

Appendix I: Human Rights Watch Letter to Ministry of Human Resources and Social Security

November 6, 2017

Minister Yin Weimin
Ministry of Human Resources and Social Security
12 Hepingli Street
Dongcheng District, Beijing 100009
People's Republic of China

Re: Gender discrimination in job advertising in China

Dear Minister Yin,

Human Rights Watch is an independent international organization that monitors human rights in more than 90 countries around the world. We have been reporting on and advocating solutions to human rights abuses in China for more than 30 years.

We are currently preparing a report on gender discrimination in job advertising in China. The report focuses on the extent to which the Chinese government has complied with domestic anti-gender discrimination laws and fulfilled its obligations under the Convention on the Elimination of All Forms of Discrimination against Women and other international legal instruments.

We would appreciate your response to questions raised below, as well as any additional information you wish to provide us on this issue, so that they can be reflected in our report. Human Rights Watch strives to ensure the accuracy of our research and looks forward to your response. In light of our publishing schedule, we would appreciate receiving your response by November 27, 2017, sent to Sophie Richardson, China Director at Human Rights Watch, by email at richars@hrw.org or by fax to 1-202-612-4333.

Thank you for your attention to this matter, and we look forward to hearing from you.

Sincerely,



Sophie Richardson
China Director
Human Rights Watch

Questions:

1. Is there data on complaints filed to the Ministry of Human Resources and Social Security (MHRSS) or Human Resources and Social Security Bureaus (HRSSBs) across the country pertaining to gender discrimination in job advertising, such as the number of complaints filed, bureaus' response rate, as well as percentages of companies that were found of and fined for violating non-discrimination laws. Please provide us with such data from the past several years as available.
2. What measures are available to ensure that HRSSBs proactively and vigorously investigate companies that publish discriminatory job ads?
3. What mechanisms are in place to ensure that HRSSB officials respond adequately and timely to complaints pertaining to gender discrimination in job advertising filed to the bureaus?
4. What mechanisms are available to ensure that the penalties to companies for publishing discriminatory job ads are proportionate to the severity of their violations?
5. What efforts has the MHRSS made or plans to make to combat societal stereotypes that encourage discrimination in hiring, such as considering women less physically, psychologically and intellectually capable than men?
6. What actions has the MHRSS taken and plans to take to ensure that women are not discriminated against or punished for taking maternity leave?

Appendix II: Human Rights Watch Letter to State Administration for Industry and Commerce

November 6, 2017

Minister Zhang Mao
State Administration for Industry and Commerce
8 Sanlihe Donglu
Xicheng District, Beijing 100820
People's Republic of China

Re: Gender discrimination in job advertising in China

Dear Minister Zhang,

Human Rights Watch is an independent international organization that monitors human rights in more than 90 countries around the world. We have been reporting on and advocating solutions to human rights abuses in China for more than 30 years.

We are currently preparing a report on gender discrimination in job advertising in China. The report focuses on the extent to which the Chinese government has complied with domestic anti-gender discrimination laws and fulfilled its obligations under the Convention on the Elimination of All Forms of Discrimination against Women and other international legal instruments.

We would appreciate your response to questions raised below, as well as any additional information you wish to provide us on this issue, so that they can be reflected in our report. Human Rights Watch strives to ensure the accuracy of our research and looks forward to your response. In light of our publishing schedule, we would appreciate receiving your response by November 27, 2017, sent to Sophie Richardson, China Director at Human Rights Watch, by email at richars@hrw.org or by fax to 1-202-612-4333.

Thank you for your attention to this matter, and we look forward to hearing from you.

Sincerely,



Sophie Richardson
China Director
Human Rights Watch

Questions:

1. Is there data on complaints filed to the State Administration for Industry and Commerce or Industry and Commerce Bureaus across the country pertaining to gender discrimination in job advertising, such as the number of complaints filed, bureaus' response rate, as well as percentages of companies that were found of and fined for violating non-discrimination laws. Please provide such data from the past several years as available.
2. What measures are available to ensure that Industry and Commerce Bureaus proactively and vigorously investigate companies that publish discriminatory job ads?
3. What mechanisms are in place to ensure that Industry and Commerce Bureau officials respond adequately and timely to complaints pertaining to gender discrimination in job advertising filed to the bureaus?
4. What mechanisms are available to ensure that the penalties to companies for publishing discriminatory job ads are proportionate to the severity of their violations?
5. What efforts has the State Administration for Industry and Commerce made and is planning to make to address the problem of women being treated as sexual objects and gender stereotyping in job advertising?

Appendix III: Human Rights Watch Letter to Ministry of Public Security

November 6, 2017

Minister Guo Shengkun
Ministry of Public Security
14 East Chang'an Street
Dongcheng District, Beijing 100741
People's Republic of China

Re: Gender discrimination in job advertising in China

Dear Minister Guo,

Human Rights Watch is an independent international organization that monitors human rights in more than 90 countries around the world. We have been reporting on and advocating solutions to human rights abuses in China for more than 30 years.

We are currently preparing a report on gender discrimination in job advertising in China. The report focuses on the extent to which the Chinese government has complied with domestic anti-gender discrimination laws and fulfilled its obligations under the Convention on the Elimination of All Forms of Discrimination against Women and other international legal instruments.

We would appreciate your response to questions raised below, as well as any additional information you wish to provide us on this issue, so that they can be reflected in our report. Human Rights Watch strives to ensure the accuracy of our research and looks forward to your response. In light of our publishing schedule, we would appreciate receiving your response by November 27, 2017, sent to Sophie Richardson, China Director at Human Rights Watch, by email at richars@hrw.org or by fax to 1-202-612-4333.

Thank you for your attention to this matter, and we look forward to hearing from you.

Sincerely,



Sophie Richardson
China Director
Human Rights Watch

Questions:

1. What criteria does the Ministry of Public Security and local public security bureaus use to determine the requirement or preference for hiring men only for certain positions?
2. What are the measures the Ministry of Public Security takes to ensure non-discrimination and equal treatment in hiring?
3. What policies does the Ministry of Public Security have in place to combat gender stereotyping – particularly, the view that women are less physically, psychologically and intellectually capable than men and thus less capable of handling certain jobs -- within the ministry?

Appendix IV: Letters Between Human Rights Watch and Zhilian Zhaopin

Letter 1: Human Rights Watch Letter to Zhilian Zhaopin

November 14, 2017

Guo Sheng, CEO
Zhaopin Ltd.
Shoukai Square, 5th Floor
No. 10 Wangjing Furong Street
Chaoyang District, Beijing 100020
People's Republic of China

Fax: +86-10-59770861

Re: Gender discrimination in job advertising in China

Dear Mr. Guo,

Human Rights Watch is an independent international organization that monitors human rights in more than 90 countries around the world. We have been reporting on and advocating solutions to human rights abuses in China for more than 30 years.

We are currently preparing a report on gender discrimination in job advertising in China. The report focuses on the extent to which the Chinese government has complied with domestic anti-gender discrimination laws and fulfilled its obligations under the Convention on the Elimination of All Forms of Discrimination against Women and other international legal instruments. The report also examines how companies have complied with domestic laws and regulations and their advertising practices.

Our research has found job posts with discriminatory content on Zhilian Zhaopin's website. For example, an ad posted in August 2017 on your website for clothing sales

associates in Beijing read, “High school diploma or above, female, 18 to 30-years-old, net height 163 cm or higher, trim figure, aesthetically pleasing.”

China’s Advertising Law (广告法) bans “gender discriminatory content” in advertising, a provision that on its face should apply to job recruitment advertising as well as other forms of advertising. For a published advertisement that violates the law, the advertised entity, the advertising agency and the entity that publishes the advertisement can each be fined from 200,000 yuan to up to one million yuan (US\$30,000 to US\$150,000) and have their licenses suspended. Provisions on Employment Services and Employment Management (就业服务与就业管理规定) also prohibit “discriminatory content” in job advertising.

In this context, we would appreciate your response to questions raised below, as well as any additional information you wish to provide us, so that they can be reflected in our report. Human Rights Watch strives to ensure the accuracy of our research and looks forward to your response. In light of our publishing schedule, we would appreciate receiving your response by December 4, 2017, sent to Sophie Richardson, China Director at Human Rights Watch, by email at richars@hrw.org or by fax to 1-202-612-4333. We would also welcome the opportunity to meet with you or your colleagues to discuss these issues.

Thank you for your attention to this matter, and we look forward to hearing from you.

Sincerely,



Sophie Richardson
China Director
Human Rights Watch

Questions:

1. Please provide details on the policies and procedures the company uses to examine advertisements to ensure they comply with China’s Advertising Law.

2. Please provide further information on any policies or procedures the company has to prevent and address gender discrimination within the company.
3. What measures are in place to ensure that employers do not publish gender discriminatory job ads on your websites? Are there any penalties to employers who publish, or ask to publish, such ads?
4. What mechanisms are available for users of your website to report discriminatory job ads?
5. What mechanisms are available to ensure that Zhilian Zhaopin responds adequately and timely to complaints pertaining to discriminatory job ads published on your website?
6. Is there data on complaints filed to your company with regard to gender discriminatory job ads, including the number of complaints filed, and your company's response rate? Please provide us with such data from the past several years as available.

Letter 2: Zhilian Zhaopin Response Letter (translation by Human Rights Watch, followed by original letter in Chinese)

Dear Richardson

Thank you for your organization's attention and supervision. Zhilian Zhaopin has always paid attention to gender equality in the workplace and has implemented various measures on our website to screen job postings and prevent gender discrimination. The details are as follows:

Job advertisements may be posted on our platform in two ways: we can publish the advertisements for our clients in accordance with their needs, or our clients can post them themselves. The review mechanism for each method is as follows:

1. Control process and review mechanism for job advertisements that our company posts

Our customer service team processes advertisements submitted to us by our clients for publication on their behalf. We steadfastly observe the relevant Chinese laws and regulations, including the Labor and Employment Promotion Law. We prohibit any job advertisements that may constitute gender discrimination from being posted on our website. For advertisements posted by our customer service teams on our clients' behalf, we avoid any gender descriptions.

2. Control process and review mechanism for job advertisements posted by clients

1. Filtering and blocking of keywords related to gender or prohibited by the Advertisement Law

- (1) Our corporate users are reminded on the job posting page not to include gender discriminatory descriptions. We also provide a list of keywords that will trigger the blocking system. If a job post contains any such words, it will be blocked and will not be published.

Publishing reminder:

发布新职位
常见问题

[修改企业信息](#)

职位模板

*职位性质

*职位名称

*职位类别

*招聘要求 人 含以上 聘用若干人

*职位月薪

*职位描述

14px A B U

岗位职责:

任职要求:

您可以输入 40-6000 个字符

请勿输入公司邮箱、联系电话、薪资面议及外链, 请不要包含性别歧视语, [点击查看](#)

Prohibited words are listed below:

性别歧视词				
试衣女孩	保洁阿姨	女性优先	lady first	最好是女性
孩妈	女孩子优先	女-性-优-先	ladyfirst	以男性为主
家里有小孩	做饭阿姨	女姓	male	以女性为主
家庭主妇	较性	女姓优先	nan	希望男性
男比较合适	保洁大姐	未婚	nv	希望女性
男孩勿投	只要求男士	未婚优先	woman	以男性为佳
男性较合适	只要求女士	限男性	美丽妈妈	以女性为佳
男性为宜	男士为佳	限女性	已hun已yu的美丽妈妈	性别为男
美女优先	女士为佳	已婚	已hun已yu	性别为女
女生优先	性别为男	已婚已育	结婚的本地人 女士优先	男士为佳
结婚者	性别为女	已育	♂	女士为佳
未婚者	须为男性	已育已婚	♀	须为男
小姐姐	须为女性	已孕	限woman	须为女
结婚并有孩子	只要男士	主妇	限man	限定男士
(女)	只要女士	female	限帅哥	限定女士
已成家	招男士	要求男性	限男	限定女性
yi hun yi yu	招女士	要求女性	限女	限定男性
女孩优先	要男士	急聘男性	限先生	要男的
女汉子	要女士	急聘女性	男士优先	要女的
女性较合适	最好是男	欢迎男性	女士优先	要女士
女性为宜	最好是女	欢迎女性	女姓优先	要男士
最好是男性	招女性	招男性	只招男	招男士
只招女	招女士			

广告法	
国家级	顶级
最高级	no.1
领导品牌	top1
全国领先	领袖品牌
全球领先	世界级
国宝级	第一品牌
世界品质	最先进
国际品质	全国首家
国际知名	至尊
世界领先	最著名
终极	全网首发
最受欢迎	销量冠军
极品	

(2) If users insist on keeping gender discriminatory descriptions in the advertisements, they will be reminded that the posts will not be published.

Case study: A reminder is shown to the user when an entry contains the words “women preferred,” warning that the post will not be published.

敏感词

女性优先

诊断处理

优先级: 当前状态: 未通过 职位发布时间: 2017-12-21

备注: 您好, 按照国家相关法律规定, 职位中包含歧视信息, 请调整后重新发布。

2. The homepage of our website contains the following message. We welcome public oversight.

“Special reminder: when posting job advertisements, please strictly abide by the Employment Promotion Law and other laws and regulations, avoiding gender discriminatory language, including but not limited to descriptions of gender (such as “male” and “female”).

We welcome public oversight. Our company’s hot line is 400-885-9898.”

特别提示：在进行职位发布时，请严格遵守《中华人民共和国就业促进法》等法律、法规的规定，避免使用可能引起就业歧视的描述，包括但不限于：性别描述（如“男”、“女”）等。

敬请大家共同监督，我司服务热线400-885-9898。

智联招聘

3. Our App contains a pop-up box that allows job applicants to report any “problematic job post” or “problematic company” at any time. In doing so, they will not only maximize the protection of their employment rights, but will also help improve our oversight of job postings.

PC window:

举报该职位

该举报针对歧视性信息等违规职位，其他问题请联系客服。

! 举报职位:清洁工2名, 厨房帮工1名

* 举报原因: 还可输入 200 字

* 联系人:

* 联系电话:

* 电子邮箱:

确定 取消

Mobile App Window:





Customer service response mechanism

1. Aside from the automatic screening function performed by our system, our customer service officers manually screen job posts on a daily basis. If they discover any job posts that may constitute gender discrimination, they will temporarily suspend the posts and remind the relevant clients not to make such posts. Depending on how the exchanges go, we will ask the clients to either remove the gender discriminatory language or delete the posts in question.
2. When we become aware of new variants of gender discriminatory language, we will add them to our list of censored words on the next work day.

3. Job applicants may report job advertisements that allegedly contain gender discriminatory information. Our customer service team will promptly contact the applicant and the relevant corporate client with a view to resolving the issue on the same day that the complaint is filed. Currently, on top of the complaint form, our website provides two other means for customers to file complaints: job applicants may request to chat with our customer service officers using the “online customer service” function; and they may leave a message to us on the “contact us” page. See the picture below:



[Contact us] entry at the bottom of the website

智联介绍 | 网站地图 | 加入智联 | 法律声明 | 保密承诺 | 个人注册 | 联系方式 | 常见问题 您对 Zhaopin.com 有任何建议或意见, [请联系我们](#)
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To summarize, we steadfastly abide by the relevant laws and regulations, such as the Labor and Employment Promotion Law. Using the methods above, we rule out the possibility that our website contains gender discriminatory advertisements. We welcome members of the public to make use of the multi-layered, multi-dimensional review methods stated above to supervise our work. We respond to complaints in a timely manner and constantly update our list of censored words. For situations that are not clear-cut, we consult our labor supervision department in order to fulfil our duties as a recruitment company.

Zhilian Zhoapin has paid close attention to gender equality in the workplace. We have worked with UN Women to carry out gender equality plans within the company and signed the Women’s Employment Principles. We are also committed to empowering our female employees. Externally, we have hosted summits on female leadership and founded the annual “best employer” award and the “women’s choice of employer” award with a view to advancing gender equality.

Zhilian Zhoapin Guo Sheng

智联招聘回复函

Dear Richardson,

感谢贵组织对于智联网站的关注和监督，智联招聘一直关注女性的职场性别平等，建立了网站上的各项保障措施，进行职位发布审核和性别歧视防范，具体如下说明：

从我司业务流程来看，职位发布确认两种方式。一是根据客户需求，要求我司代为发布；二是客户自行发布。就上述两种发布方式，具体说明我司采取的审核方式如下：

（一）我司代为发布职位控制流程及审核方案

我司有专门的客服团队负责对客户委托我司代为发布职位进行上线处理。我司坚决贯彻执行中国《劳动与就业促进法》等相关法律、法规规定，杜绝一切有可能产生性别歧视的职位信息在我司网站上发布。由我司客服团队代为发布职位的，会避免在职位信息中包含关于“性别”的描述。

（二）客户自行发布职位控制流程及审核方案

1、我司网站对有关“性别”、广告法关键词的过滤屏蔽

(1) 在职位发布页，会提醒企业用户勿使用性别歧视的相关描述，并且把这些词罗列出来作为敏感词网站触发机制，一旦有用户职位涉及敏感词则会屏蔽无法发布出来。

发布职位提示：

[修改企业信息](#)

职位模板

*职位性质

*职位名称

*职位类别

*招聘要求 人 含以上 聘用若干人

*职位月薪

*职位描述

广告法	
国家级	顶级
最高级	no.1
领导品牌	top1
全国领先	领袖品牌
全球领先	世界级
国宝级	第一品牌
世界品质	最先进
国际品质	全国首家
国际知名	至尊
世界领先	最著名
终极	全网首发
最受欢迎	销量冠军
极品	

(2)如果用户仍在职位描述中写了性别歧视的内容，系统会提示如下内容，且此职位是无法发布的：

案例：职位里含有“女性优先”字眼的客户操作界面屏蔽提示

敏感词

女性优先

诊断处理

优先级： 当前状态：未通过 职位发布时间：2017-12-21

备注：

2、我司官网首页已发布如下提供信息，并欢迎社会各界的监督。

特别提示：在进行职位发布时，请严格遵守《中华人民共和国就业促进法》等法律、法规的规定，避免使用可能引起就业歧视的描述，包括但不限于：性别描述（如“男”、“女”）等。

敬请大家共同监督，我司服务热线400-885-9898。

智联招聘

3、求职者 APP 浏览页面设置投诉弹窗按钮功能。如求职者在职位浏览

中发现“问题职位”或“问题公司”可以随时点击投诉，最大化的保护求职者的就业权利，也不断完善我司对网站职位发布的全面监管。

PC 端界面

举报该职位

该举报针对歧视性信息等违规职位，其他问题请联系客服。

! 举报职位:清洁工2名, 厨房帮工1名

* 举报原因: 还可输入 200 字

* 联系人: jenny

* 联系电话:

* 电子邮箱: jenny. @ .com.cn

确定 取消

移动端界面

中国移动 下午8:16 45%

Marketing Manager

2.4万-4.8万

北京 10年以上 本科

雪佛龙 (中国) 投资有限公司

100-499人 | 石油/石化/化工/能源/矿产/采掘/冶炼

职位描述

Please submit your CV in English. Job Responsibility: - Manage the business' integrated marketing strategy to enhance Delo brand awareness, preference and loyalty. This also includes managing brand experience on customer core touch points including social, vertical, channel, Public Relations, etc.

不看该公司的职位

举报职位

取消



客服方面响应机制

- 1、除系统自动检测功能外，我们的客服人员每天会对在线职位进行巡检，如果发现疑似性别歧视的职位，会对职位进行暂停处理，并通知相关客户勿招聘性别歧视职位，随后会根据沟通结果要求客户修改职位去除性别歧视字段或者下线职位。
- 2、如果发现新的形式的性别歧视词语，确认后会在一个工作日内立即补充在以上词库中。

3、如果求职者发现有公司发布涉嫌性别歧视的职位信息，可以进行投诉，我们的客服会在第一时间和求职者、企业客户进行沟通，当日跟进解决此问题。目前网站除了职位界面的举报入口外，在网站首页还提供两个入口用于客户举报，【在线客服咨询】求职者可以和客服面对面交流；【联系我们】可以给我们的客服留言，随时反馈问题。如图：



【联系我们】入口在网站的底部：

[智联介绍](#) | [网站地图](#) | [加入智联](#) | [法律声明](#) | [保密承诺](#) | [个人注册](#) | [联系方式](#) | [常见问题](#) 您对 Zhaopin.com 有任何建议或意见请[联系我们](#)

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综上，我司坚决贯彻执行《劳动与就业促进法》等相关法律、法规的规定，并已通过上述方式避免网站上存在“性别歧视”的可能。我司在上述已介绍的多层次多维度审查手段下，欢迎社会各界监督，对反馈到客服的任何投诉及时处理，并不断的丰富和完善屏蔽词库。我司在处理职位发布信息中对遇到拿不准、判断不清的情况将积极请示劳动监察部门，履行好网络招聘服务企业应尽的责任。

智联招聘一直关注女性的职场性别平等，与联合国妇女署合作开展职场性别平等计划，签署了 WEPS，公司内部为女性赋权；面向社会，多年来举办女性领导力高峰论坛和创立中国年度最佳雇主颁奖活动最受女性关注雇主奖，促进企业对女性平等的努力。

智联招聘 郭盛

Letter 3: Human Rights Watch Response Letter to Zhilian Zhaopin

January 19, 2018

Guo Sheng, CEO
Zhaopin Ltd.
Shoukai Square, 5th Floor
No. 10 Wangjing Furong Street
Chaoyang District, Beijing 100020
People's Republic of China

Fax: +86-10-59770861

Re: Gender discrimination in job advertising in China

Dear Mr. Guo,

Thank you for your response to our letter we sent in November 2017. We appreciate your taking the time to explain in detail the various methods Zhilian Zhaopin employs to guard against posting gender discriminatory job ads, including keyword filtering, online reporting mechanisms, and a hotline. We also appreciate your statement that the company “eradicates any posts that could possibly be gender discriminatory from being published.”

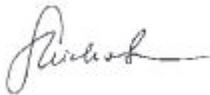
However, it appears that those procedures may not be adequate as we continue to find numerous such ads on your website. For example, a January 17, 2018 search shows a [job post](#) for an administrative assistant position at a Beijing investment management company's Shenyang branch states “nan preferred” (using the pinyin form of the Chinese word “man”), and a [job post](#) for a financing manager at an investment firm in Guangdong province states “man preferred” (using the English term).

We would welcome your response to the publication of these posts, as well as our follow-up questions below, and any further comments you might wish to include so that we can reflect your perspectives in our reporting. We also included two questions from our November 13 letter that you did not answer in your response.

In light of our publishing schedule, we would appreciate receiving your response by February 8, 2018, sent to Sophie Richardson, China Director at Human Rights Watch, by email at richars@hrw.org or by fax to 1-202-612-4333.

Thank you for your attention to this matter, and we look forward to hearing from you.

Sincerely,



Sophie Richardson
China Director
Human Rights Watch

Questions for Clarification:

1. In your December 22 letter, you stated that Zhilian Zhaopin blocks job ads that contain gender discriminatory information from being posted. However, we have found ads that are clearly gender discriminatory on your website. For example, a January 12, 2018 search showed an [ad for an iron process engineer](#) posted by a human resources company in Liaoning province stated, “Age requirement: 35 to 40-year-old; gender: male.” Could you please explain why such an ad was not blocked by your screening mechanisms?
2. You provided us with a list of gender discriminatory words that Zhilian has apparently banned from appearing on the website. However, our research shows many job posts that contain words on the list appearing on your website. For example, a January 12, 2018 search of the banned term “nan,” (which is the pinyin form of the Chinese word for “man”) showed a [job post for three engineers](#) at an environmental engineering company in Jiangxi province stating, “nan preferred”. Could you please explain how this escaped scrutiny?
3. Your letter states that when users are found to have posted gender discriminatory job ads, Zhilian notifies them and requests that they remove the ads. Could you provide some detailed examples of Zhilian taking such steps?

4. Do you ever take broader action – such as a refusal to publish ads – from employers who repeatedly publish, or ask to publish, gender discriminatory job ads on your websites?

5. Does Zhilian gather data on complaints filed with your company with regard to gender discriminatory job ads, including the number of complaints filed, and your company’s response rate? Please provide us with such data from the past several years if available.

Appendix V: Human Rights Watch Letter to 58.com

November 14, 2017

Yao Jinbo, CEO
58.com Inc.
Building 101, #10 Jiuxianqiao North Road Jia
Chaoyang District, Beijing 100015
People's Republic of China

Email: bdmail@58.com

Re: Gender discrimination in job advertising in China

Dear Mr. Yao,

Human Rights Watch is an independent international organization that monitors human rights in more than 90 countries around the world. We have been reporting on and advocating solutions to human rights abuses in China for more than 30 years.

We are currently preparing a report on gender discrimination in job advertising in China. The report focuses on the extent to which the Chinese government has complied with domestic anti-gender discrimination laws and fulfilled its obligations under the Convention on the Elimination of All Forms of Discrimination against Women and other international legal instruments. The report also examines how companies have complied with domestic laws and regulations and their advertising practices.

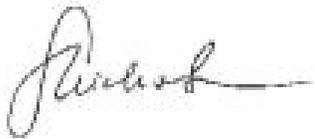
Our research has found job posts with discriminatory content on 58.com's website. For example, a job ad listed on your website in September 2017 for security guards in a residential compound in Beijing said, "No requirement on degree, no requirement on experience... Men, 18 to 45-years-old, height 165 [centi]meters and above."

China's Advertising Law (广告法) bans "gender discriminatory content" in advertising, a provision that on its face should apply to job recruitment advertising as well as other forms of advertising. For a published advertisement that violates the law, the advertised entity, the advertising agency and the entity that publishes the advertisement can each be fined from 200,000 yuan to up to one million yuan (US\$30,000 to US\$150,000) and have their licenses suspended. Provisions on Employment Services and Employment Management (就业服务与就业管理规定) also prohibit "discriminatory content" in job advertising.

In this context, we would appreciate your response to questions raised below, as well as any additional information you wish to provide us, so that they can be reflected in our report. Human Rights Watch strives to ensure the accuracy of our research and looks forward to your response. In light of our publishing schedule, we would appreciate receiving your response by December 4, 2017, sent to Sophie Richardson, China Director at Human Rights Watch, by email at richars@hrw.org or by fax to 1-202-612-4333. We would also welcome the opportunity to meet with you or your colleagues to discuss these issues.

Thank you for your attention to this matter, and we look forward to hearing from you.

Sincerely,



Sophie Richardson
China Director
Human Rights Watch

Questions:

1. Please provide details on the policies and procedures the company uses to examine advertisements to ensure they comply with China's Advertising Law.
2. Please provide further information on any policies or procedures the company has to prevent and address gender discrimination within the company.

3. What measures are in place to ensure that employers do not publish gender discriminatory job ads on your websites? Are there any penalties to employers who publish, or ask to publish, such ads?
4. What mechanisms are available for users of your website to report discriminatory job ads?
5. What mechanisms are available to ensure that 58.com responds adequately and timely to complaints pertaining to discriminatory job ads published on your website?
6. Is there data on complaints filed to your company with regard to gender discriminatory job ads, including the number of complaints filed, and your company's response rate? Please provide us with such data from the past several years as available.

Appendix VI: Human Rights Watch Letter to Alibaba

November 16, 2017

Ma Yun, CEO
Alibaba Group
969 West Wen Yi Road
Yu Hang District, Hangzhou 311121
People's Republic of China

Fax: +86-571-89815505

Re: Gender discrimination in job advertising in China

Dear Mr. Ma,

Human Rights Watch is an independent international organization that monitors human rights in more than 90 countries around the world. We have been reporting on and advocating solutions to human rights abuses in China for more than 30 years.

We are currently preparing a report on gender discrimination in job advertising in China. The report focuses on the extent to which the Chinese government has complied with domestic anti-gender discrimination laws and fulfilled its obligations under the Convention on the Elimination of All Forms of Discrimination against Women and other international legal instruments. The report also examines how companies have complied with domestic laws and regulations and their advertising practices.

In your public speeches, you have repeatedly stressed the importance of women in corporate leadership roles and equal opportunities for men and women entrepreneurs. For example, during the second Global Conference on Women and Entrepreneurship in Hangzhou in July 2017, you said, "At Alibaba's worst time, it is women who encourage us to hold on. ... The world...needs more female leaders." However, our research has found that your company has published job ads that openly stated a preference for male applicants. For example, in July 2017, your recruitment website (<https://job.alibaba.com>) published a

series of ads stating a preference or requirement for male candidates, for positions including: “senior tax specialist” (four vacancies, “Men preferred. Age 25-33”); “Financial risks controller” (“men preferred”); “Logistics operations specialist (four vacancies, “men preferred”); and “security specialist” (“men only”).

In many other ads, your company used the physical attributes of its female employees to attract male applicants. For example, on September 5, 2014, Alibaba’s official campus recruitment Weibo account posted a message, stating “#late night welfare# Ali beauties. Say no more. Straight to photos.” Attached is a series of photos of seven young female Alibaba employees with their names, departments, and a brief self-introduction. (<http://weibo.com/2724465062/BluNAbNvA>) In April 2013, a post on Alibaba’s official Weibo account read, “Alibaba not only has a lot of tech guys, but also a lot of beautiful girls.”

(https://weibo.com/2724465062/zsqPks8Gs?from=page_1006062724465062_profile&vr=6&mod=weibotime&type=comment) Such posts are still on Alibaba’s social media accounts.

China’s Law on the Protection of Women’s Rights and Interests (妇女权益保障法), the Labor Law (劳动法), and the Employment Promotion Law (就业促进法) prohibit gender discrimination in hiring. China’s Advertising Law (广告法) bans “gender discriminatory content” in advertising, a provision that on its face should apply to job recruitment advertising as well as other forms of advertising.

In this context, we would appreciate your response to questions raised below, as well as any additional information you wish to provide us, so that they can be reflected in our report. Human Rights Watch strives to ensure the accuracy of our research and looks forward to your response. In light of our publishing schedule, we would appreciate receiving your response by December 7, 2017, sent to Sophie Richardson, China Director at Human Rights Watch, by email at richars@hrw.org or by fax to 1-202-612-4333. We would also welcome the opportunity to meet with you or your colleagues on these issues.

Thank you for your attention to this matter, and we look forward to hearing from you.

Sincerely,



Sophie Richardson
China Director
Human Rights Watch

Questions:

7. Can Alibaba confirm that this recruitment video (http://video.tudou.com/v/XMjEzMzcXODIzMg==.html?resourceId=0_03_05_07), which appeared on various Chinese websites such as video-sharing website Tudou, was produced by Alibaba?
8. What criteria does Alibaba use to determine the requirement or preference for hiring men only for certain positions?
9. Who at Alibaba decides on the content of the job ads?
10. What steps has Alibaba taken to comply with China's laws relevant to discrimination in employment and employment advertising?
11. What policies and procedures does Alibaba have to prevent discrimination and ensure equal treatment in hiring?
12. Have there been complaints filed to Alibaba with regard to gender discriminatory job ads the company published? If so, how has the company responded to such complaints?
13. What policies does Alibaba have in place to combat gender stereotyping within the company?

Appendix VII: Human Rights Watch Letter to Tencent

November 16, 2017

Ma Huateng, CEO
Tencent Holdings Ltd.
Kejizhongyi Avenue
Nanshan District, Shenzhen 518057
People's Republic of China

Fax: +86-755-86013399
Email: ir@tencent.com

Re: Gender discrimination in job advertising in China

Dear Mr. Ma,

Human Rights Watch is an independent international organization that monitors human rights in more than 90 countries around the world. We have been reporting on and advocating solutions to human rights abuses in China for more than 30 years.

We are currently preparing a report on gender discrimination in job advertising in China. The report focuses on the extent to which the Chinese government has complied with domestic anti-gender discrimination laws and fulfilled its obligations under the Convention on the Elimination of All Forms of Discrimination against Women and other international legal instruments. The report also examines how companies have complied with domestic laws and regulations and their advertising practices.

Our research has found that your company has published job ads that openly stated a preference for male applicants. For example, a March 2017 job post for a sports content editor on your recruitment website (hr.tencent.com) said your company preferred “strong men who are able to work nightshifts” for the job. In some ads, your company also used the physical attributes of its female employees to attract male applicants. For example, in October 2016, Tencent’s official recruitment WeChat account published an article

promoting its recruitment fairs in the United States. One employee was quoted saying, “The reason I joined Tencent originated from a primal impulse. It was mainly because the ladies at human resources and that interviewed me were very pretty.”

(<https://mp.weixin.qq.com/s/dtfCPtuOhNqkj-chx3YV6w##>)

China’s Law on the Protection of Women’s Rights and Interests (妇女权益保障法), the Labor Law (劳动法), and the Employment Promotion Law (就业促进法) prohibit gender discrimination in hiring. China’s Advertising Law (广告法) bans “gender discriminatory content” in advertising, a provision that on its face should apply to job recruitment advertising as well as other forms of advertising.

In this context, we would appreciate your response to questions raised below, as well as any additional information you wish to provide us, so that they can be reflected in our report. Human Rights Watch strives to ensure the accuracy of our research and looks forward to your response. In light of our publishing schedule, we would appreciate receiving your response by December 7, 2017, sent to Sophie Richardson, China Director at Human Rights Watch, by email at richars@hrw.org or by fax to 1-202-612-4333. We would also welcome the opportunity to meet with you or your colleagues to discuss these issues.

Thank you for your attention to this matter, and we look forward to hearing from you.

Sincerely,



Sophie Richardson
China Director
Human Rights Watch

Questions:

1. What criteria does Tencent use to determine the requirement or preference for hiring men only for certain positions?
2. Who at Tencent decides on the content of the job ads?

3. What steps has Tencent taken to comply with China's laws relevant to discrimination in employment and employment advertising?
4. What policies and procedures does Tencent have to prevent discrimination and ensure equal treatment in hiring?
5. Have there been complaints filed to Tencent with regard to gender discriminatory job ads the company published? If so, how has the company responded to such complaints?
6. What policies does Tencent have in place to combat gender stereotyping within the company?

Appendix VIII: Human Rights Watch Letter to Baidu

November 16, 2017

Li Yanhong, CEO
Baidu, Inc.
No. 10 Shangdi 10th Street
Haidian District, Beijing 100085
People's Republic of China

Fax: +86-10-59920000

Re: Gender discrimination in job advertising in China

Dear Mr. Li,

Human Rights Watch is an independent international organization that monitors human rights in more than 90 countries around the world. We have been reporting on and advocating solutions to human rights abuses in China for more than 30 years.

We are currently preparing a report on gender discrimination in job advertising in China. The report focuses on the extent to which the Chinese government has complied with domestic anti-gender discrimination laws and fulfilled its obligations under the Convention on the Elimination of All Forms of Discrimination against Women and other international legal instruments. The report also examines how companies have complied with domestic laws and regulations and their advertising practices.

Our research has found that your company has published job ads that openly stated a preference for male applicants. For example, in March 2017, Baidu advertised on its recruitment website (talent.baidu.com) a job for content reviewers stipulating that applicants must be “men,” and have “strong ability to work under pressure, able to work on weekends, holidays and night shifts.” In some ads, your company also used the physical attributes of its female employees to attract male applicants. For example, in a video posted on Baidu’s official Weibo account in September 2016 with the hashtag

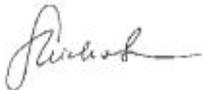
#campus recruitment#, a male Baidu employee said that one of the reasons that he was “so happy every day” at work was because he could “go to work with beautiful girls.” (<http://weibo.com/2255322704/E8ZPAAJfm>)

China’s Law on the Protection of Women’s Rights and Interests (妇女权益保障法), the Labor Law (劳动法), and the Employment Promotion Law (就业促进法) prohibit gender discrimination in hiring. China’s Advertising Law (广告法) bans “gender discriminatory content” in advertising, a provision that on its face should apply to job recruitment advertising as well as other forms of advertising.

In this context, we would appreciate your response to questions raised below, as well as any additional information you wish to provide us, so that they can be reflected in our report. Human Rights Watch strives to ensure the accuracy of our research and looks forward to your response. In light of our publishing schedule, we would appreciate receiving your response by December 7, 2017, sent to Sophie Richardson, China Director at Human Rights Watch, by email at richars@hrw.org or by fax to 1-202-612-4333. We would also welcome the opportunity to meet with you or your colleagues to discuss these issues.

Thank you for your attention to this matter, and we look forward to hearing from you.

Sincerely,



Sophie Richardson
China Director
Human Rights Watch

Questions:

1. What criteria does Baidu use to determine the requirement or preference for hiring men only for certain positions?
2. Who at Baidu decides on the content of the job ads?

3. What steps has Baidu taken to comply with China's laws relevant to discrimination in employment and employment advertising?
4. What policies and procedures does Baidu have to prevent discrimination and ensure equal treatment in hiring?
5. Have there been complaints filed to Baidu with regard to gender discriminatory job ads the company published? If so, how has the company responded to such complaints?
6. What policies does Baidu have in place to combat gender stereotyping within the company?

Appendix IX: Human Rights Watch Letter to Huawei

November 16, 2017

Sun Yafang, Chairman
Huawei Technologies Co. Ltd.
Bantian Huawei Base
Longgang District, Shenzhen 518129
People's Republic of China

Fax: +86-755-28560111

Email: Corporate.Comms@huawei.com

Re: Gender discrimination in job advertising in China

Dear Ms. Sun,

Human Rights Watch is an independent international organization that monitors human rights in more than 90 countries around the world. We have been reporting on and advocating solutions to human rights abuses in China for more than 30 years.

We are currently preparing a report on gender discrimination in job advertising in China. The report focuses on the extent to which the Chinese government has complied with domestic anti-gender discrimination laws and fulfilled its obligations under the Convention on the Elimination of All Forms of Discrimination against Women and other international legal instruments. The report also examines how companies have complied with domestic laws and regulations and their advertising practices.

Our research has found that your company has published job ads that used the physical attributes of its female employees to attract male applicants. For example, in December 2013, a message posted on Huawei's Weibo account read: "No matter how beautiful the scenery [on Huawei's campus] is, beautiful girls are needed. On the Open House Day [a recruitment fair], other than the awesome and proud Huawei leaders who will discuss intimately with everyone, there will also be beautiful Huawei girls accompanying

everyone.” Alongside the text was a photo of a young woman, presumably a Huawei employee. (<http://weibo.com/2842261091/AoMEkxO96>)

China’s Law on the Protection of Women’s Rights and Interests (妇女权益保障法), the Labor Law (劳动法), and the Employment Promotion Law (就业促进法) prohibit gender discrimination in hiring. China’s Advertising Law (广告法) bans “gender discriminatory content” in advertising, a provision that on its face should apply to job recruitment advertising as well as other forms of advertising.

In this context, we would appreciate your response to questions raised below, as well as any additional information you wish to provide us, so that they can be reflected in our report. Human Rights Watch strives to ensure the accuracy of our research and looks forward to your response. In light of our publishing schedule, we would appreciate receiving your response by December 7, 2017, sent to Sophie Richardson, China Director at Human Rights Watch, by email at richars@hrw.org or by fax to 1-202-612-4333. We would also welcome the opportunity to meet with you or your colleagues to discuss these issues.

Thank you for your attention to this matter, and we look forward to hearing from you.

Sincerely,



Sophie Richardson
China Director
Human Rights Watch

Questions:

1. What steps has Huawei taken to comply with China’s laws relevant to discrimination in employment and employment advertising?
2. What policies and procedures does Huawei have to prevent discrimination and ensure equal treatment in hiring?

3. Have there been complaints filed to Huawei with regard to gender discriminatory job ads the company published? If so, how has the company responded to such complaints?

4. What policies does Huawei have in place to combat gender stereotyping within the company?

Appendix X: Human Rights Watch Letter to Meituan

November 16, 2017

Wang Xing, CEO
Beijing Sankuai Online Technology Co. Ltd.
Hengdian Building BC
No.4 Wangjing East Road
Chaoyang District, Beijing 100085
People's Republic of China

Email: mkt.cooperation@meituan.com

Re: Gender discrimination in job advertising in China

Dear Mr. Wang,

Human Rights Watch is an independent international organization that monitors human rights in more than 90 countries around the world. We have been reporting on and advocating solutions to human rights abuses in China for more than 30 years.

We are currently preparing a report on gender discrimination in job advertising in China. The report focuses on the extent to which the Chinese government has complied with domestic anti-gender discrimination laws and fulfilled its obligations under the Convention on the Elimination of All Forms of Discrimination against Women and other international legal instruments. The report also examines how companies have complied with domestic laws and regulations and their advertising practices.

Our research has found that your company used job ads that appear to present women as sexual objects. For example, in September 2012, an on-campus recruitment poster by your company showed the bare legs of a woman with a pair of underwear around her calves. It read, "Finding a job = finding a woman. Do what you want to do the most."

(<http://www.digitaling.com/articles/16221.html>) The Chinese word for "do" has a

connotation of sexual intercourse. The poster has been criticized by some Chinese feminists and internet users as being sexist and discriminatory.

China's Law on the Protection of Women's Rights and Interests (妇女权益保障法), the Labor Law (劳动法), and the Employment Promotion Law (就业促进法) prohibit gender discrimination in hiring. China's Advertising Law (广告法) bans "gender discriminatory content" in advertising, a provision that on its face should apply to job recruitment advertising as well as other forms of advertising.

In this context, we would appreciate your response to questions raised below, as well as any additional information you wish to provide us, so that they can be reflected in our report. Human Rights Watch strives to ensure the accuracy of our research and looks forward to your response. In light of our publishing schedule, we would appreciate receiving your response by December 7, 2017, sent to Sophie Richardson, China Director at Human Rights Watch, by email at richars@hrw.org or by fax to 1-202-612-4333. We would also welcome the opportunity to meet with you or your colleagues to discuss these issues.

Thank you for your attention to this matter, and we look forward to hearing from you.

Sincerely,



Sophie Richardson
China Director
Human Rights Watch

Questions:

1. Can Meituan confirm that the recruitment poster that appeared on various Chinese websites (<http://www.digitaling.com/articles/16221.html>) was produced by Meituan? Has Meituan ever used this poster publicly, such as in job fairs or other recruitment activities the company hosted or participated?
2. What steps has Meituan taken to comply with China's laws relevant to discrimination in employment and employment advertising?

3. What policies and procedures does Meituan have to prevent discrimination and ensure equal treatment in hiring?
4. Have there been complaints filed to Meituan with regard to gender discriminatory job ads the company published? If so, how has the company responded to such complaints?
5. What policies does Meituan have in place to combat gender stereotyping within the company?