

**SECOND PART: APPLICATION FORM IN WORD FORMAT**  
**Working Group on discrimination against women and girls**  
*Appointment to be made by the Human Rights Council at its 54th session*

**APPLICATION DEADLINE: 13 JUNE 2023 AT 12 NOON GENEVA TIME**

- The application process consists of two compulsory parts:  
**(1) online survey<sup>1</sup>** (<https://ohchr-survey.unog.ch/index.php/563873>)  
 and  
**(2) mandate-specific application form in Word format<sup>2</sup>** (to be downloaded from <https://www.ohchr.org/en/hr-bodies/hrc/sp/hrc54>)
- Once fully completed, **in English or French only**, the Word application form should be saved in Word format and submitted by email to [ohchr-hrcspecialprocedures@un.org](mailto:ohchr-hrcspecialprocedures@un.org)
- A **maximum of up to three optional letters of support** may be attached to the email (in Word or PDF format).
- No additional documents (e.g., CVs, resumes or additional letters of support) will be accepted.
- Applicants will receive an acknowledgment email when both parts of the application process, i.e., the data submitted through the online survey and the Word application form, have been received by the Secretariat.
- Applications will only be considered if both parts and **all sections** of the Word application form have been completed and received by the Secretariat before the expiration of the deadline. Please read the instructions in this form carefully and fill the form fully in accordance with such instructions. **No incomplete or late applications will be accepted.**
- Candidates eligible for **Working Group mandates** are only nationals of the States belonging to the [regional groups](#) for which specific vacancies have been advertised.
- General description of the selection process and answers to frequently asked questions are available at <https://www.ohchr.org/en/hr-bodies/hrc/sp/nominations> and <https://www.ohchr.org/en/hr-bodies/hrc/sp/basic-information-selection-independent-experts>
- In case of technical difficulties or problems with accessing or completing the forms, you may contact the Secretariat by email ([ohchr-hrcspecialprocedures@un.org](mailto:ohchr-hrcspecialprocedures@un.org)) or fax (+41 22 917 9008).

**I. PERSONAL DATA**

<b>1. Family (last) name:</b> LU	<b>5. Year of birth:</b> 1975
<b>2. First (given) name:</b> Haina	<b>6. Place of birth:</b> Jiangsu Province, China
<b>3. Other name, if any:</b>	<b>7. Nationality (please indicate the nationality that will appear on the public list of candidates):</b> China
<b>4. Gender:</b> Female	<b>8. Any other nationality:</b>
<b>9. Please indicate for which region you are applying (please tick one box only):</b>	
<input type="checkbox"/> <b>Member from African States</b> <input checked="" type="checkbox"/> <b>Member from Asia-Pacific States</b> <input type="checkbox"/> <b>Member from Eastern European States</b> <input type="checkbox"/> <b>Member from Western European and other States</b>	

<sup>1</sup> The **online survey** is used to collect information for administrative purposes such as personal data (i.e., name, gender, nationality), contact details, mandate applying for and, if appropriate, nominating entity. The same name, gender and nationality must be used both in the online survey and in the Word application form.

<sup>2</sup> The **mandate-specific application form in Word format** includes a motivation letter of maximum 600 words (section III of the form). The application form should be completed in English or French only, the two working languages of the United Nations Secretariat. The application form will be used as received to prepare the public list of eligible candidates who applied for the vacancy. The application forms of eligible candidates will also be posted as received on the OHCHR public web page for the selection process.

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## II. MANDATE-SPECIFIC COMPETENCE / QUALIFICATIONS / KNOWLEDGE

**NOTE: Please describe why the candidate's competence / qualifications / knowledge is relevant in relation to the specific mandate:**

### 1. QUALIFICATIONS (200-word limit)

**Relevant educational qualifications or equivalent professional experience in the field of human rights, and good communication skills (i.e., orally and in writing) in one of the six official languages of the United Nations (i.e., Arabic, Chinese, English, French, Russian, Spanish).**

I have been a human rights scholar and advocate for over 20 years. Currently a professor of law at the Renmin University of China Law School (ranked No.1 in China), I established China's first master programme in Human Rights & Business. I am the Executive Director of the Human Rights Center of the Renmin University of China, which is also China's National Base for Human Rights Education and Training of the Ministry of Education. I am also a member of the Human Rights Lawyers' Network of the Law Association for Asia and the Pacific.

I teach international human rights law, gender & law, labor law, both in English and in Chinese. I published extensively, including in top international journals, on human rights including women's rights, gender violence, refugees and stateless, labor rights and rights of the child and immigrants. Before becoming an academic, I worked as a UNDP project officer for four years to promote rule of law and human rights in China, working with National People's Congress, Supreme Court, and civil society.

I obtained a Ph.D in law from the Catholic University of Leuven in Belgium, supervised by Professor Paul Lemmens, former judge of the European Court of Human Rights. I have a master degree from the Norwegian Center for Human Rights. I communicate easily in Chinese, English, and French.

### 2. RELEVANT EXPERTISE (200-word limit)

**Knowledge of international human rights instruments, norms and principles (please indicate how this was acquired). Knowledge of institutional mandates related to the work of the United Nations or other international or regional organizations in the area of human rights, and particularly in the area of the mandate (please indicate how this was acquired).**

**Proven work experience in the field of human rights and particularly in the area of the mandate (please indicate years of experience).**

As a human rights scholar, I teach international human rights law and published extensively on human rights and gender equality with top journals, including Human Rights Quarterly, Netherlands Quarterly of Human Rights. I authored three monographs on the right to work and equal employment, co-edited three books with Judge Elisabeth Steiner on case-law of the European Court of Human Rights. I wrote annually for China's Blue Books on Human Rights since 2015, mainly on women's rights. I co-authored China's first textbook on Gender & Human Rights. In 2021, I published a new book titled as the Impact of Big Data and AI on Women's Right to Work.

I am also a practitioner for women's rights. I have worked for women's NGOs on domestic violence, sexual harassment at workplace for many years and provided legal aids for victims.

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As a member of the Human Rights Lawyers' Network of the Law Association for Asia and the Pacific, I am advocating action plans combating gender violence and gender discrimination in the region.

I have been invited to speak on women's rights and gender equality at various events, including UN Human Rights Council's workshop and side events, EU-China Human Rights Seminars, Sino-German human rights dialogues and China-USA human rights dialogues, UNWomen's International Conferences on Gender Equality and CSR. I also gave numerous interviews and wrote articles on gender issues with media.

### **3. ESTABLISHED COMPETENCE (200-word limit)**

**Nationally, regionally or internationally recognized competence related to human rights (please explain how such competence was acquired).**

As China's leading human rights and gender expert, in 2017, I competed for the Working Group member on discrimination against women at the UN Human Rights Council, and successfully entered the final list and ranked at the 3rd place.

I have provided consultancy for multiple UN agencies, government agencies and NGOs on women's rights. For example, I authored the 2019 UNWomen Report "Country Gender Profile of China". In 2021, I served as the gender expert on UNWomen and ILO's joint project on Impact of Unpaid and Paid Care Work on Women. I was the leading expert for EU & British Council project on legal aids for victims of domestic violence. I advised the Chinese government on China's UPR report and China's CEDAW report. I submitted the shadow report to the CEDAW and attended (online) CEDAW NGO meetings in May 2023. the State Council on China's Women's Development Plan (2021-2030). Currently, I am the legal advisor for the UNDP's LGBTI Asia Programme, and also the leading expert of Yale Law School's project on LGBTI employment discrimination in China.

As the Executive Director of the Human Rights Center, I have closely cooperated with various partners especially the European Court of Human Rights, UNWomen, UNDP, Norwegian Center for Human Rights, Raoul Wallenberg Institute of Human Rights. As an expert, I also work extensively with regional and Chinese NGOs on gender equality and women's rights.

### **4. PUBLICATIONS OR PUBLIC STATEMENTS**

**Please list significant and relevant published books, articles, journals and reports that the candidate has written or public statements, or pronouncements that the candidate has made or events in which the candidate has participated in relation to the mandate.**

#### **4.1 Enter three publications in relation to the mandate applied for, in the order of relevance:**

**1. Title of publication:** Impact of Big Data and AI on Women's Right to Work (book in Chinese)

**Journal/Publisher:** Intellectual Property Rights Publishing

**Date of publication:** 2021

**Web link, if available:** <https://www.humanrights.cn/html/llyj/2/6/2021/1112/384.html>

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**2. Title of publication:** Combating Domestic Violence during Covid-19: What does the Chinese Experience Show Us?

**Journal/Publisher:** Frontiers of Law in China

**Date of publication:** March 2021

**Web link, if available:**

**3. Title of publication:** China and the Special Procedures of the UN Human Rights Council: Is China cooperative and can they work better with each other?

**Journal/Publisher:** Human Rights Quarterly / Johns Hopkins University Press

**Date of publication:** May 2020

**Web link, if available:** <https://muse.jhu.edu/issue/42280>

**If more than three publications, kindly provide a summary of the rest (200-word limit):**

Books:

1. Lu Haina, National Protection of the Equal Right to Employment in China: an International Human Rights Law Perspective, China Law Press, 2015.
2. Lu Haina, The Right to Work in China: Labour Legislation in the Light of the International Covenant on Economic, Social and Cultural Rights, Antwerp-Oxford: Intersentia Publishing, 2011.

Co-authored book:

Lu Haina, Gender and Human Rights: A Textbook, Chapters on right to life and right to a private & family life, CUPL Press, 2019.

Relevant articles:

1. A Feminist Approach to the Right to Work: Blind Spots in International Human Rights Law, in Legal Science, scheduled in July 2021.
2. From Stereotypes to Associational Discrimination: the Development of Federal Jurisprudence on LGBTI Employment Discrimination in USA and its Implications, in Pekin University Law Journal, Dec. 2019.
3. Five-year Review of China's Anti-domestic Violence Law: Progresses and Challenges, in China Human Rights Report Vol. 12 (2022).
4. Adding A Gender Perspective to China's Belt and Road Initiative as an International Human Rights Obligation, in Frontiers of Law in China, Issue 4, 2019.
5. Rethinking the 'Reeducation-through-Labor' system of China: Does it impose prohibited or permitted forced labor?, in Hong Kong Law Journal, Vol. 38, 2008.
6. Personal Application of the Right to Work in the Age of Migration, in Netherlands Quarterly of Human Rights, March 2008.

#### **4.2 Enter three public statements or pronouncements made or events that the candidate may have participated in with respect to the mandate applied for, in the order of relevance:**

**1. Platform/occasion/event of public statement/pronouncement:** OHCHR workshop on promoting and protecting economic, social and cultural rights within the context of addressing inequalities in the recovery from the COVID-19 pandemic

**Event organizer:** Office of the United Nations High Commissioner for Human Rights

**Date of public statement/pronouncement:** 6 February 2023

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**Web link, if available:** <https://www.ohchr.org/en/events/meetings/2023/workshop-promoting-and-protecting-economic-social-and-cultural-rights-within>

**2. Platform/occasion/event of public statement/pronouncement:** Empowering Women in SDGs: side event of the 52th Session of UN Human Rights Council

**Event organizer:** South West University of Political Science and Law, China Society for Human Rights Studies

**Date of public statement/pronouncement:** 13 March 2023

**Web link, if available:** [http://www.news.cn/world/2023-03/14/c\\_1129431223.htm](http://www.news.cn/world/2023-03/14/c_1129431223.htm)

**3. Platform/occasion/event of public statement/pronouncement:** 2020 International Conference on Gender Equality & Corporate Social Responsibility and WEPs Awards Ceremony

**Event organizer:** UNESCO/UNDP/UNWomen

**Date of public statement/pronouncement:** 18 Nov. 2020

**Web link, if available:** <https://asiapacific.unwomen.org/en/news-and-events/stories/2020/12/beijing-conference-discusses-how-companies-can-narrow-the-gender-gap-in-and-outside-the-office>

**If more than three, kindly provide a summary of the rest** (200-word limit): I have been invited to speak as a keynote speaker or a panelist at international conferences and workshops organized by UN agencies such as UNWomen, High Commissioner Office for Refugees, UNDP, ILO, UNESCO on topics related to the mandate, in particular on gender equality in employment, violence against women and LGBTI persons, domestic violence and legal aids for victims, sexual harassment at the workplace. In 2023, I submitted a shadow report to the CEDAW Committee and virtually participated in the NGO information session of the 85<sup>th</sup> CEDAW Session.

More examples:

Keynote speech: "Gender-based Violence during Covid-19: causes, consequences and possible solutions", at the 2nd Meeting of Human Rights Lawyers' Network of the Law Association for Asia and the Pacific, webinar on 19 May 2021 .

Keynote speech: "Beyond Western Experiences: How did China's first Anti-domestic Violence Law Happen and its Implications for Women's Rights", at China-Europe Seminar on Human Rights, Vienna, 22 June 2019.

I also receive frequently interviews by media on human rights and women's rights. I have also written Op-eds for newspapers such as "Financial Times", "Legal Daily", "Women's News", on issues such as gender equality, domestic violence, sexual harassment, LGBTI rights, refugees, equal access to employment and education, etc.

**5. FLEXIBILITY/READINESS AND AVAILABILITY OF TIME** (200-word limit)  
**to perform effectively the functions of the mandate and to respond to its requirements, such as participating in Human Rights Council sessions in Geneva and General Assembly sessions in New York; travelling on two country visits per year; drafting reports according to established deadlines; organizing and participating in consultations and meetings; addressing allegations of human rights violations with all concerned; providing advice to States and other stakeholders on issues related to the mandate; and engaging with a variety of stakeholders.**

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**Kindly indicate whether the candidate can dedicate an estimated time of four to six months per year to the work of a mandate depending on its workload.**

My position as an academic at the university allows me to have a great deal of flexibility and to dedicate the necessary time, including at least three months a year, to the mandate. I am able to travel regularly to Geneva and New York, as well as other places, in order to consult with stakeholders and report to the Human Rights Council. I am already familiar with the types of research and writing that would be necessary. My employer, Renmin University of China, which also serves as China's National Base for Human Rights Education and Training by the Ministry of Education of China, fully supports my application and will provide all necessary resources to my work as a Special Rapporteur, including flexible teaching arrangements and research assistants. I can certainly dedicate 6 months or more per year to this very important mandate.

**Please note that the work of mandate holders is unpaid. Those appointed as mandate holders serve in their personal capacities. They are not United Nations staff members, they are not based in United Nations offices in Geneva or at another United Nations location, and they do not receive a salary or other financial compensation, except for travel expenses and daily subsistence allowance of "experts on mission".**

#### 6. NOMINATION FOR THE MANDATE

**Indicate whether the candidate has been nominated by (check all that apply):**

- Individual nominations (select this option if the candidate is self-nominating)**
- Governments**
- Regional groups operating within the United Nations human rights system**
- International organizations or their offices**
- Non-governmental organizations**
- National human rights institutions**
- Other human rights bodies**

**For third-party nominations, please provide the name of the nominating entity and additional information about the nomination (200-word limit):**

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### **III. MOTIVATION LETTER, INCLUDING YOUR VISION OF THE MANDATE**

600-word limit. Must be typed in the space below. Cannot be sent in a separate email or as an attachment. To be written by the candidates themselves, even if nominated by an other stakeholder.

It is a great privilege for me to apply for this position, with which I hope to contribute more of my expertise and experiences to the cause of combating discrimination against women and girls. As a dedicated human rights scholar and a passionate advocate for gender equality and women's rights, I believe I am an ideal candidate for this position and will bring added-value to this important mandate.

I have the comprehensive and cross-disciplinary knowledge and expertise and hands-on experiences on discrimination against women and girls that this mandate requires. I am both a human rights scholar and a labor law professor specialised in employment discrimination law. I have expertise in feminist theories, ILO standards, right to work, business and human rights, technology & gender. For many years, I have also been actively involved in public interest lawsuits, provided legal aids to victims of gender discrimination and violence, and provided legal advice to women's NGOs helping victims of domestic violence and sexual harassment at the workplace.

Hoping to change the stereotypes and prejudice against women and girls in people's mind, I devoted my time to writing books, articles, giving interviews and broadcasting on social media about gender equality, training school directors and teachers on promoting gender equality in teaching and on how to deal with gender violence at campus.

Now I am also serving as the member of the Human Rights Lawyers' Network of the Law Association for Asia and the Pacific and actively promoting gender equality and women's rights at the regional level.

Being a human rights scholar and activist most of my career time, I also worked as a government official, and a project manager for the UNDP project in China, with key partners as the EU, People's Congresses, courts, government agencies, and civil society. This diversified professional experiences allow me to see things from different angles and have a deeper understanding on how human rights can be implemented on the ground. This combination makes me a unique candidate for this mandate.

My over 20 years of professional experiences in government, Chinese and European universities, and the UN project management, provides me with good communication and interpersonal skills needed for the success of this mandate.

After carefully studying the work of previous mandate holders, I will pay particular attention but not limited to the following thematic issues for this mandate:

1. Intersectionality of gender discrimination, especially with poverty, race, disabilities, age and immigration status;
2. Discrimination against women and girls in a digitalized society, including algorithm discrimination, cyber bullying and sexual harassment;
3. Empowering women and girls in STEM sectors;
4. Promoting the value and compensation for unpaid and paid care work;
5. Gender equality education at the primary and secondary schools.

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Finally, I should emphasize that I will be able to bring extra resources to fulfill this mandate. I will bring with me the research resources including a team of researchers from the Law School and the Human Rights Center of the Renmin University of China, and of our partners such as the Norwegian Center for Human Rights, Yale Law School China Law Center, Harvard Law School Disability Program, and judges from the European Court of Human Rights to serve this important mandate effectively.



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**IV. LANGUAGES (READ / WRITTEN / SPOKEN)**

**Please indicate all language skills below.**

**1. Mother tongue: Chinese**

**2. Knowledge of the six official languages of the United Nations:**

**Arabic:** Yes or no: **No** If yes,

**Read:** Easily or not easily:

**Write:** Easily or not easily:

**Speak:** Easily or not easily:

**Chinese:** Yes or no: **Yes** If yes,

**Read:** Easily or not easily: **Easily**

**Write:** Easily or not easily: **Easily**

**Speak:** Easily or not easily: **Easily**

**English:** Yes or no: **Yes** If yes,

**Read:** Easily or not easily: **Easily**

**Write:** Easily or not easily: **Easily**

**Speak:** Easily or not easily: **Easily**

**French:** Yes or no: **Yes** If yes,

**Read:** Easily or not easily: **Easily**

**Write:** Easily or not easily: **Easily**

**Speak:** Easily or not easily: **Easily**

**Russian:** Yes or no: **No** If yes,

**Read:** Easily or not easily:

**Write:** Easily or not easily:

**Speak:** Easily or not easily:

**Spanish:** Yes or no: **Yes** If yes,

**Read:** Easily or not easily: **Easily**

**Write:** Easily or not easily: **Not easily**

**Speak:** Easily or not easily: **Not easily**

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**Please list the candidate's academic qualifications (university level and higher, indicating the type of degree and field of study, academic institution and whether full- or part-time). If space in the table is insufficient, more than one degree may be listed in the additional cell below, separating them by a blank line.**

<b>Name of degree, field of study and name of academic institution, full or part-time:</b>	<b>Years of attendance</b> (provide a range from-to, for example 1999-2003; for ongoing education, please put e.g. 2018-present):	<b>Degree obtained</b> (please indicate YES or NO):	<b>Place and country:</b>
Name of degree: Ph.D. in Law Field of study: international human rights law Academic institution: Catholic University of Leuven (KUL) Full or part-time: full-time	2002-2010	YES	Leuven, Belgium
Name of degree: DES (Master) Field of study: International Law (public) Academic institution: Universite Libre de Bruxelles Full or part-time: full time	2000-2001	YES	Brussels, Belgium
Name of degree: M.A. Field of study: Theory and Practice of International Human Rights Academic institution: Norwegian Center for Human Rights, University of Oslo Full or part-time: full time	1999-2000	YES	Oslo, Norway
Name of degree: B.A. Field of study: French Language & International Political Studies Academic institution: Foreign Affairs College of China Full or part-time: full time	1993-1997	YES	Beijing, China
Name of degree: Field of study: Academic institution: Full or part-time:			
Additional:			

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**Please list ALL RELEVANT professional positions held in the area of human rights, beginning with the candidate's current (or most recent) occupation. Also, indicate whether positions held were full-time or part-time. If space in the table is insufficient, more than one position may be listed in the additional cell below, separating them by a blank line. Please be as precise as possible since this section is important for assessing the eligibility of candidates in terms of professional experience.**

<b>Name of employer, functional title, main functions of position (brief description), full- or part-time:</b>	<b>Years of work</b> (provide a range from-to, e.g., 05/1999-10/2005; for ongoing activities, please put, e.g., 08/2018-present):	<b>Place and country:</b>
Name of employer: Renmin University of China Law School Functional title: professor of law, executive director of the Human Rights Center of the Renmin University of China Main functions of position: teaching, research, managing the Human Rights Center Full- or part-time: full-time	09/2012-present	Beijing, China
Name of employer: UNDP Governance for Equitable Development Project Management Office Functional title: project officer Main functions of position: managing the project Full- or part-time: full-time	05/2008-07/2012	Beijing, China
Name of employer: Hong Kong University Law School Functional title: Sohmen Human Rights Visiting Scholar Main functions of position: researching and giving lectures Full- or part-time: full-time	01/2008-04/2008	Hong Kong, China
Name of employer: University of Liege, Center for Ethnic and Migration Studies Functional title: Researcher Main functions of position: research Full- or part-time: part-time in 2006 & full-time in 2007	01/2006-12/2007	Liege, Belgium
Name of employer: State Administration for Industry and Commerce of China, Functional title: Trademark officer Main functions of position: public agent, examining	07/1997-07/1999	Beijing, China

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trademarks Full- or part-time: full-time		
Name of employer: Functional title: Main functions of position: Full- or part-time:		
Name of employer: Functional title: Main functions of position: Full- or part-time:		
Name of employer: Functional title: Main functions of position: Full- or part-time:		
Additional:		

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**VII. COMPLIANCE WITH ETHICS AND INTEGRITY PROVISIONS**  
**(of Human Rights Council resolution 5/1)**  
*To be completed by the candidate or by the nominating entity on the candidate's behalf.*

**1. Does the candidate have any official, professional, personal, or financial relationships that might cause the candidate to limit the extent of inquiries, to limit disclosure, or to weaken or slant findings in any way? If yes, please explain.**

No

**2. Are there any factors that could either directly or indirectly influence, pressure, threaten, or otherwise affect the candidate's ability to act independently in discharging the mandate? If yes, please explain:**

No

**3. Is there any reason, currently or in the past, that could call into question the candidate's moral authority and credibility, or does the candidate hold any views or opinions that could prejudice the manner in which the candidate discharges the mandate? If yes, please explain:**

No

**4. Does the candidate comply with the provisions in paragraphs 44 and 46 of the annex to Human Rights Council resolution 5/1? (please answer YES if the candidate complies; NO if the candidate does not comply, and provide an explanation).**

*Para. 44: The principle of non-accumulation of human rights functions at a time shall be respected.*

*Para. 46: Individuals holding decision-making positions in Government or in any other organization or entity which may give rise to a conflict of interest with the responsibilities inherent to the mandate shall be excluded. Mandate holders will act in their personal capacity.*

Yes

**5. Should the candidate be appointed as a mandate holder, the candidate will have to take measures to comply with paragraphs 44 and 46 of the annex to Council resolution 5/1. In the event that the current occupation or activity, even if unpaid, of the candidate may give rise to a conflict of interest (e.g., if a candidate holds a decision-making position in a Government) and/or there is an accumulation of human rights functions (e.g., as a member of another human rights mechanism at the international, regional or national level), necessary measures could include relinquishing positions, occupations or activities. If applicable, please indicate the measures that the candidate will take in this regard.**

Not applicable

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**VIII. CERTIFY AND SUBMIT APPLICATION**

***To be completed by the candidate. The candidate's name below should match how it is entered on the first page of the form and in the online survey.***

Kindly note that whilst no changes can be made after this application form has been submitted and the deadline for applications has expired, any relevant change of current occupation, employment, or position, or any other relevant fact or circumstance should be brought to the attention of the Secretariat by email ([ohchr-hrcspecialprocedures@un.org](mailto:ohchr-hrcspecialprocedures@un.org)).

I hereby certify that all of the statements made in this application are true, complete and are made in good faith. I understand that falsifying or intentionally withholding information will be grounds for not being selected or appointed or the withdrawal of any proposed appointment or, if an appointment has been made and accepted, for its immediate cancellation or termination.

Please review the application before you insert your name and date to indicate your agreement.

**Name:** Haina Lu

**Date:** 12 June 2023

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