinar outcomes.

▶ Output 2.1.3: Expanded, equitable and inclusive social protection coverage of women and men workers in new forms of employment through enhanced policy design.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
2.1.3 (a): Number of new or revised integrated / gender-responsive social protection policies and standards to support and protect the rights of employers and workers in new forms of employment (adapted from UNSDCF Indicator 1.2.3).	▶ Not applicable.	▶ At least 2 new or revised integrated / gender-responsive social protection policies and standards to support and protect the rights of employers and workers in new forms of employment.	▶ ILO programme/ project reports. ▶ Government policy and other relevant documents.
▶ Output 2.1.4: Enhanced systems at national and provincial levels for efficient and equitable delivery of social security services, including through enhanced digitalization.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
2.1.4 (a): Number of capacity development initiatives conducted with engagement of ILO constituents to strengthen delivery systems.	▶ Basis for progress provided by MOHRSS study under previous DWCP on the development of a digital transformation strategy and a data governance plan for China's social insurance administration.	▶ By end of 2022, at least 2 capacity development initiatives conducted with engagement of ILO constituents to strengthen delivery systems, particularly with respect to the implementation of the digital transformation strategy and data governance plan.	▶ ILO programme/ project reports. ▶ MOHRSS reports.
▶ Outcome 2.2: Enhanced enabling environment for the promotion of safe and healthy workplaces which are free from violence and harassment.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
2.2.1: Number of (i) gender-responsive and inclusive laws, standards and tools developed or strengthened and (ii) capacity development initiatives undertaken to improve OSH and eliminate violence and harassment in the workplace.	▶ OSH is governed by national law, administrative regulations, departmental regulations, national standards, industry standards and other regulatory documents at different levels that constitute a multi-level OSH standards system. However, significant challenges persist in responding to traditional OSH risks while new ones are emerging. ▶ There is space for further aligning the national OSH laws and standards with international labour standards.	▶ At least 2 gender-responsive and inclusive laws, standards and tools developed or strengthened, and ▶ at least 4 capacity development initiatives undertaken capacity development initiatives undertaken to improve OSH and eliminate violence and harassment in the workplace ▶ <i>Note: Reference in Outcome 3.2 to promotion of C187 - Promotional Framework for Occupational Safety and Health Convention, 2006.</i>	▶ Relevant legislation and tool(s). ▶ ILO programme/ project reports.

► Output 2.2.1: OSH laws and standards developed, revised and adopted in line with ratified international labour standards for better protection of the safety and health of workers. (Links to Outcome 3.2 reference to C187 - Promotional Framework for Occupational Safety and Health Convention, 2006).			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
2.2.1 (a): Number of new or revised OSH laws and standards adopted or implemented by the government, ILO social partners and other stakeholders (adapted from UNSDCF Indicator 1.2.4).	► 2018: The Law on Prevention and Control of Occupational Diseases was revised. ► Musculoskeletal diseases and mental and behaviour disorders are not on the List of Occupational Diseases which serves as the basis for prevention, reporting and compensation.	► At least 2 new or revised OSH laws and standards adopted or implemented by the government, ILO social partners and other stakeholders, as follows: (i) revision of Law on Prevention and Control of Occupational Diseases to better align with international labour standards; and (ii) revision of National List of Occupational Diseases to cover musculoskeletal disorders (MSDs) and work stress induced diseases.	► Revised law and national list. ► ILO programme/ project reports.
► Output 2.2.2: Increased capacities of constituents and other key stakeholders to address persisting and emerging OSH challenges, including through the development of prevention measures with respect to ergonomic and sociopsychological risks.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
2.2.2 Number of initiatives undertaken to strengthen capacities to address persisting and emerging OSH challenges.	► Not applicable.	► At least 2 capacity development initiatives conducted with constituents and other key stakeholders to address persisting and emerging OSH challenges.	► ILO programme/ project reports.

► Output 2.2.3: Increased capacity of constituents and other stakeholders to develop and implement evidence-based and gender-responsive laws, policies, programmes and practices in line with international labour standards to eliminate violence and harassment in the world of work.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
2.2.3 (a): Number of initiatives to increase relevant capacities of ILO constituents and other stakeholders.	► (July 2021). Civil Code on addressing sexual harassment issued in June 2020. ACFTU Handbook on Prevention and Elimination of Sexual Harassment in the Workplace developed and promoted	► At least 2 initiatives to increase the relevant capacities of ILO constituents and other stakeholders.	► ILO programme/ project reports.
2.2.3 (b): Number of initiatives to review and contribute to laws and policies to tackle violence and harassment in the workplace (adapted from UNSDCF Indicator 2.4.2).		► At least 2 initiatives to review and contribute to laws and policies to tackle violence and harassment in the workplace in line with C190 including: ► 1 national social dialogue initiative with constituents and other stakeholders ► 1 study conducted of international experience, good practices and lessons to inform the national social dialogue initiative.	

DWCP Strategic Priority 2 - Assumption Statement:

- The post COVID-19 pandemic period will see an accelerated effort to strengthen the social protection system, including an increased focus on the inclusion and coverage of women, workers in new forms of employment and vulnerable groups.
- At the same time, there is a need to continue improving the efficiency and equity of delivery of social protection.
- Challenges related to occupational safety and health continue to require close attention, including with regard to emerging challenges such as ergonomic and sociopsychological risks.
- Violence and harassment in the workplace, including gender-based violence and sexual harassment, remain a serious issue that affect the safety and health of women in the workforce, in particular.
- Despite declining external aid flows to China due to its rapid development, the necessary human resources will be available to support the achievement of the outcomes and outputs under this DWCP.
- In this context, ILO constituents are committed to contributing in-kind and financial resources to support the implementation of DWCP outcomes.
- The ILO Country Office in China will continue to have the necessary human resources and access to the technical expertise required for effective and efficient implementation of the DWCP.

DWCP Strategic Priority 3: Promote and strengthen gender-responsive and inclusive practices and institutions for harmonious labour relations for better working conditions.

► Outcome 3.1: Harmonious labour relations for better working conditions (including better employment protection, working hours and wages) strengthened through tripartite initiatives; effective collective negotiation; and enhanced labour inspection, labour disputes prevention, mediation and resolution.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
3.1.1: Number of gender-responsive and inclusive initiatives to strengthen relevant policies, institutional capacities and social dialogue to improve working conditions.	► The goals of the 14th Five-Year Plan, as well as the 14th Five-Year Plans of MOHRSS and ACFTU, includes commitments to the steady improvement of employment quality.	► At least 10 gender-responsive and inclusive initiatives taken to strengthen relevant policies, institutional capacities and social dialogue to improve working conditions, including in the following areas: labour inspection; effective collective negotiation; improved labour disputes prevention, mediation and resolution; promotion of greater work-life balance; and improved childcare services as the result of an expanded high-quality care economy.	► Government reports. ► ILO programme/ project reports.
► Output 3.1.1: Enhanced tripartite capacity and system for creating harmonious labour relations; strengthened international cooperation on creating harmonious labour relations, including support for development of “Handbook on Creating Harmonious Labour Relations in the New Era” and “Compilation of Good Cases on Harmonious Labour Relations in the New Era” ; Labour inspection system and capacities increased to (i) address current and new challenges in the world of work, (ii) develop and implement a targeted strategic compliance plan and (iii) continue to enhance international cooperation on labour inspection enforcement capacity.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
3.1.1 (a): Number of initiatives undertaken with engagement of ILO constituents to strengthen capacities for labour inspection delivery, coverage and coordination	► The labour inspectorates face current and new challenges in the world of work. The primary priority of Labour inspection is addressing long-standing challenge of wage arrears of rural migrant workers. The government has adopted a number of laws and policies in response to this challenge. At the same time, the labour inspectorates face new challenges such as non-compliance in relation to new types of employment and digital labour platforms.	► At least 2 initiatives undertaken with engagement of ILO constituents to strengthen capacities for labour inspection delivery, coverage and coordination.	► ILO programme/ project reports. ► The developed capacity-building knowledge products.

3.1.1 (b): Number of initiatives to enhance international cooperation on labour inspection enforcement capacity.	► Not applicable	► At 2 initiatives to enhance international cooperation on labour inspection enforcement capacity.	► ILO programme/ project reports.
► Output 3.1.2: Increased capacities of ILO constituents and other key stakeholders for effective collective bargaining/negotiation and labour disputes prevention, mediation and resolution, with particular focus on priorities and needs of women, workers in new forms of employment and vulnerable groups.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
3.1.2 (a): Number of initiatives undertaken with engagement of ILO constituents to further strengthen capacities for effective collective negotiation and labour disputes prevention, mediation and resolution.	► By the end of 2021, 1.32 million collective contracts had been submitted for official review, covering 120 million employees. The ACFTU, sector unions and local unions have begun to initiate collective negotiation for platform workers.	► At least 2 capacity development initiatives undertaken with engagement of ILO constituents to further strengthen capacities for effective collective negotiation and labour disputes prevention, mediation and resolution, including: ► facilitation of international exchange for MOHRSS and social partners on disputes resolution within new forms of employment.	► ILO programme/ project reports.
3.1.2 (b): Number of initiatives to review and improve labour disputes resolution procedures, especially in the area of new forms of employment.	► According to the "Labour Dispute Mediation and Arbitration Law" (2007), 97% of the cases are currently concluded within the prescribed time limit, and more than 70% of the cases are concluded at the arbitration stage (2022). Special attention should be paid to improving the labour dispute resolution mechanism for new employment forms.	► At least 2 two capacity-building initiatives undertaken to review and improve labour dispute resolution procedures, especially in the area of new forms of employment.	► ILO programme / project reports.
3.1.3 (c): Number of gender-responsive knowledge products and tools produced to promote harmonious labour relations.	► New partnership developed by MOHRSS with 3 Beijing universities to develop case studies and a manual on harmonious labour relations.	► At least 2 knowledge products and tools produced, including (i) a set of case studies (national and international) developed on harmonious labour relations; and (ii) a manual produced and promoted by MOHRSS on developing harmonious labour relations in the post-COVID era	► Completed manual and case studies.

► Outcome 3.2: Gender equality in the workplace enhanced as a result of enhanced social dialogue, improved LO constituents' capacities and knowledge, and an expanded care sector in China.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
3.2.1: Number of initiatives to improve gender equality in the workplace through improved social dialogue, increased relevant ILO constituent capacities and knowledge, and an expanded care sector in China.	► Zero baseline	► At least 8 initiatives to improve social dialogue, increase relevant ILO constituent capacities and knowledge, and expand the care sector in China.	► ILO project reports
► 3.2.1: Increased capacity and knowledge of constituents and other actors to develop and/or implement evidence-based laws, policies, programmes and practices to promote gender equality and work-life balance in line with international labour standards.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
3.2.1 (a): Number of gender-responsive and inclusive initiatives to strengthen relevant tripartite capacities and knowledge.	► Women's rights in the workplace are protected by the Law on the Protection of Rights and Interests of Women (2005), the Employment Promotion Law (2007) and the Special Rules on the Labour Protection of Female Employees. ► 2019: MOHRSS and 8 other national institutions issued a new policy to eliminate discrimination in recruitment.	► At least 2 gender-responsive and inclusive initiatives to strengthen relevant tripartite capacities and knowledge, including through facilitation of sharing of international knowledge and good practices.	► ILO project reports.
3.2.1 (b): Number of gender equality training tools developed and piloted.	► ACFTU conducted an enterprise survey on family friendly policies and measures under the previous DWCP.	► At least 2 new gender equality training tools developed and piloted at enterprise level in collaboration with UN Women, CEC and ACFTU.	► ILO project reports.
3.2.1 (c): Number of joint (national/ international) research projects initiated on the gender dimensions of decent work and COVID-19 recovery planning.		► At least 1 joint research project initiated with international experts on the gender dimensions of decent work and COVID-19 recovery planning, including with respect to the situation of home-based workers.	► ILO project reports.

3.2.1 (d): Number of initiatives to support research and facilitation of social dialogue on the issue of equal pay for work of equal value.	► The CEACR has commented on the need for China to implement the principles of C100 (equal remuneration convention).	► At least 3 initiatives to support research and facilitation of social dialogue on the issue of equal pay for work of equal value, as follows: ► 1 research initiative on the current status of equal pay for work of equal value in China. ► At least 1 social dialogue activity facilitated with ILO constituents to consider implications and ways forward with respect to the research findings. ► Facilitation of China's inclusion in the Equal Pay International Coalition (EPIC).	► ILO project reports.
► Output 3.2.2: Priorities and policy options identified through social dialogue for the development of the care economy, with particular attention to (i) expanded availability of workplace and community-based quality childcare services and (ii) promoting the high-quality development of the domestic work sector.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
3.2.2 (a): Number of social dialogue processes facilitated at national level.	► 14 January 2022: Basis for social dialogue on the care economy provided by ILO research report: Family Care Work in China: Current Situation, Value Estimation and Epidemic Impact (Renmin University of China).	► At least 1 national social dialogue process facilitated at national level, informed by the January 2022 ILO research report. ► Report produced on dialogue findings with respect to policy priorities and options. ► Policy recommendations produced in areas including (i) expanded availability of high-quality childcare services; (ii) promotion of the high-quality development of the domestic work sector; and (iii) improving the situation of domestic workers.	► Report on outcomes of the social dialogue. ► ILO programme/ project reports.

► Outcome 3.3: More Chinese women and men workers enjoy the benefits of increased awareness of and commitment to fundamental principles and rights at work (FPRW).			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
3.3.1: Number of additional international labour conventions (i) confirmed as priorities for ratification through social dialogue with the necessary steps initiated, and (ii) promoted for greater awareness and discussion.	► Research by MOHRSS and ILO Beijing Country Office has highlighted the following conventions for consideration as ratification priorities: C102 - Social Security (Minimum Standards) Convention, 1952; and C183 - Maternity Protection Convention, 2000. ► The following conventions have also been suggested for promotion and discussion: New Fundamental Convention C187 - Promotional Framework for Occupational Safety and Health Convention, 2006; and C081 - Labour Inspection Convention, 1947, along with P081 - Protocol of 1995 to the Labour Inspection Convention, 1947; C131 - Minimum Wage Fixing Convention, 1970.	► At least 3 additional international conventions labour conventions confirmed as priorities for ratification through social dialogue, with the necessary steps initiated. ► At least 2 further international labour conventions promoted to raise awareness and encourage discussion.	► MOHRSS reports. ► ILO programme/ project reports.
3.3.2: Number of consultations organized to support improvement of country reports to ILO supervisory bodies.	► CEACR feedback has indicated scope for improvement in this regard.	► 2 consultations organised to support improvement of country reports to ILO supervisory bodies.	► CEACR and other relevant ILO supervisory body reports.

► Output 3.3.1: Increased capacities of ILO constituents and other key stakeholders to support the application of international labour standards and responsible business conduct principles within global supply chains (GSCs) operating in China.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
3.3.1 (a): Number of initiatives to increase tripartite constituents' and business sector awareness and capacities with respect to CSR and RBC, particularly among SMEs and in GSCs operating in China.	► The RSCA project focused on the textiles and electronic sectors in Guangdong, Jiangsu and Zhejiang provinces, contributing to increased knowledge, understanding and capacities on CSR/RBC. ► The project has developed a set of localized training and advocacy products on the ILO MNE Declaration and responsible business conduct. ► The SCORE project and the RSCA project, both of which came to an end in December 2021, have organized CSR training courses and workshops for companies. ► The SCORE academy will continue to promote and provide SCORE training and consultancy service in China.	► At least 2 initiatives undertaken to increase tripartite constituents' and business sector awareness and capacities with respect to CSR and RBC, particularly among SMEs and in GSCs operating in China.	► ILO programme/ project reports. ► The developed capacity-building knowledge products.
3.3.1 (b): Number of initiatives to facilitate social dialogue and cooperation with respect to promotion and application of international labour standards, CSR and RBC, particularly among SMEs and in GSCs operating in China.		► At least 2 initiatives including research and seminars to facilitate social dialogue and cooperation with respect to promotion and application of international labour standards, CSR and RBC, particularly among SMEs and in GSCs operating in China.	
3.3.1 (c): Number of stakeholders (SMEs, service providers and implementing partners) in GSCs linked to China trained on ILO Fundamental Principles and Rights at Work and the ILO MNE Declaration.		► 100 stakeholders (SMEs, service providers and implementing partners) in GSCs linked to China have been trained on ILO Fundamental Principles and Rights at Work and the ILO MNE Declaration.	► Reports of the collaboration partners. ► ILO project reports.

► Output 3.3.2: Inclusive national strategy and plan developed with constituents, and implementation commenced, for promotion and application of C029 and C105.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
3.3.2 (a): Development, adoption and initial implementation by ILO constituents of a gender-responsive and inclusive national strategy and plan for the promotion and application of C029 and C105.	► C029 and C105 ratified in 2022 after extensive process of tripartite social dialogue.	► Gender-responsive and inclusive national strategy and plan for the promotion and application of C029 and C105 developed and adopted by ILO constituents through a process of social dialogue, with clear definition of respective roles of constituents and other key stakeholders. ► First steps taken to promote and implement the strategy and plan.	► Finalized and adopted national strategy and plan. ► MOHRSS reports. ► ILO programme/project reports.
► Output 3.3.3: Increased knowledge and capacities of Chinese constituents to engage in international and domestic dialogue on the application of international labour standards within international trade policy and agreements.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
3.3.3 (a): Number of initiatives to increase relevant policy, analytical and negotiation knowledge and capacities.	► Increasingly international labour standards are part of international trade agreements and individual country due diligence requirements. ► The China-EU Comprehensive Agreement on Investment (CAI) is the major such agreement involving China currently. This commits China to maintain (not lower) labour standards, respect international treaty obligations and support the uptake of CSR by Chinese companies.	► At least 3 initiatives to increase relevant policy, analytical and negotiation knowledge and capacities, as follows: • mapping of relevant international experience, good practices and lessons produced. • international dialogue/exchange facilitated with relevant international experts and counterparts. • training conducted for ILO constituents and other national stakeholders.	► Finalized mapping report. ► ILO programme/project reports.

DWCP Strategic Priority 3 - Assumption Statement:

- Key contributors to improved working conditions include:
 - effective labour inspection, collective bargaining and mechanisms for labour disputes resolution
 - better work-life balance, linked to improved gender equality in the world of work
 - development of the care economy as both a source for decent employment and quality childcare services which support better work-life balance
- Despite declining external aid flows to China due to its rapid development, the necessary human resources will be available to support the achievement of the outcomes and outputs under this DWCP.
- In this context, ILO constituents are committed to contributing in-kind and financial resources to support the implementation of DWCP outcomes.
- The ILO Country Office in China will continue to have the necessary human resources and access to the technical expertise required for effective and efficient implementation of the DWCP.

DWCP Strategic Priority 4: Expand and strengthen the contribution of China's international exchange and cooperation partnerships to the achievement of the decent work components of the SDGs, in line with commitments of China's Global Development Initiative (GDI) and Belt and Road Initiative (BRI).

▶ Outcome 4.1: China's contribution to the promotion of the Decent Work Agenda internationally is increased through (i) enhanced support to gender-responsive and inclusive SSTC decent work projects and (ii) expanded sharing of gender-responsive and inclusive knowledge and good practices between Chinese and international decent work specialists and experts, as well as between Chinese ILO constituents and their counterparts in other countries.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
4.1.1: Number of new gender-responsive and inclusive SSTC and international exchange initiatives involving Chinese and international counterparts to promote the decent work components of the SDGs in line with international labour standards.	▶ 2 SSTC projects underway (2022). ▶ Regular engagement under previous DWCP with international experts and institutional counterparts on key policy issues prioritized by China.	▶ At least 15 new gender-responsive and inclusive SSTC and international exchange initiatives involving Chinese and international counterparts to promote the decent work components of the SDGs in line with international labour standards.	▶ ILO programme/project reports.
▶ Output 4.1.1: China's contribution to the promotion of the Decent Work Agenda internationally is increased through South-South and Triangular Cooperation (SSTC); and carried out a series of events regarding labour governance under the BRI framework.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
4.1.1 (a): Number of gender-responsive and inclusive SSTC projects funded by China or ILO, in line with international labour standards and contributing to attainment of the decent work aspects of the SDGs (adapted from UNSDCF Indicator 6.1.1)	▶ In 2019 the ILO signed 4 MOUs to support the promotion of decent work in other countries under the Belt and Road cooperation framework⁴⁷ ▶ Current SSTC projects underway (2023) are: • Skills development project in Cambodia, Myanmar and Lao PDR in period 2022-2025 (MOHRSS, 2022-2025)⁴⁸ • Training of Trainers and Maritime Inspectors in the Application of the ILO Maritime Labour Convention, 2006 for Asian Countries (MOT and Shanghai Maritime University).	▶ At least 3 gender-responsive and inclusive SSTC projects funded by China or ILO in progress or completed, and in line with international labour standards and contributing to attainment of the decent work aspects of the SDGs.	▶ ILO programme/project reports ▶ Chinese SSTC partner reports.

47 The MOUs are with MOHRSS, MEM, MOT and ACFTU

48 Strengthening Skills Development through SSTC: Cambodia, Lao PDR and Myanmar, MOHRSS, USD 2,999,970 until 2025

► Output 4.1.2: Increased sharing of decent work knowledge and good practices between Chinese national institutions and experts and international counterparts; and shared China's good practices in employment, skills, labour relations, social protection, etc with other countries for mutual benefit.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
4.1.2 (a): Number of new gender-responsive and inclusive decent work knowledge and/or good practice sharing initiatives involving Chinese national institutions and experts and international counterparts.	► Not applicable	► At least 10 new gender-responsive and inclusive decent work knowledge and/or good practice sharing initiatives involving Chinese national institutions and experts and international counterparts.	► ILO programme/project reports.
► Output 4.1.3: Increased sharing of knowledge and good practices for mutual benefit between Chinese ILO constituents and their direct counterparts in other countries.			
Performance Indicators (disaggregated)	Baseline	Target (end of programme)	Source/ MoV
4.1.3 (a): Number of new gender-responsive and inclusive decent work knowledge and/or good practice sharing initiatives between Chinese ILO constituents and their direct counterparts in other countries.	► Under the previous DWCP, the ACFTU was supported in initiatives to enhance the capacities of workers' organizations to influence policy agendas on future of work, social, economic and environmental issues in Asia and the Pacific.	► At least 6 new gender-responsive and inclusive decent work knowledge and/or good practice sharing initiatives between Chinese ILO constituents and their direct counterparts in other countries.	► ILO programme/project reports.

DWCP Strategic Priority 4 - Assumption Statement:

- An important focus of increased cooperation and exchange will be decent work challenges and priorities related to:
 - the COVID-19 pandemic recovery
 - the impacts of the climate crisis, and
 - the situation of women, workers in new forms of work, migrant workers and vulnerable groups.
- Both Chinese and international partners and counterparts see the mutual benefits of increased cooperation and sharing of knowledge and good practices.
- The flow-back benefits to China of international cooperation and exchange can be tracked and demonstrated.
- The design of relevant SSTC projects continues to be strengthened from an explicit decent work (including ILS) perspective.
- ILO constituents in China and other countries are able to commit the necessary human and financial resources to increasing and sustaining cooperation and exchanges for mutual benefit.
- The necessary human and financial resources are available to expand such cooperation, including from the ILO tripartite constituents as relevant.
- The ILO Country Office in China will continue to have the necessary human resources and access to the technical expertise required for effective and efficient implementation of the DWCP.

► **CONTACT:**

1-10 Tayuan Diplomatic Office Building,
No. 14 Liangmahe Nanlu, Chaoyang
District, Beijing, PRC China

Tel: +86 10 6532 5091

Fax: +86 10 6532 1420

E-Mail: beijing@ilo.org

Website: www.ilo.org/beijing