**“3-minute Concept” Animated Video Clips Series:**

**The Convention on the Elimination of all Forms of Discrimination Against Women**

**Subtitles**

3-minute Concept

The Convention on the Elimination of all Forms of Discrimination Against Women

Life and Society (Secondary 1-3)

Personal, Social and Humanities Education Section

Curriculum Development Institute

Education Bureau,

HKSAR Government

The Convention on the Elimination of all Forms of

Discrimination Against Women

CEDAW for short

was adopted by the United Nations General Assembly in 1979.

It safeguards that women can enjoy basic human rights and freedoms

in the political, economic, social, cultural, civil or any other spheres of life

without being treated differently,

being excluded or being restricted because of their gender.

The goal is to ensure that women can develop themselves to the fullest.

Before the return of Hong Kong to the motherland,

the Chinese government informed the Secretary-General of the United Nations

in writing that CEDAW would continue to apply to

the Hong Kong Special Administrative Region effective from 1 July 1997.

The HKSAR has been implementing CEDAW

through the provisions of the Basic Law and local laws

and by taking necessary administrative measures.

CEDAW covers human rights that

women should enjoy on the basis of equality

between women and men,

including those related to education,

employment and work, etc.

CEDAW helps promote the well-being and interests of women.

Legally, in Hong Kong, sex equality is protected by legislation,

such as the Sex Discrimination Ordinance and

the Family Status Discrimination Ordinance.

The Equal Opportunities Commission is responsible for

implementing and enforcing the Ordinances

and handling complaints from the public.

What would constitute discrimination against women?

For example, if the employer dismisses a female employee

on the ground of pregnancy,

it would constitute discrimination against women.

According to the Sex Discrimination Ordinance,

it is unlawful for an employer to dismiss an employee

or subject a woman to a disadvantage on the ground of her pregnancy.

As another example,

a security company was recruiting security guards.

When a woman telephoned the company asking for a job interview,

a staff member of the company

told her that only male applicants would be accepted.

Since a person’s sex is not a genuine occupational qualification

for the job as a security guard,

it constitutes discrimination and it is unlawful

to turn down someone’s application on the basis of sex.

Every one of us can contribute to eliminating sex discrimination

and achieve sex equality.

Personally, we should avoid gender stereotypes,

such as the views that

“men should take care of external affairs

while women should handle domestic ones”

or “men are superior while women are inferior”, etc.

Women should be able to develop their strengths to the fullest

in different areas including daily lives and at work, etc.

Reflection Question

As students, how can you contribute to sex equality in your daily lives?