

## **“The Convention on the Elimination of All Forms of Discrimination against Women”**

### **Animation Script - Labour and Employment**

Teacher: Class, today we are going to write an essay on “My Ambition”.

Mandy: My ambition is to be an aircraft pilot...

Classmate (Male): Well, most of the pilots are men, and women are mainly flight attendants instead.

Mandy: Can't women choose their own career...

Mandy: Aren't you CEDAW the Robot?

CEDAW Robot: Yes, I'm CEDAW the Robot. CEDAW stands for the Convention on the Elimination of All Forms of Discrimination against Women. CEDAW provides women with protection in respect of employment and labour.

MVO: Convention on the Elimination of All Forms of Discrimination against Women

CEDAW Robot: Let me introduce the relevant provisions to you. First of all, CEDAW states that we should eliminate discrimination against women by any person, organisation or enterprise.

MVO: CEDAW Article 2e

CEDAW Robot: All are equal in today's society. Women can choose their own career. They can enjoy equal job security, benefits, and training and promotion opportunities as men.

MVO: CEDAW Article 11(1)c

CEDAW Robot: In other words, CEDAW ensures that women enjoy the same employment opportunities and rights as men.

MVO: CEDAW Article 11(1)a

CEDAW Robot: During recruitment exercises, companies cannot apply different requirements or criteria just because the applicants are female.

MVO: CEDAW Article 11(1)b

CEDAW Robot: Moreover, for work of similar nature, employees, no matter men or women, should have the right to equal treatment, remuneration and benefits as well as equality of treatment in the evaluation of work performance.

MVO: CEDAW Article 11(1)d

CEDAW Robot: In addition, CEDAW ensures that employees, no matter men or women, have the equal right to protection of health and safety at work, and the right to social security in cases of retirement, unemployment, sickness, invalidity, etc.

MVO: CEDAW Article 11(1)e and (1)f

Classmate (Male): But what if women want to get married and have babies?

CEDAW Robot: Under the current legislation, employers are required to provide pregnant employees 14 weeks of maternity leave.

MVO: CEDAW Article 11(2)b and (2)d

CEDAW Robot: Many companies have implemented family-friendly measures, these measures help female employees develop their careers while taking care of their families and children.

It is against the law for employers to dismiss employees because of pregnancy or maternity leave.

MVO: CEDAW Article 11(2)a

Teacher: Mandy, your essay is well written.

Classmate (Male): Hey, this is for you. I believe you'll be a good pilot.

CEDAW Robot: If you want to know more about CEDAW, go visit this website!

MVO: <https://www.hyab.gov.hk/CEDAW>