



# 消除對婦女 一切形式歧視公約

Convention on the Elimination of  
All Forms of Discrimination  
against Women



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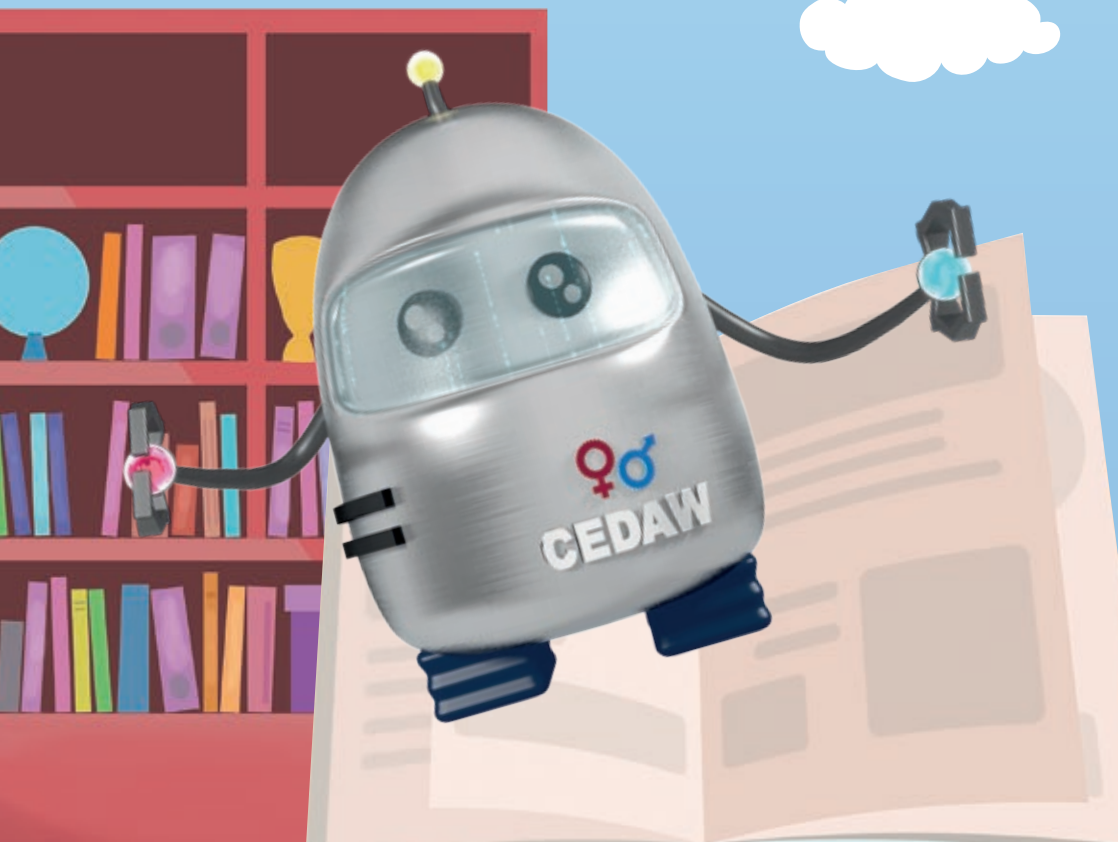


# 簡介

## Introduction

CEDAW是《消除對婦女一切形式歧視公約》(《公約》)的簡稱。《公約》在1979年獲聯合國大會通過，並在1981年生效。《公約》除界定怎麼會構成對婦女歧視外，也定下方針和指導原則，讓各國採取行動消除這種歧視。《公約》共有一篇序言和30項條文，旨在保護婦女權益，消除對婦女的歧視及性別定型，確保婦女能夠充分發展；涵蓋的範疇包括教育、就業和勞工、健康護理、經濟、社會和文化生活，以及參與公共事務等權利。《公約》於1996年引入香港，施行至今。

CEDAW is the abbreviation of the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). CEDAW was adopted in 1979 by the United Nations General Assembly and entered into force in 1981. CEDAW defines what constitutes discrimination against woman and sets out the directions and guiding principles for national action to end such discrimination. Consisting of a preamble and 30 articles, the Convention safeguards women's right, removes barriers and gender stereotypes against women, and ensures the full development of women; covering different aspects including education, employment and labour, access to health facilities, economic, social and cultural life, and participation in public affairs. CEDAW was extended to Hong Kong in 1996 and has remained in force since then.





# 《公約》在香港落實的里程碑

## Implementation Milestones of CEDAW in Hong Kong

香港特區提交有關《公約》的第四次報告，該報告是國家向聯合國提交的第九次報告的一部分。

The HKSAR's fourth report was submitted as part of the ninth report of the PRC.

03/2020

香港特區提交有關《公約》的第三次報告，該報告是國家向聯合國提交的第七和第八次合併定期報告的一部分。

The HKSAR's third report was submitted as part of the combined seventh and eighth periodic reports of the PRC.

10/2014

委員會審議了香港特區提交的第三次報告。

The HKSAR's third report was considered by the Committee.

01/2012

香港特區提交有關《公約》的第二次報告，該報告是國家向聯合國提交的第五和第六次合併定期報告的一部分。

The HKSAR's second report was submitted as part of the combined fifth and sixth periodic reports of the PRC.

08/2006

委員會審議了香港特區提交的第二次報告。

The HKSAR's second report was considered by the Committee.

01/2004

聯合國消除對婦女歧視委員會（委員會）審議了香港特區提交的第一次報告。

The HKSAR's initial report was considered by the United Nations Committee on the Elimination of Discrimination against Women (the Committee).

香港特區提交有關《公約》的第一次報告，該報告是國家向聯合國提交的第三和第四次合併定期報告的一部分。

The HKSAR's initial report under CEDAW was submitted as part of the combined third and fourth periodic reports of the PRC.

02/1999

08/1998

《公約》（以中國作為締約國）繼續適用於香港特區。香港特區一直透過《基本法》和本地法律的條文，以及所需的行政措施，以落實《公約》。

CEDAW continued to apply in the HKSAR (with the PRC as the relevant State Party). The HKSAR has been implementing CEDAW through the provisions of the Basic Law and local laws, and necessary administrative measures.

07/1997

《公約》於中華人民共和國（中國）和大不列顛及北愛爾蘭聯合王國兩國同意下引入香港。

CEDAW was extended to Hong Kong, with the consent of the People's Republic of China (PRC) and the United Kingdom of Great Britain and Northern Ireland.

10/1996

《公約》第18條規定締約各國至少每四年為落實公約各項條文所採取的措施及進展提交報告，供聯合國消除對婦女歧視委員會審議。

In accordance with Article 18 of the Convention, states parties which have ratified the Convention are required to submit reports, at least every four years, on measures they have taken to comply with the provisions of the Convention for consideration by the United Nations Committee on the Elimination of Discrimination against Women.

# 目的與宗旨

## Objective and Purpose





注意到《世界人權宣言》申明不容歧視的原則，並宣布人人生而自由，在尊嚴和權利上一律平等，且人人都有資格享受該宣言所載的一切權利和自由，不得有任何區別，包括男女的區別。

*Noting* that the Universal Declaration of Human Rights affirms the principle of the inadmissibility of discrimination and proclaims that all human beings are born free and equal in dignity and rights and that everyone is entitled to all the rights and freedoms set forth therein, without distinction of any kind, including distinction based on sex.



注意到有關人權的各項國際公約的締約國有義務保證男女平等享有一切經濟、社會、文化、公民和政治權利。

*Noting* that the States Parties to the International Covenants on Human Rights have the obligation to ensure the equal rights of men and women to enjoy all economic, social, cultural, civil and political rights.



確信一國的充分和完全的發展，世界人民的福利以及和平的事業，需要婦女與男子平等充分參加所有各方面的工作。

*Convinced* that the full and complete development of a country, the welfare of the world and the cause of peace require the maximum participation of women on equal terms with men in all fields.





念及婦女對家庭的福利和社會的發展所作出的巨大貢獻至今沒有充分受到公認，又念及母性的社會意義以及父母在家庭中和在養育子女方面所負的任務的社會意義，並理解到婦女不應因生育而受到歧視，因為養育子女是男女和整個社會的共同責任。

*Bearing in mind* the great contribution of women to the welfare of the family and to the development of society, so far not fully recognized, the social significance of maternity and the role of both parents in the family and in the upbringing of children, and aware that the role of women in procreation should not be a basis for discrimination but that the upbringing of children requires a sharing of responsibility between men and women and society as a whole.





認識到為了實現男女充分的平等需要同時改變男子和婦女在社會上和家庭中的傳統任務。

*Aware* that a change in the traditional role of men as well as the role of women in society and in the family is needed to achieve full equality between men and women.



▶ 動畫短片



▶ Animated short film

# 家庭篇

## Family





保障男女均有相同的自由選擇配偶和非經本人自由表示，完全同意不締婚約的權利。

To ensure both men and women have the same right freely to choose a spouse and to enter into marriage only with their free and full consent.



保障家庭教育應包括正確了解母性的社會功能和確認教養子女是父母的共同責任，但了解到在任何情況下應首先考慮子女的利益。

To ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases.



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第五條(b) Article 5(b)





鼓勵提供必要的輔助性社會服務，特別是通過促進建立和發展托兒設施系統，使父母得以兼顧家庭義務和工作責任並參與公共事務。

To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities.





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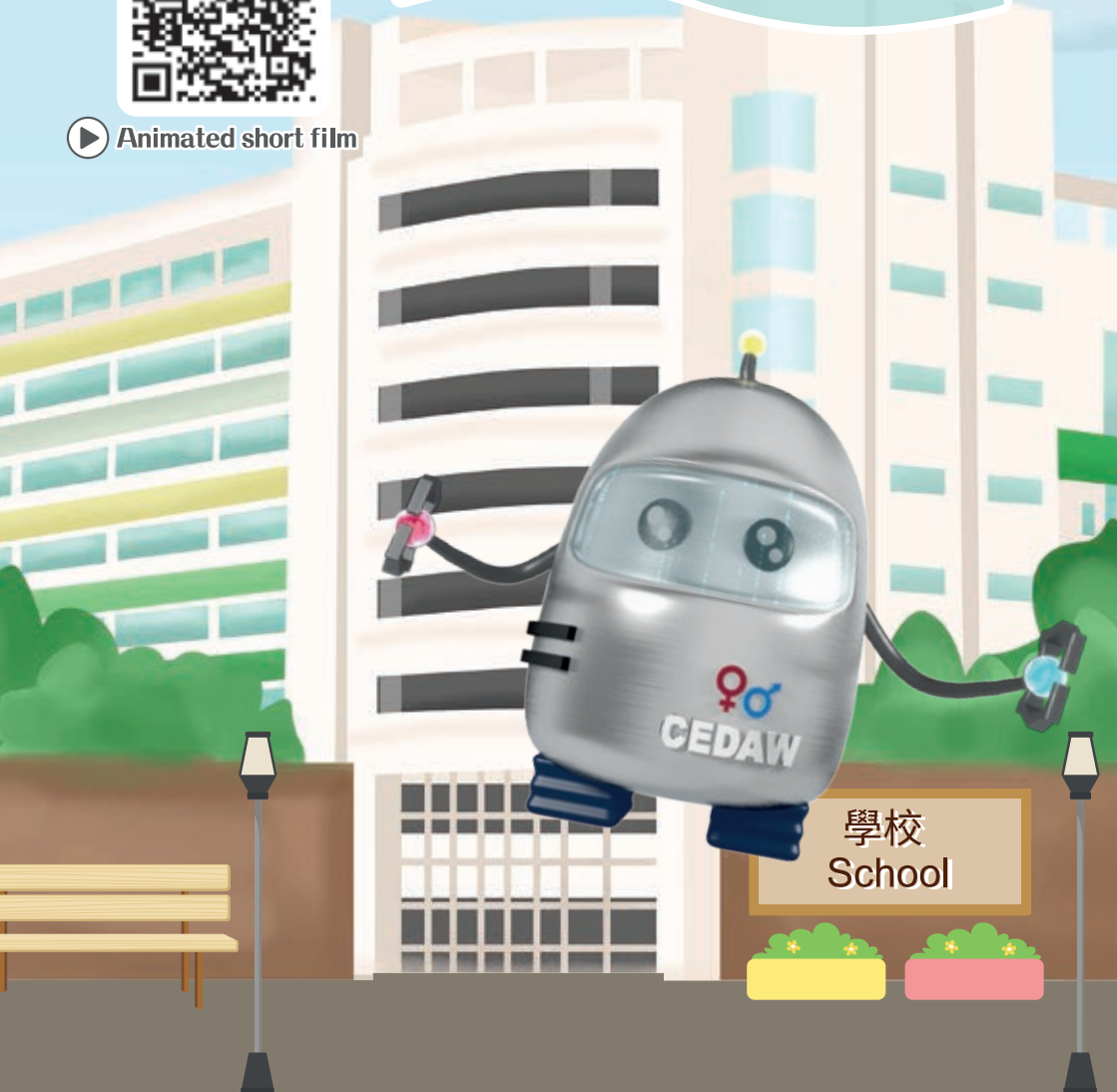
▶ 動畫短片



▶ Animated short film

# 教育篇

## Education





在各類教育機構，不論其在農村或城市，職業和行業輔導、學習的機會和文憑的取得，條件相同。在學前教育、普通教育、技術、專業和高等技術教育以及各種職業訓練方面，都應保證這種平等。

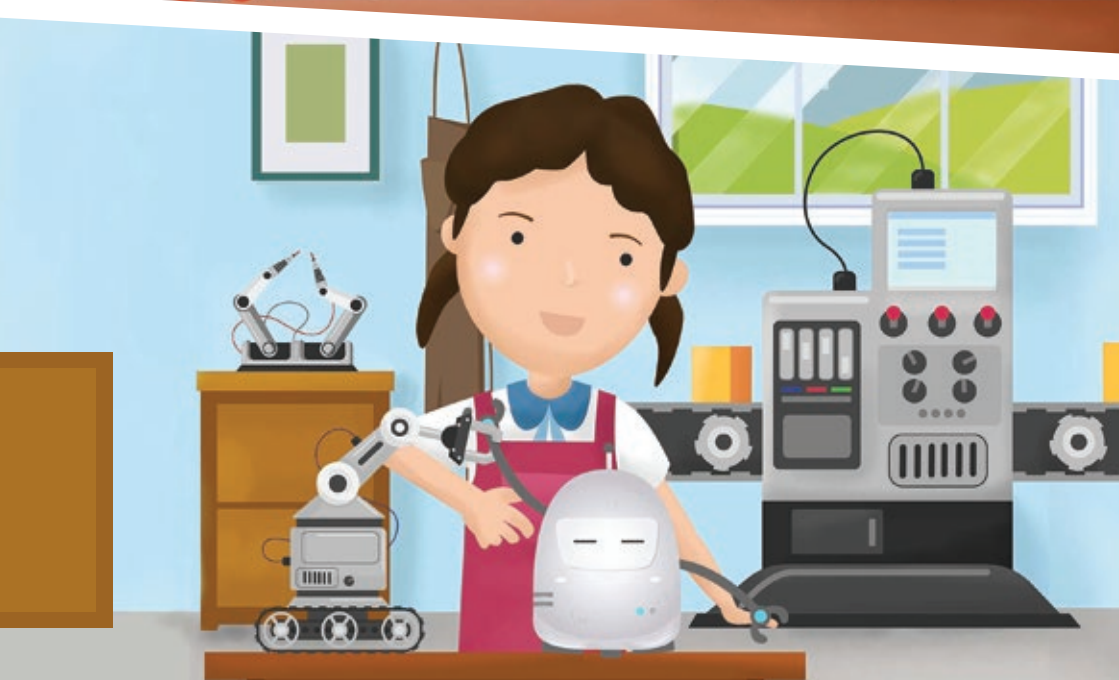
The same conditions for career and vocational guidance, for access to studies and for the achievement of diplomas in educational establishments of all categories in rural as well as in urban areas; this equality shall be ensured in pre-school, general, technical, professional and higher technical education, as well as in all types of vocational training.



課程、考試、師資的標準、校舍和設備的質量一律相同。

Access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality.





為消除在各級和各種方式的教育中對男女任務的任何定型觀念，應鼓勵實行男女同校和其他有助於實現這個目的的教育形式，並特別應修訂教科書和課程以及相應地修改教學方法。

The elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education by encouraging coeducation and other types of education which will help to achieve this aim and, in particular, by the revision of textbooks and school programmes and the adaptation of teaching methods.

第十條(c) Article 10(c)



在男女平等的基礎上，保障男女領受獎學金和其他研究補助金的機會相同。

On a basis of equality of men and women, to ensure both men and women have the same opportunities to benefit from scholarships and other study grants.





接受成人教育、包括成人識字和實用識字教育的機會相同，特別是為了盡早縮短男女之間存在的教育水平上的一切差距。

The same opportunities for access to programmes of continuing education, including adult and functional literacy programmes, particularly those aimed at reducing, at the earliest possible time, any gap in education existing between men and women.



在男女平等的基礎上，保障男女積極參加運動和體育的機會相同。

On a basis of equality of men and women, to ensure both men and women have the same opportunities to participate actively in sports and physical education.



有接受特殊教育性輔導的機會，以保障家庭健康和幸福，包括關於計劃生育的知識和輔導在內。

Access to specific educational information to help to ensure the health and well-being of families, including information and advice on family planning.

第十條(h) Article 10(h)



▶ 動畫短片

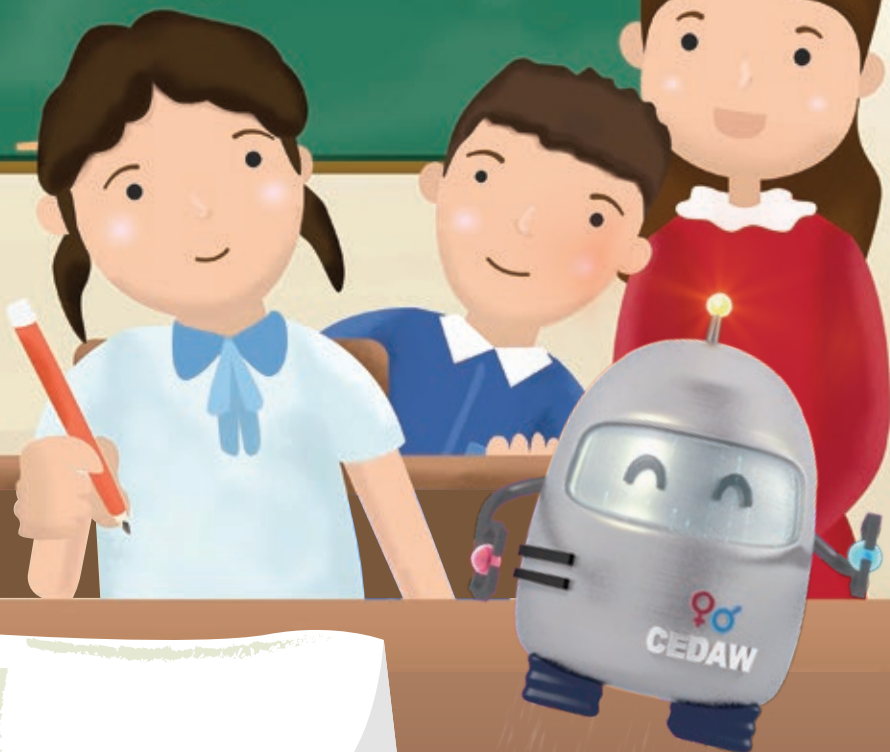


▶ Animated short film

# 勞工與就業篇

## Labour and Employment

我的志願  
*My Ambition*







應採取一切適當措施，消除任何個人、組織或企業對婦女的歧視。

To take **all** appropriate measures to eliminate discrimination against women by any person, organization or enterprise.



享有自由選擇專業和職業，提升和工作保障，一切服務福利和條件，接受職業訓練和再訓練，包括實習訓練、高等職業訓練和經常訓練的權利。

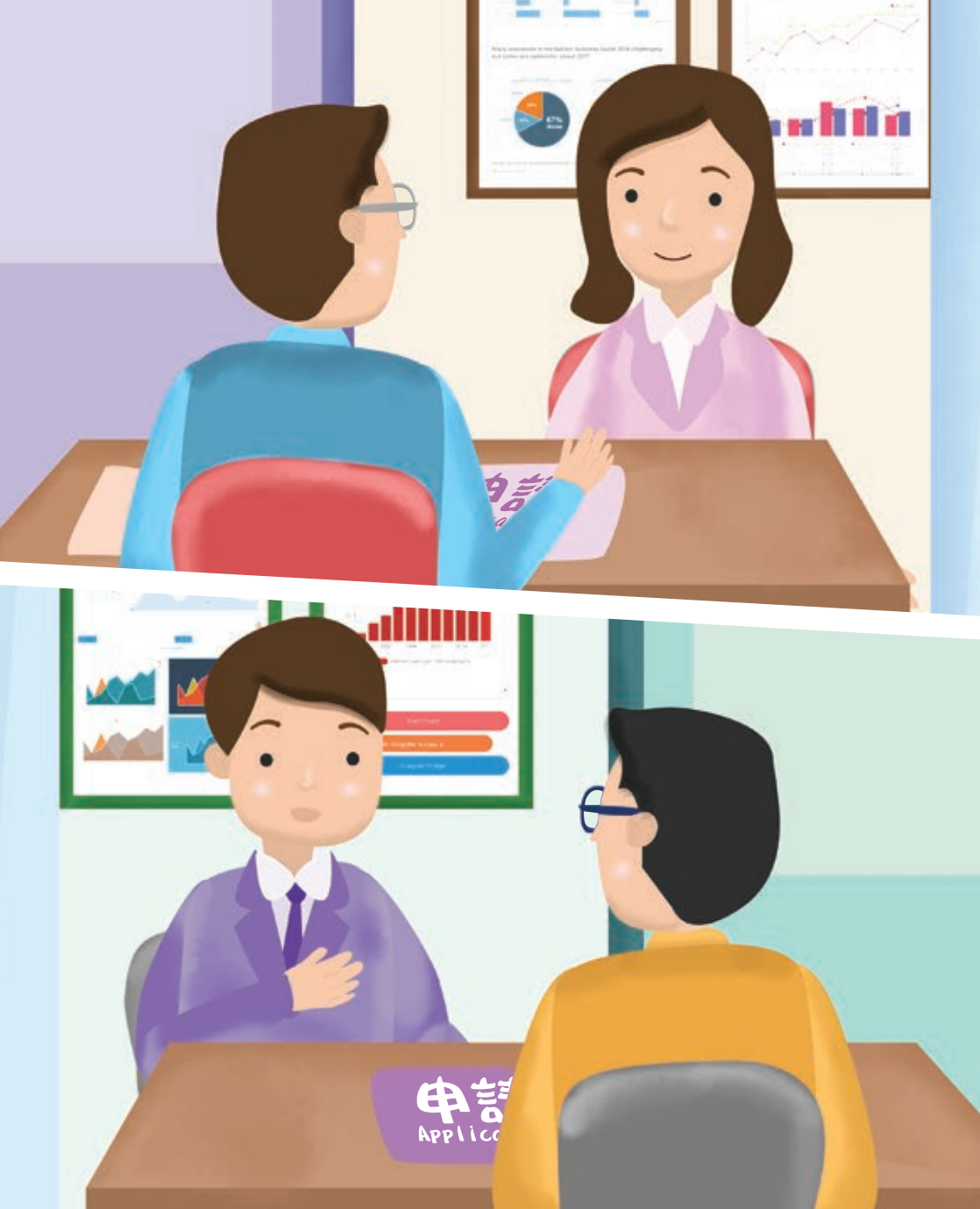
The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training.





人人有不可剝奪的工作權利。

The right to work as an inalienable right of all human beings.



享有相同就業機會的權利，包括在就業方面相同的甄選標準。

The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment.

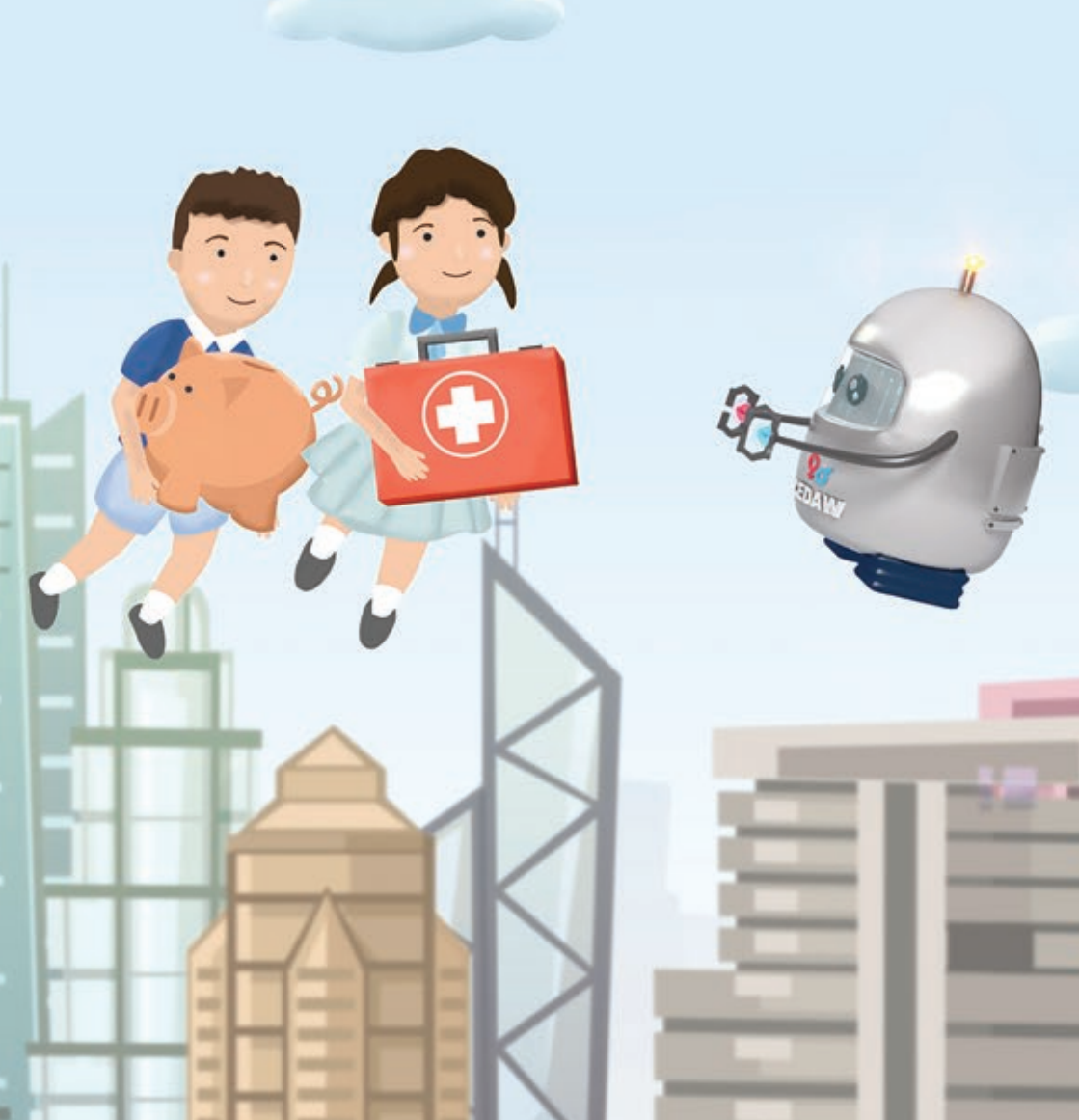
第十一條(1)(b) Article 11(1)(b)

## EQUAL PAY for work of EQUAL VALUE



同樣價值的工作享有同等報酬包括福利和享有平等待遇的權利，在評定工作的表現方面，享有平等待遇的權利。

The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work.



享有社會保障的權利，特別是在退休、失業、疾病、殘廢和老年或在其他喪失工作能力的情況下，以及享有帶薪假的權利。

在工作條件中享有健康和安全保障，包括保障生育機能的權利。

The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave.

The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.

第十一條(1)(e) & 第十一條(1)(f) Article 11(1)(e) & Article 11(1)(f)



實施帶薪產假或具有同等社會福利的產假，不喪失原有工作、年資或社會津貼。

對於懷孕期間從事確實有害於健康的工作的婦女，給予特別保護。

To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances.

To provide special protection to women during pregnancy in types of work proved to be harmful to them.

第十一條(2)(b) & 第十一條(2)(d) Article 11(2)(b) & Article 11(2)(d)





禁止以懷孕或產假為理由予以解僱，以及以婚姻狀況為理由予以解僱的歧視，違反規定者得受處分。

To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status.



▶ 動畫短片



▶ Animated short film

# 社會參與篇

## Social Participation





男女平等的原則如尚未列入本國憲法或其他有關法律者，應將其列入，並以法律或其他適當方法，保證實現這項原則。

To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realization of this principle.



締約各國應承擔在所有領域，特別是在政治、社會、經濟、文化領域，採取一切適當措施，包括制定法律，保證婦女得到充分發展和進步，其目的是為確保她們在與男子平等的基礎上，行使和享有人權和基本自由。

States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.



保障婦女在與男子平等的條件下，在一切選舉和公民投票中有選舉權，並在一切民選機構有被選舉權。

To ensure women, on equal terms with men, the right to vote in all elections and public referenda and to be eligible for election to all publicly elected bodies.





參加政府政策的制訂及其執行，並擔任各級政府公職，執行一切公務。

To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government.



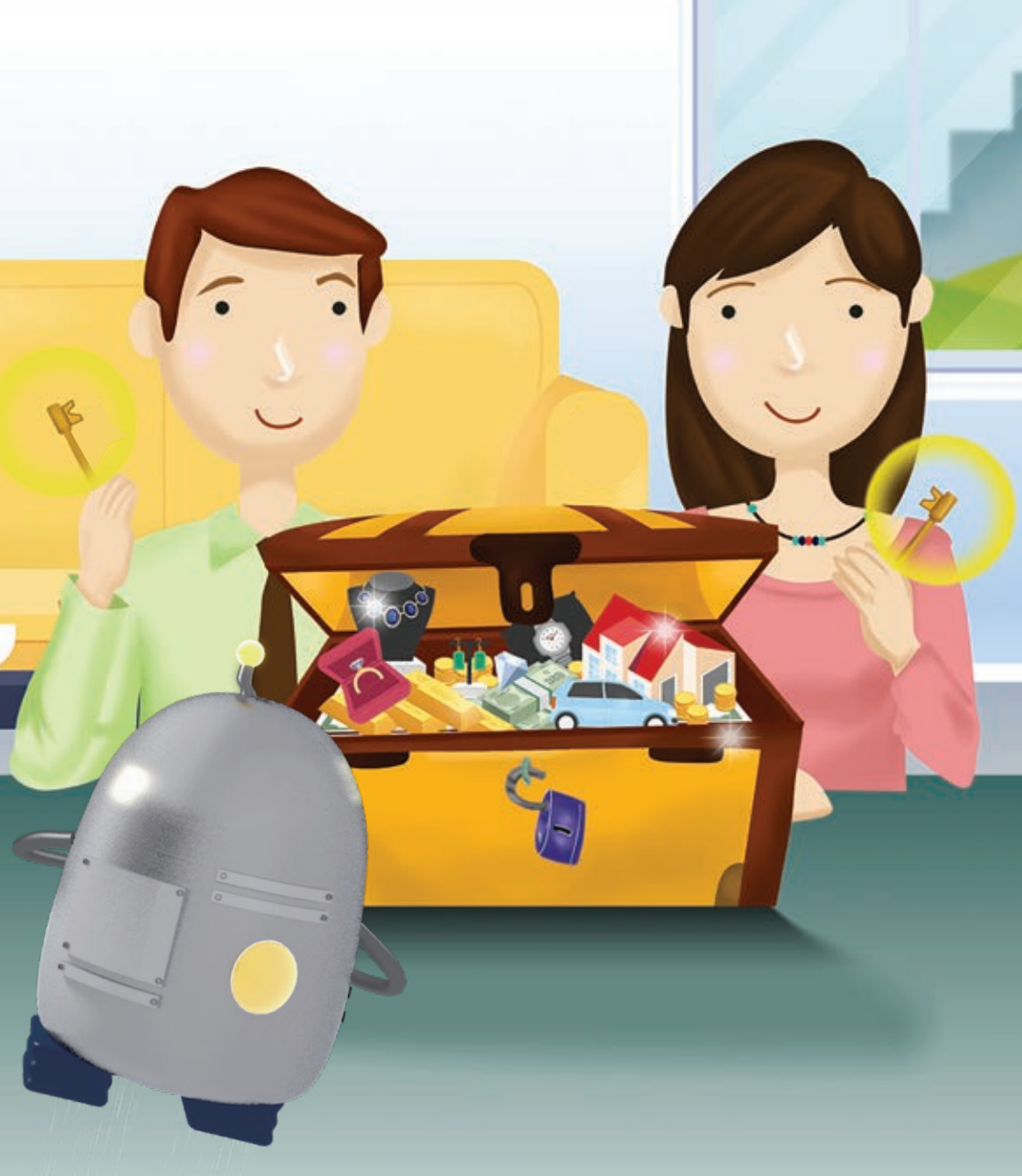
締約各國應採取一切適當措施，保證婦女在與男子平等不受任何歧視的條件下，有機會在國際上代表本國政府參加各國際組織的工作。

States Parties shall take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations.



締約各國應採取一切適當措施以消除在保健方面對婦女的歧視，保證她們在男女平等的基礎上取得各種保健服務，包括有關計劃生育的保健服務。

States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning.



配偶雙方在財產的所有、取得、經營、管理、享有、處置方面，不論是無償的或是收取價值酬報的，都具有相同的權利。

The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.

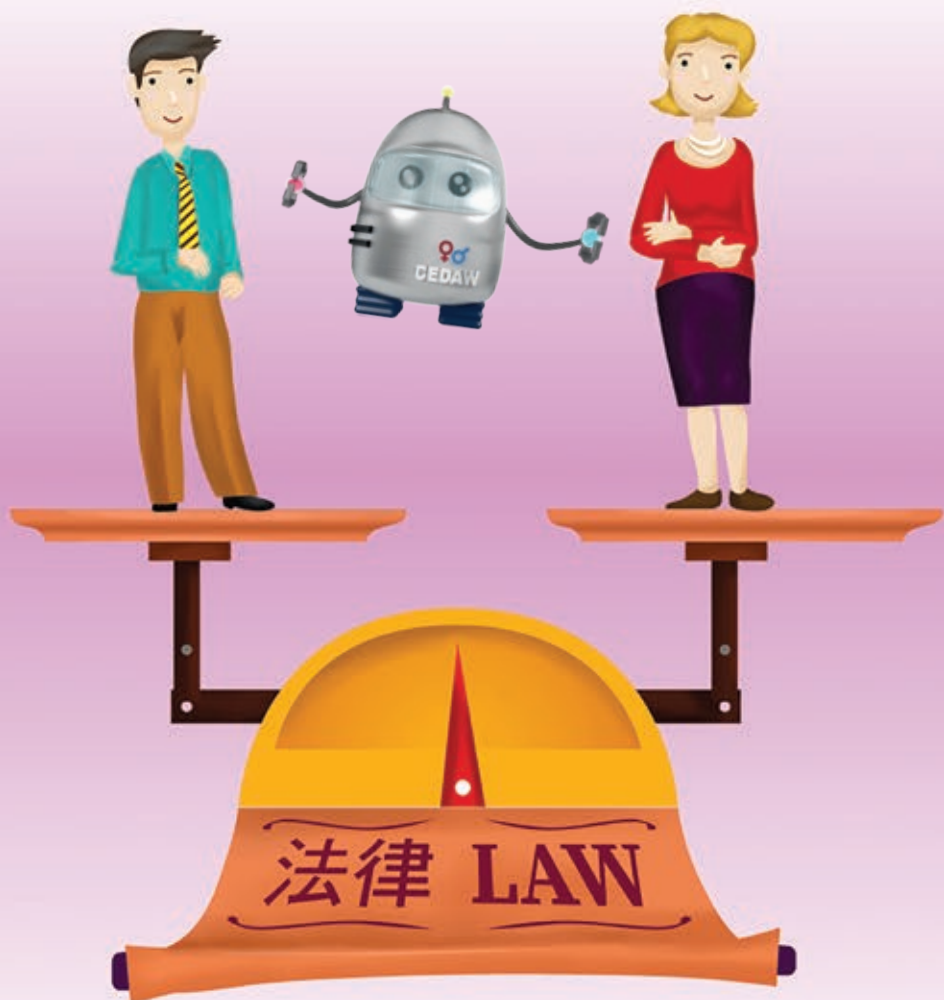




保障男女在參與娛樂活動、運動和文化生活所有各方面的權利。

To ensure both men and women have the same right to participate in recreational activities, sports and all aspects of cultural life.





締約各國應給予男女在法律面前平等的地位。

States Parties shall accord to women equality with men before the law.

## 《消除對婦女一切形式歧視公約》

# Convention on the Elimination of All Forms of Discrimination against Women

本公約締約各國，

*The States Parties to the present Convention,*

注意到《聯合國憲章》重申對基本人權、人身尊嚴和價值以及男女平等權利的信念；

*Noting* that the Charter of the United Nations reaffirms faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women,

注意到《世界人權宣言》申明不容歧視的原則，並宣布人人生而自由，在尊嚴和權利上一律平等，且人人都有資格享受該宣言所載的一切權利和自由，不得有任何區別，包括男女的區別；

*Noting* that the Universal Declaration of Human Rights affirms the principle of the inadmissibility of discrimination and proclaims that all human beings are born free and equal in dignity and rights and that everyone is entitled to all the rights and freedoms set forth therein, without distinction of any kind, including distinction based on sex,

注意到有關人權的各項國際公約的締約國有義務保證男女平等享有一切經濟、社會、文化、公民和政治權利；

*Noting* that the States Parties to the International Covenants on Human Rights have the obligation to ensure the equal rights of men and women to enjoy all economic, social, cultural, civil and political rights,

考慮到在聯合國及各專門機構主持下所簽署旨在促進男女權利平等的各項國際公約；

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還注意到聯合國和各專門機構所通過旨在促進男女權利平等的決議、宣言和建議；

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關心到儘管有這些各種文件，歧視婦女的現象仍然普遍存在；

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考慮到對婦女的歧視違反權利平等和尊重人的尊嚴的原則，阻礙婦女與男子平等參加本國的政治、社會、經濟和文化生活，妨礙社會和家庭的繁榮發展，並使婦女更難充分發揮為國家和人類服務的潛力；

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關心到在貧窮情況下，婦女在獲得糧食、保健，教育、訓練、就業和其他需要等方面，往往機會最少；

*Considering* the international conventions concluded under the auspices of the United Nations and the specialized agencies promoting equality of rights of men and women,

*Noting also* the resolutions, declarations and recommendations adopted by the United Nations and the specialized agencies promoting equality of rights of men and women,

*Concerned*, however, that despite these various instruments extensive discrimination against women continues to exist,

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*Recalling* that discrimination against women violates the principles of equality of rights and respect for human dignity, is an obstacle to the participation of women, on equal terms with men, in the political, social, economic and cultural life of their countries, hampers the growth of the prosperity of society and the family and makes more difficult the full development of the potentialities of women in the service of their countries and of humanity,

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*Concerned* that in situations of poverty women have the least access to food, health, education, training and opportunities for employment and other needs,

深信基於平等和正義的新的國際經濟秩序的建立，將大有助於促進男女平等；

*Convinced* that the establishment of the new international economic order based on equity and justice will contribute significantly towards the promotion of equality between men and women,

強調徹底消除種族隔離、一切形式的種族主義、種族歧視、新老殖民主義、外國侵略、外國佔領和外國統治、對別國內政的干預，對於男女充分享受其權利是必不可少的；

*Emphasizing* that the eradication of apartheid, all forms of racism, racial discrimination, colonialism, neo-colonialism, aggression, foreign occupation and domination and interference in the internal affairs of States is essential to the full enjoyment of the rights of men and women,

確認國際和平與安全的加強，國際緊張局勢的緩和，各國不論其社會和經濟制度如何彼此之間的相互合作，在嚴格有效的國際管制下全面徹底裁軍、特別是核裁軍，國與國之間關係上正義、平等和互利原則的確認，在外國和殖民統治下和外國佔領下的人民取得自決與獨立權利的實現，以及對各國國家主權和領土完整的尊重，都將會促進社會進步和發展，從而有助於實現男女的完全平等；

*Affirming* that the strengthening of international peace and security, the relaxation of international tension, mutual co-operation among all States irrespective of their social and economic systems, general and complete disarmament, in particular nuclear disarmament under strict and effective international control, the affirmation of the principles of justice, equality and mutual benefit in relations among countries and the realization of the right of peoples under alien and colonial domination and foreign occupation to self-determination and independence, as well as respect for national sovereignty and territorial integrity, will promote social progress and development and as a consequence will contribute to the attainment of full equality between men and women,

確信一國的充分和完全的發展，世界人民的福利以及和平的事業，需要婦女與男子平等充分參加所有各方面的工作；

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*Convinced* that the full and complete development of a country, the welfare of the world and the cause of peace require the maximum participation of women on equal terms with men in all fields,

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念及婦女對家庭的福利和社會的發展所作出的巨大貢獻至今沒有充分受到公認，又念及母性的社會意義以及父母在家庭中和在養育子女方面所負的任務的社會意義，並理解到婦女不應因生育而受到歧視，因為養育子女是男女和整個社會的共同責任；

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*Bearing in mind* the great contribution of women to the welfare of the family and to the development of society, so far not fully recognized, the social significance of maternity and the role of both parents in the family and in the upbringing of children, and aware that the role of women in procreation should not be a basis for discrimination but that the upbringing of children requires a sharing of responsibility between men and women and society as a whole,

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認識到為了實現男女充分的平等需要同時改變男子和婦女在社會上和家庭中的傳統任務；

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*Aware* that a change in the traditional role of men as well as the role of women in society and in the family is needed to achieve full equality between men and women,

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決心執行《消除對婦女歧視宣言》內載的各項原則，並為此目的，採取一切必要措施，消除一切形式的這種歧視及其現象。

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*Determined* to implement the principles set forth in the Declaration on the Elimination of Discrimination against Women and, for that purpose, to adopt the measures required for the elimination of such discrimination in all its forms and manifestations,

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茲協議如下：

*Have agreed* on the following:



## 第一條

為本公約的目的，“對婦女的歧視”一詞指基於性別而作的任何區別、排斥或限制，其影響或其目的均足以妨礙或否認婦女不論已婚未婚在男女平等的基礎上認識、享有或行使在政治、經濟、社會、文化、公民或任何其他方面的人權和基本自由。

## Article 1

For the purposes of the present Convention, the term “discrimination against women” shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

## 第二條

締約各國譴責對婦女一切形式的歧視，協議立即用一切適當辦法，推行政策，消除對婦女的歧視。為此目的，承擔：

## Article 2

States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women and, to this end, undertake:

(a) 男女平等的原則如尚未列入本國憲法或其他有關法律者，應將其列入，並以法律或其他適當方法，保證實現這項原則；

(a) To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realization of this principle;

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| (b) 採取適當立法和其他措施，包括適當時採取制裁，禁止對婦女的一切歧視；                  | (b) To adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women;   |
| <hr/>  |   |
| (c) 為婦女與男子平等的權利確立法律保護，通過各國的主管法庭及其他公共機構，保證切實保護婦女不受任何歧視； | (c) To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination; |
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| (d) 不採取任何歧視婦女的行為或作法，並保證公共當局和公共機構的行動都不違背這項義務；           | (d) To refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation;  |
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| (e) 應採取一切適當措施，消除任何個人、組織或企業對婦女的歧視；                      | (e) To take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise;   |
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| (f) 應採取一切適當措施，包括制定法律，以修改或廢除構成對婦女歧視的現行法律、規章、習俗和慣例；      | (f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;  |

(g) 同意廢止本國刑法內構成對婦女歧視的一切規定。

(g) To repeal all national penal provisions which constitute discrimination against women.

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### 第三條

締約各國應承擔在所有領域，特別是在政治、社會、經濟、文化領域，採取一切適當措施，包括制定法律，保證婦女得到充分發展和進步，其目的是為確保她們在與男子平等的基礎上，行使和享有人權和基本自由。

### Article 3

States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.

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### 第四條

1. 締約各國為加速實現男女事實上的平等而採取的暫行特別措施，不得視為本公約所指的歧視，亦不得因此導致維持不平等或分別的標準；這些措施應在男女機會和待遇平等的目的達到之後，停止採用。

### Article 4

1. Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.

2. 締約各國為保護母性而採取的特別措施，包括本公約所列各項措施，不得視為歧視。

2. Adoption by States Parties of special measures, including those measures contained in the present Convention, aimed at protecting maternity shall not be considered discriminatory.

## 第五條

締約各國應採取一切適當措施：

(a) 改變男女的社會和文化行為模式，以消除基於性別而分尊卑觀念或基於男女定型任務的偏見、習俗和一切其他作法；

(b) 保證家庭教育應包括正確了解母性的社會功能和確認教養子女是父母的共同責任，但了解到在任何情況下應首先考慮子女的利益。

## Article 5

States Parties shall take all appropriate measures:

(a) To modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women;

(b) To ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases.

## 第六條

締約各國應採取一切適當措施，包括制定法律，以禁止一切形式販賣婦女和強迫婦女賣淫對她們進行剝削的行為。

## Article 6

States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women.

## 第二部份 Part II

### 第七條

締約各國應採取一切適當措施，消除在本國政治和公眾事務中對婦女的歧視，特別應保證婦女在與男子平等的條件下：

(a) 在一切選舉和公民投票中有選舉權，並在一切民選機構有被選舉權；

(b) 參加政府政策的制訂及其執行，並擔任各級政府公職，執行一切公務；

(c) 參加有關本國公眾和政治事務的非政府組織和協會。

### Article 7

States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right:

(a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;

(b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government;

(c) To participate in non-governmental organizations and associations concerned with the public and political life of the country.



## 第八條

締約各國應採取一切適當措施，保證婦女在與男子平等不受任何歧視的條件下，有機會在國際上代表本國政府參加各國際組織的工作。

## Article 8

States Parties shall take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations.

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## 第九條

1. 締約各國應給予婦女與男子有取得、改變或保留國籍的同等權利。它們應特別保證，與外國人結婚或於婚姻存續期間丈夫改變國籍均不當然改變妻子的國籍，使她成為無國籍人，或把丈夫的國籍強加於她。

## Article 9

1. States Parties shall grant women equal rights with men to acquire, change or retain their nationality. They shall ensure in particular that neither marriage to an alien nor change of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of the husband.

2. 締約各國在關於子女的國籍方面，應給予婦女與男子平等的權利。

2. States Parties shall grant women equal rights with men with respect to the nationality of their children.

### 第十條

締約各國應採取一切適當措施以消除對婦女的歧視，並保證婦女在教育方面享有與男子平等的權利，特別是在男女平等的基礎上保證：

(a) 在各類教育機構，不論其在農村或城市，職業和行業輔導、學習的機會和文憑的取得，條件相同。在學前教育、普通教育、技術、專業和高等技術教育以及各種職業訓練方面，都應保證這種平等；

(b) 課程、考試、師資的標準、校舍和設備的質量一律相同；

### Article 10

States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education and in particular to ensure, on a basis of equality of men and women:

(a) The same conditions for career and vocational guidance, for access to studies and for the achievement of diplomas in educational establishments of all categories in rural as well as in urban areas; this equality shall be ensured in pre-school, general, technical, professional and higher technical education, as well as in all types of vocational training;

(b) Access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality;

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| <p>(c) 為消除在各級和各種方式的教育中對男女任務的任何定型觀念，應鼓勵實行男女同校和其他有助於實現這個目的的教育形式，並特別應修訂教科書和課程以及相應地修改教學方法；</p> | <p>(c) The elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education by encouraging coeducation and other types of education which will help to achieve this aim and, in particular, by the revision of textbooks and school programmes and the adaptation of teaching methods;</p> |
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| <p>(d) 領受獎學金和其他研究補助金的機會相同；</p> | <p>(d) The same opportunities to benefit from scholarships and other study grants;</p> |
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| <p>(e) 接受成人教育、包括成人識字和實用識字教育的機會相同，特別是為了盡早縮短男女之間存在的教育水平上的一切差距；</p> | <p>(e) The same opportunities for access to programmes of continuing education, including adult and functional literacy programmes, particularly those aimed at reducing, at the earliest possible time, any gap in education existing between men and women;</p> |
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| <p>(f) 減少女生退學率，並為離校過早的少女和婦女辦理種種方案；</p> | <p>(f) The reduction of female student drop-out rates and the organization of programmes for girls and women who have left school prematurely;</p> |
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(g) 積極參加運動和體育的機會相同；

(g) The same opportunities to participate actively in sports and physical education;

(h) 有接受特殊教育性輔導的機會，以保障家庭健康和幸福，包括關於計劃生育的知識和輔導在內。

(h) Access to specific educational information to help to ensure the health and well-being of families, including information and advice on family planning.

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## 第十一條

1. 締約各國應採取一切適當措施，消除在就業方面對婦女的歧視，以保證她們在男女平等的基礎上享有相同權利，特別是：

## Article 11

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular:

(a) 人人有不可剝奪的工作權利；

(a) The right to work as an inalienable right of all human beings;

(b) 享有相同就業機會的權利，包括在就業方面相同的甄選標準；

(b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment;

(c) 享有自由選擇專業和職業，提升和工作保障，一切服務福利和條件，接受職業訓練和再訓練，包括實習訓練、高等職業訓練和經常訓練的權利；

(c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;

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(d) 同樣價值的工作享有同等報酬包括福利和享有平等待遇的權利，在評定工作的表現方面，享有平等待遇的權利；

(d) The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;

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(e) 享有社會保障的權利，特別是在退休、失業、疾病、殘廢和老年或在其他喪失工作能力的情況下，以及享有帶薪假的權利；

(e) The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave;



(f) 在工作條件中享有健康和安全保障，包括保障生育機能的權利。

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(f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.

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2. 締約各國為使婦女不致因為結婚或生育而受歧視，又為保障其有效的工作權利起見，應採取適當措施：

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2. In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures:

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(a) 禁止以懷孕或產假為理由予以解僱，以及以婚姻狀況為理由予以解僱的歧視，違反規定者得受處分；

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(a) To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status;

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(b) 實施帶薪產假或具有同等社會福利的產假，不喪失原有工作、年資或社會津貼；

(b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;

(c) 鼓勵提供必要的輔助性社會服務，特別是通過促進建立和發展托兒設施系統，使父母得以兼顧家庭義務和工作責任並參與公共事務；

(c) To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities;

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(d) 對於懷孕期間從事確實有害於健康的工作的婦女，給予特別保護。

(d) To provide special protection to women during pregnancy in types of work proved to be harmful to them.

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3. 應參照科技知識，定期審查與本條所包含的內容有關的保護性法律，必要時應加以修訂、廢止或推廣。

3. Protective legislation relating to matters covered in this article shall be reviewed periodically in the light of scientific and technological knowledge and shall be revised, repealed or extended as necessary.

## 第十二條

1. 締約各國應採取一切適當措施以消除在保健方面對婦女的歧視，保證她們在男女平等的基礎上取得各種保健服務，包括有關計劃生育的保健服務。

2. 儘管有本條第1款的規定，締約各國應保證為婦女提供有關懷孕、分娩和產後期間的適當服務，於必要時給予免費服務，並保證在懷孕和哺乳期間得到充分營養。

## Article 12

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning.

2. Notwithstanding the provisions of paragraph 1 of this article, States Parties shall ensure to women appropriate services in connection with pregnancy, confinement and the post-natal period, granting free services where necessary, as well as adequate nutrition during pregnancy and lactation.

## 第十三條

締約各國應採取一切適當措施以消除在經濟和社會生活的其他方面對婦女的歧視，保證她們在男女平等的基礎上有相同的權利，特別是：

(a) 領取家屬津貼的權利；

## Article 13

States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:

(a) The right to family benefits;

(b) 銀行貸款、抵押和其他形式的金融信貸的權利；

(b) The right to bank loans, mortgages and other forms of financial credit;

(c) 參與娛樂活動、運動和文化生活所有各方面的權利。

(c) The right to participate in recreational activities, sports and all aspects of cultural life.

## 第十四條

1. 締約各國應考慮到農村婦女面對的特殊問題和她們對家庭生計包括她們在經濟體系中無金錢交易的部門的工作方面所發揮的重要作用，並應採取一切適當措施，保證對農村地區婦女適用本公約的各項規定。

## Article 14

1. States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of the present Convention to women in rural areas

2. 締約各國應採取一切適當措施以消除對農村地區婦女的歧視，保證她們在男女平等的基礎上參與農村發展並受其惠益，尤其是保證她們有權：

2. States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:

(a) 充分參與各級發展規劃的擬訂和執行工作；

(a) To participate in the elaboration and implementation of development planning at all levels;

(b) 有權利用充分的保健設施，包括計劃生育方面的知識、輔導和服務；

(b) To have access to adequate health care facilities, including information, counselling and services in family planning;

(c) 從社會保障方案直接受益；

(c) To benefit directly from social security programmes;

(d) 接受各種正式和非正式的訓練和教育，包括實用識字的訓練和教育在內，以及除了別的以外，享受一切社區服務和推廣服務的惠益，以提高她們的技術熟練程度；

(d) To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency;

(e) 組織自助團體和合作社，以通過受僱和自僱的途徑取得平等的經濟機會；

(e) To organize self-help groups and co-operatives in order to obtain equal access to economic opportunities through employment or self-employment;



(f) 參加一切社區活動；

(f) To participate in all community activities;

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(g) 有權取得農業信貸，利用銷售設施，獲得適當技術，並在土地改革和土地墾殖計劃方面享有平等待遇；

(g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes;

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(h) 享受適當的生活條件，特別是在住房、衛生、水電供應、交通和通訊方面。

(h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.

**第十五條**

1. 締約各國應給予男女在法律面前平等的地位。

2. 締約各國應在公民事務上，給予婦女與男子同等的法律行為能力，以及行使這種行為能力的相同機會。特別應給予婦女簽訂合同和管理財產的平等權利，並在法院和法庭訴訟的各個階段給予平等待遇。

3. 締約各國同意，旨在限制婦女法律行為能力的所有合同和其他任何具有法律效力的私人文書，應一律視為無效。

4. 締約各國在有關人身移動和自由擇居的法律方面，應給予男女相同的權利。

**Article 15**

1. States Parties shall accord to women equality with men before the law.

2. States Parties shall accord to women, in civil matters, a legal capacity identical to that of men and the same opportunities to exercise that capacity. In particular, they shall give women equal rights to conclude contracts and to administer property and shall treat them equally in all stages of procedure in courts and tribunals.

3. States Parties agree that all contracts and all other private instruments of any kind with a legal effect which is directed at restricting the legal capacity of women shall be deemed null and void.

4. States Parties shall accord to men and women the same rights with regard to the law relating to the movement of persons and the freedom to choose their residence and domicile.

## 第十六條

1. 締約各國應採取一切適當措施，消除在有關婚姻和家庭關係的一切事項上對婦女的歧視，並特別應保證她們在男女平等的基礎上：

## Article 16

1. States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women:

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(a) 有相同的締婚權利；

(a) The same right to enter into marriage;

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(b) 有相同的自由選擇配偶和非經本人自由表示，完全同意不締婚約的權利；

(b) The same right freely to choose a spouse and to enter into marriage only with their free and full consent;

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(c) 在婚姻存續期間以及解除婚姻關係時，有相同的權利和義務；

(c) The same rights and responsibilities during marriage and at its dissolution;

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(d) 不論婚姻狀況如何，在有關子女的事務上，作為父母親有相同的權利和義務。但在任何情形下，均應以子女的利益為重；

(d) The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of the children shall be paramount;

(e) 有相同的權利自由負責地決定子女人數和生育間隔，並有機會獲得使她們能夠行使這種權利的知識、教育和方法；

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(e) The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights;

(f) 在監護、看管、受托和收養子女或類似的制度方面，如果國家法規有這些觀念的話，有相同的權利和義務。但在任何情形下，均應以子女的利益為重；

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(f) The same rights and responsibilities with regard to guardianship, wardship, trusteeship and adoption of children, or similar institutions where these concepts exist in national legislation; in all cases the interests of the children shall be paramount;

(g) 夫妻有相同的個人權利，包括選擇姓氏、專業和職業的權利；

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(g) The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation;

(h) 配偶雙方在財產的所有、取得、經營、管理、享有、處置方面，不論是無償的或是收取價值酬報的，都具有相同的權利。

(h) The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.

2. 童年訂婚和童婚應不具法律效力，並應採取一切必要行動，包括制訂法律，規定結婚最低年齡，並規定婚姻必須向正式登記機構登記。
2. The betrothal and the marriage of a child shall have no legal effect, and all necessary action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory.



### 第十七條

1. 為審查執行本公約所取得的進展起見，應設立一個消除對婦女歧視委員會（以下稱委員會）由在本公約所適用的領域方面德高望重和有能力的專家組成，其人數在本公約開始生效時為十八人，到第三十五個締約國批准或加入後為二十三人。這些專家應由締約各國自其國民中選出，以個人資格任職，選舉時須顧及公平地域分配原則及不同文化形式與各主要法系的代表性。

### Article 17

1. For the purpose of considering the progress made in the implementation of the present Convention, there shall be established a Committee on the Elimination of Discrimination against Women (hereinafter referred to as the Committee) consisting, at the time of entry into force of the Convention, of eighteen and, after ratification of or accession to the Convention by the thirty-fifth State Party, of twenty-three experts of high moral standing and competence in the field covered by the Convention. The experts shall be elected by States Parties from among their nationals and shall serve in their personal capacity, consideration being given to equitable geographical distribution and to the representation of the different forms of civilization as well as the principal legal systems.

2. 委員會委員應以無記名投票方式自締約各國提名的名單中選出。每一締約國得自本國國民中提名一人候選。
  2. The members of the Committee shall be elected by secret ballot from a list of persons nominated by States Parties. Each State Party may nominate one person from among its own nationals.
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3. 第一次選舉應自本公約生效之日起六個月後舉行，聯合國秘書長應於每次舉行選舉之日至少三個月前函請締約各國於兩個月內提出其所提名之人的姓名。秘書長應將所有如此提名的人員依英文字母次序，編成名單，註明推薦此等人員的締約國，分送締約各國。
  3. The initial election shall be held six months after the date of the entry into force of the present Convention. At least three months before the date of each election the Secretary-General of the United Nations shall address a letter to the States Parties inviting them to submit their nominations within two months. The Secretary-General shall prepare a list in alphabetical order of all persons thus nominated, indicating the States Parties which have nominated them, and shall submit it to the States Parties.
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4. 委員會委員的選舉應在秘書長於聯合國總部召開的締約國會議中舉行，該會議以三分之二締約國為法定人數，凡得票最多且佔出席及投票締約國代表絕對多數票者當選為委員會委員。
  4. Elections of the members of the Committee shall be held at a meeting of States Parties convened by the Secretary-General at United Nations Headquarters. At that meeting, for which two thirds of the States Parties shall constitute a quorum, the persons elected to the Committee shall be those nominees who obtain the largest number of votes and an absolute majority of the votes of the representatives of States Parties present and voting.

5. 委員會委員任期四年。但第一次選舉產生的委員中，九人的任期應於兩年終了時屆滿，第一次選舉後，此九人的姓名應立即由委員會主席抽籤決定。

5. The members of the Committee shall be elected for a term of four years. However, the terms of nine of the members elected at the first election shall expire at the end of two years; immediately after the first election the names of these nine members shall be chosen by lot by the Chairman of the Committee.

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6. 在第三十五個國家批准或加入本公約後，委員會將按照本條第2、3、4款增選五名委員，其中兩名任期為兩年，其名單由委員會主席抽籤決定。

6. The election of the five additional members of the Committee shall be held in accordance with the provisions of paragraphs 2, 3 and 4 of this article, following the thirty-fifth ratification or accession. The terms of two of the additional members elected on this occasion shall expire at the end of two years, the names of these two members having been chosen by lot by the Chairman of the Committee.

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7. 臨時出缺時，其專家不復擔任委員會委員的締約國，應自其國民中指派另一專家，經委員會核可後，填補遺缺。

7. For the filling of casual vacancies, the State Party whose expert has ceased to function as a member of the Committee shall appoint another expert from among its nationals, subject to the approval of the Committee.

8. 鑒於委員會責任的重要性，委員會委員應經聯合國大會批准後，從聯合國資源中按照大會可能決定的規定和條件取得報酬。
  8. The members of the Committee shall, with the approval of the General Assembly, receive emoluments from United Nations resources on such terms and conditions as the Assembly may decide, having regard to the importance of the Committee's responsibilities.
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9. 聯合國秘書長應提供必需的工作人員和設備，以便委員會按本公約規定有效地履行其職務。
  9. The Secretary-General of the United Nations shall provide the necessary staff and facilities for the effective performance of the functions of the Committee under the present Convention.
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## 第十八條

1. 締約各國應就本國為使本公約各項規定生效所通過的立法、司法、行政或其他措施以及所取得的進展，向聯合國秘書長提出報告，供委員會審議：
  1. States Parties undertake to submit to the Secretary-General of the United Nations, for consideration by the Committee, a report on the legislative, judicial, administrative or other measures which they have adopted to give effect to the provisions of the present Convention and on the progress made in this respect:
- 
- (a) 在公約對本國生效後一年內提出，並且
  - (a) Within one year after the entry into force for the State concerned;

(b) 自此以後，至少每四年並隨時在委員會的請求下提出。

(b) Thereafter at least every four years and further whenever the Committee so requests.

2. 報告中得指出影響本公約規定義務的履行的各種因素和困難。

2. Reports may indicate factors and difficulties affecting the degree of fulfilment of obligations under the present Convention.

## 第十九條

1. 委員會應自行制訂其議事規則。

## Article 19

1. The Committee shall adopt its own rules of procedure.

2. 委員會應自行選舉主席團成員，任期兩年。

2. The Committee shall elect its officers for a term of two years.

## 第二十條

1. 委員會一般應每年召開為期不超過兩星期的會議以審議按照本公約第十八條規定提出的報告。

## Article 20

1. The Committee shall normally meet for a period of not more than two weeks annually in order to consider the reports submitted in accordance with article 18 of the present Convention.

2. 委員會會議通常應在聯合國總部或在委員會決定的任何其他方便地點舉行。

2. The meetings of the Committee shall normally be held at United Nations Headquarters or at any other convenient place as determined by the Committee.

## 第二十一條

1. 委員會應就其活動，通過經濟及社會理事會，每年向聯合國大會提出報告，並可根據對所收到締約各國的報告和資料的審查結果，提出意見和一般性建議。這些意見和一般性建議，應連同締約各國可能提出的評論載入委員會所提出的報告中。

2. 秘書長應將委員會的報告轉送婦女地位委員會，供其參考。

## 第二十二條

各專門機構對屬於其工作範圍內的本公約各項規定，有權派代表出席關於其執行情況的審議。委員會可邀請各專門機構就在其工作範圍內各個領域對本公約的執行情況提出報告。

## Article 21

1. The Committee shall, through the Economic and Social Council, report annually to the General Assembly of the United Nations on its activities and may make suggestions and general recommendations based on the examination of reports and information received from the States Parties. Such suggestions and general recommendations shall be included in the report of the Committee together with comments, if any, from States Parties.

2. The Secretary-General of the United Nations shall transmit the reports of the Committee to the Commission on the Status of Women for its information.

## Article 22

The specialized agencies shall be entitled to be represented at the consideration of the implementation of such provisions of the present Convention as fall within the scope of their activities. The Committee may invite the specialized agencies to submit reports on the implementation of the Convention in areas falling within the scope of their activities.



**第二十三條**

(a) 締約各國的法律；或

(b) 對該國生效的任何其他國際公約、條約或協定，

如載有對實現男女平等更為有利的任何規定，其效力不得受本公約的任務規定的影響。

**Article 23**

Nothing in the present Convention shall affect any provisions that are more conducive to the achievement of equality between men and women which may be contained:

(a) In the legislation of a State Party; or

(b) In any other international convention, treaty or agreement in force for that State.

**第二十四條**

締約各國承擔在國家一級採取一切必要措施，以充分實現本公約承認的各項權利。

**Article 24**

States Parties undertake to adopt all necessary measures at the national level aimed at achieving the full realization of the rights recognized in the present Convention.

**第二十五條**

1. 本公約開放給所有國家簽署。

**Article 25**

1. The present Convention shall be open for signature by all States.

- |                                   |  |
|-----------------------------------|--|
| 2. 指定聯合國秘書長為本公約的受托人。              | 2. The Secretary-General of the United Nations is designated as the depositary of the present Convention.  |
| <hr/>                             |  |
| 3. 本公約須經批准，批准書交存聯合國秘書長。           | 3. The present Convention is subject to ratification. Instruments of ratification shall be deposited with the Secretary-General of the United Nations.   |
| <hr/>                             |  |
| 4. 本公約開放給所有國家加入，加入書交存聯合國秘書長後開始生效。 | 4. The present Convention shall be open to accession by all States. Accession shall be effected by the deposit of an instrument of accession with the Secretary-General of the United Nations. |

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## 第二十六條

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|------------------------------------|--|
| 1. 任何締約國可以隨時向聯合國秘書長提出書面通知，請求修正本公約。 | 1. A request for the revision of the present Convention may be made at any time by any State Party by means of a notification in writing addressed to the Secretary-General of the United Nations. |
| <hr/>                              |  |
| 2. 聯合國大會對此項請求，應決定所須採取的步驟。          | 2. The General Assembly of the United Nations shall decide upon the steps, if any, to be taken in respect of such a request.   |

## 第二十七條

1. 本公約自第二十份批准書或加入書交存聯合國秘書長之日後第三十天開始生效。

## Article 27

1. The present Convention shall enter into force on the thirtieth day after the date of deposit with the Secretary-General of the United Nations of the twentieth instrument of ratification or accession.

2. 在第二十份批准書或加入書交存後，本公約對於批准或加入本公約的每一國家，自該國交存其批准書或加入書之日後第三十天開始生效。

2. For each State ratifying the present Convention or acceding to it after the deposit of the twentieth instrument of ratification or accession, the Convention shall enter into force on the thirtieth day after the date of the deposit of its own instrument of ratification or accession.

## 第二十八條

1. 聯合國秘書長應接受各國在批准或加入時提出的保留，並分發給所有國家。

## Article 28

1. The Secretary-General of the United Nations shall receive and circulate to all States the text of reservations made by States at the time of ratification or accession.

2. 不得提出與本公約目的和宗旨抵觸的保留。

2. A reservation incompatible with the object and purpose of the present Convention shall not be permitted.

3. 締約國可以隨時向聯合國秘書長提出通知，請求撤銷保留，並由他將此項通知通知全體國家。通知收到後，當日生效。
  3. Reservations may be withdrawn at any time by notification to this effect addressed to the Secretary-General of the United Nations, who shall then inform all States thereof. Such notification shall take effect on the date on which it is received.
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## 第二十九條

1. 兩個或兩個以上的締約國之間關於本公約的解釋或適用方面的任何爭端，如不能談判解決，經締約國一方要求，應交付仲裁。如果自要求仲裁之日起六個月內，當事各方不能就仲裁的組成達成協議，任何一方得依照《國際法院規約》提出請求，將爭端提交國際法院審理。
  1. Any dispute between two or more States Parties concerning the interpretation or application of the present Convention which is not settled by negotiation shall, at the request of one of them, be submitted to arbitration. If within six months from the date of the request for arbitration the parties are unable to agree on the organization of the arbitration, any one of those parties may refer the dispute to the International Court of Justice by request in conformity with the Statute of the Court.
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2. 每一個締約國在簽署或批准本公約或加入本公約時，得聲明本國不受本條第1款的約束，其他締約國對於作出這項保留的任何締約國，也不受該款的約束。
  2. Each State Party may at the time of signature or ratification of the present Convention or accession thereto declare that it does not consider itself bound by paragraph 1 of this article. The other States Parties shall not be bound by that paragraph with respect to any State Party which has made such a reservation.

3. 依照本條第2款的規定作出保留的任何締約國，得隨時通知聯合國秘書長撤回該項保留。

3. Any State Party which has made a reservation in accordance with paragraph 2 of this article may at any time withdraw that reservation by notification to the Secretary-General of the United Nations.

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### 第三十條

本公約的阿拉伯文、中文、英文、法文、俄文和西班牙文文本具有同等效力，均應交存聯合國秘書長。

### Article 30

The present Convention, the Arabic, Chinese, English, French, Russian and Spanish texts of which are equally authentic, shall be deposited with the Secretary-General of the United Nations.

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下列署名的全權代表，在本公約之末簽名，以昭信守。

IN WITNESS WHEREOF the undersigned, duly authorized, have signed the present Convention.

### 公約在香港特別行政區 的適用

### Application of the Convention to the Hong Kong Special Administrative Region

《消除對婦女一切形式歧視公約》在1996年10月14日在中英兩國政府同意下引入香港。而中國政府亦已致函聯合國秘書長，說明公約在1997年7月1日起繼續適用於香港特別行政區，並作出以下的保留和聲明：

The Convention on the Elimination of All Forms of Discrimination against Women was extended to Hong Kong, at the consent of the People's Republic of China and the United Kingdom of Great Britain and North Ireland, on 14 October 1996. The Government of the People's Republic of China notified the Secretary-General of the United Nations that the Convention would continue to apply to the Hong Kong Special Administrative Region with effect from 1 July 1997, with the following reservations and declarations:



1. 中華人民共和國政府對公約第二十九條第1款所作的保留亦適用於香港特別行政區。
  1. The reservation made by the Government of the People's Republic of China to paragraph 1 of Article 29 of the Convention will also apply to the Hong Kong Special Administrative Region.
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2. 鑑於公約第一條所載定義，中華人民共和國政府代表香港特別行政區將公約的主要目的理解為根據公約規定減少對婦女的歧視，因而不將公約視為規定香港特別行政區必須廢除或修改任何向婦女暫時或長遠地提供較男子更佳待遇的現有法律、法規、風俗或習慣；在解釋中華人民共和國政府代表香港特別行政區根據公約第四條第1款及其他條文所承擔的責任時，須以此為依據。
  2. The Government of the People's Republic of China understands, on behalf of the Hong Kong Special Administrative Region, the main purpose of the Convention, in the light of the definition contained in Article 1, to be the reduction, in accordance with its terms, of discrimination against women, and does not therefore regard the Convention as imposing any requirement upon the Hong Kong Special Administrative Region to repeal or modify any of its existing laws, regulations, customs or practices which provide for women to be treated more favourably than men, whether temporarily or in the longer term. Undertakings by the Government of the People's Republic of China on behalf of the Hong Kong Special Administrative Region under Article 4, paragraph 1, and other provisions of the Convention are to be construed accordingly.

3. 中華人民共和國政府為香港特別行政區保留權利，不時按其需要，繼續實施有關管制進入、逗留及離開香港特別行政區的出入境法例。因此，對公約第十五條第4款和其他條款的接受，須受任何上述法例關於當時依香港特別行政區法例無權進入或停留於香港特別行政區的人士的規定所限制。
  3. The Government of the People's Republic of China reserves, for the Hong Kong Special Administrative Region, the right to continue to apply relevant immigration legislation governing the entry into, stay in and departure from the Hong Kong Special Administrative Region as may be deemed necessary from time to time. Accordingly, acceptance of Article 15, paragraph 4, and of the other provisions of the Convention is subject to the provisions of any such legislation as regards persons not at the time having the right under the laws of the Hong Kong Special Administrative Region to enter and remain in the Hong Kong Special Administrative Region.
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4. 鑑於公約第一條所載的定義，中華人民共和國政府理解，其依公約承擔的義務，不得視為延伸適用於在香港特別行政區的宗教派別或宗教組織的事務。
  4. The Government of the People's Republic of China understands, in the light of the definition contained in Article 1, that none of its obligations under the Convention shall be treated as extending to the affairs of religious denominations or orders in the Hong Kong Special Administrative Region.

5. 適用於香港特別行政區新界，使男性原居民得以行使某些關於財產的權利，以及就原居民或其合法父系繼承人所持有土地或財產提供租金優惠規定的法律，將繼續適用。
  5. Laws applicable in the New Territories of the Hong Kong Special Administrative Region which enable male indigenous villagers to exercise certain rights in respect of property and which provide for rent concessions in respect of land or property held by indigenous persons or their lawful successors through the male line will continue to be applied.
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6. 中華人民共和國政府為香港特別行政區保留權利，實施所有關於退休金、遺屬福利、以及其他與去世或退休（包括因裁員而退休）相關福利有關的所有香港特別行政區法例和長俸計劃規例，而不論其該等退休金、遺屬福利或其他福利是否源於社會保障計劃。
  6. The Government of the People's Republic of China reserves, for the Hong Kong Special Administrative Region, the right to apply all its legislation and the rules of pension schemes affecting retirement pensions, survivors' benefits in relation to death or retirement (including retirement on ground of redundancy), whether or not derived from a social security scheme.

本保留同樣適用於日後制訂以修改或代替上述法例或長俸計劃規例的任何法例，惟該等法例的規定必須與中華人民共和國政府依公約為香港特別行政區所承擔的義務不相抵觸。

This reservation will apply equally to any future legislation which may modify or replace such aforesaid legislation, or the rules of pension schemes, on the understanding that the terms of such legislation will be compatible with the Government of the People's Republic of China's obligations under the Convention in respect of the Hong Kong Special Administrative Region.

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中華人民共和國政府為香港特別行政區保留權利，以任何非歧視性的方式，規定為適用公約第十一條第2款而須滿足的服務期。

The Government of the People's Republic of China reserves the right for the Hong Kong Special Administrative Region to apply any non-discriminatory requirement for a qualifying period of employment for the application of the provisions contained in Article 11, paragraph 2 of the Convention.

7. 中華人民共和國政府代表香港特別行政區理解，公約第十五條第3款的用意旨在於將合同或其他私人文書中具有所述歧視性質的條款或成分視為無效，而不一定要將合同或文書的整體視為無效。
7. The Government of the People's Republic of China understands, on behalf of the Hong Kong Special Administrative Region, the intention of Article 15, paragraph 3, of the Convention to be that only those terms or elements of the contract or other private instrument which are discriminatory in the sense described are to be deemed null and void, but not necessarily the contract or instrument as a whole.



# 消除對婦女 一切形式歧視公約

## Convention on the Elimination of All Forms of Discrimination against Women

香港特別行政區政府  
民政及青年事務局

Home and Youth Affairs Bureau  
The Government of the Hong Kong Special Administrative Region

2023

