

ARTICLE 4  
TEMPORARY SPECIAL MEASURES

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

39. The Government and the Women’s Commission have been working on long term measures to improve the well-being of women, including taking forward the gender mainstreaming initiative within the Administration, empowering women through capacity building, as well as launching public education programmes to raise community awareness of gender-related issues and to reduce gender stereotyping. The impact of such measures would be more long-lasting than temporary measures.

**Special Measures provided for under the Sex Discrimination Ordinance**

40. HKSAR fully recognises that special measures designed to achieve equality for, or to meet special needs of, pregnant women or persons of a particular sex or marital status should not be considered as discriminatory. This is reflected in the general exception provisions in the SDO<sup>2</sup>.

**Maternity Protection**

41. Measures regarding maternity protection are referred to in paragraphs 163-166, 168 and 173 below under Article 11.

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<sup>2</sup> Please refer to paragraph 20 of the Initial Report for the general exception provisions in the SDO.