

## Table of contents

Acknowledgments	7
List of Abbreviations	17
Introduction	21
1 Background	21
2 Research Questions	23
3 Methodologies	25
4 Structure	26
Chapter 1 The Adversarial Mechanism: from Individual Complaints to Collective-based Remedies	28
1 Introductory Remarks	28
2 The Traditional Way: Individual Complaints	29
2.1 Introduction	29
2.2 The Burden of Proof	30
2.2.1 The Rule of the Transfer of the Burden of Proof	30
2.2.2 The Proof of Prima Facie Discrimination	34
2.2.2.1 The Proof of Prima Facie Discrimination in Direct Discrimination Cases	35
2.2.2.2 The Proof of Prima Facie Discrimination in Indirect Discrimination Cases	43
2.2.2.3 Evidence	47
2.2.3 Rebutting the Prima Facie Discrimination: Objective Justification	59
2.2.3.1 Justification in Indirect Discrimination Cases	60
2.2.3.2 Direct Discrimination Cases: No Justification?	64
2.3 Sanctions	66
2.4 Limitations	75
3 Collective-based Remedies: Equality Bodies	76
3.1 Introduction	76
3.2 Provisions concerning Equality Bodies at the EU Level	77

3.3 Equality Bodies at the National Level	79
3.3.1 Different Types of Competent Bodies for Gender Equality	79
3.3.2 Equality Bodies against Discrimination Based on Different Grounds: Unified vs. Separate	83
3.3.3 Legal Standing of Equality Bodies	86
3.3.3.1 Representative Action	87
3.3.3.2 Action in Their Own Name: Actio Popularis	93
3.3.3.3 Supporting Role	98
3.3.3.4 Amicus Curiae	99
3.3.3.5 Quasi-judicial Power	100
3.3.3.6 Ex officio Investigation	103
3.4 Limitations	105
4 Concluding Remarks	106
 Chapter 2 Public Procurement and Gender Quotas	 110
1 Introductory Remarks	110
2 Affirmative Action in the U.S.	112
2.1 Terms and Definitions	112
2.2 A Brief Historical Review: Executive Orders	113
2.2.1 The Embryonic Stage: 1930s and 1940s	114
2.2.2 The Rapid Development Stage: 1960s and 1970s	115
2.2.3 The Backlash Stage: 1980s	119
2.2.4 The Revival Stage: 1990s to 2010s	119
2.2.5 2017-present	120
2.3 Requirements and Controversy	121
2.3.1 The Legal Bases of Affirmative Action	121
2.3.2 Affirmative Action in the Labour Market	123
2.3.2.1 Overview	123
2.3.2.2 Targeted Goals or Quotas	125
2.3.2.3 The “Set-aside” Program	127
2.4 Results and Effects	130
3 Public Procurement in Europe	132
3.1 Overview	132
3.1.1 A Brief Historical Review of EU Public Procurement Law	132
3.1.2 Social Considerations in Public Procurement	134
3.2 Different Stages of the Public Procurement Process	135
3.2.1 Introduction	135

3.2.2 The Subject Matter of the Public Contract	136
3.2.3 Exclusion and Disqualification	138
3.2.4 Award Criteria	141
3.2.4.1 Public Contracts vs. Concession Contracts	141
3.2.4.2 Award Criteria at the EU Level	145
3.2.4.3 National Legislation and Practice	148
3.2.5 Performance Conditions	151
3.2.5.1 Performance Conditions at the EU Level	152
3.2.5.2 National Legislation and Practice	158
3.3 Re-thinking	162
4 Gender Quotas	165
4.1 Introduction	165
4.2 Early Stage: Gender Quotas in Political Parties	166
4.3 Gender Quotas in the Public Service Sector	170
4.3.1 Gender Quotas in Germany	170
4.3.2 Selection Criteria Developed by the ECJ	174
4.3.2.1 Case Study	174
4.3.2.2 Summary	183
4.4 Gender Quotas in the Private Sector	185
4.4.1 Gender Quotas at the EU Level: from Recommendations to Proposal 2012	185
4.4.2 Gender Quotas at the National Level	187
4.5 Re-thinking	192
5 Concluding Remarks	193
 Chapter 3 The Family-friendly Legislation: Work-Life Balance	 196
1 Introductory Remarks	196
2 Maternity Leave	198
2.1 Introduction	198
2.2 Maternity Leave at the EU Level	199
2.2.1 The Duration of Maternity Leave: 14 Weeks as A Minimum Standard	200
2.2.2 The Payment of Maternity Leave	202
2.3 Maternity Leave in the UK	204
2.3.1 Eligibility	204
2.3.2 Duration	205
2.3.3 Statutory Maternity Pay	206
2.4 Maternity Leave in Germany	209
2.4.1 Eligibility	210

2.4.2 Duration	210
2.4.3 Payment	211
2.5 Re-thinking	213
3 Paternity Leave and Parental Leave	214
3.1 Introduction	214
3.2 Paternity Leave and Parental Leave at the EU Level	215
3.2.1 The Legal Development	215
3.2.2 Main Provisions	217
3.3 Sweden: Full of “Latte Dads”	220
3.4 Paternity Leave and Parental Leave in the UK	223
3.4.1 Paternity Leave	223
3.4.2 Parental Leave	224
3.4.2.1 The Legal Development	224
3.4.2.2 Shared Parental Leave and Statutory Shared Parental Pay	226
3.5 Parental Leave in Germany	229
3.5.1 Parental Leave	229
3.5.2 Parental Allowances	231
3.6 Re-thinking	234
4 Flexible Working Arrangements and Other Family-friendly Measures	234
4.1 Introduction	234
4.2 Flexible Working Arrangements at the EU Level	235
4.3 Flexible Working Arrangements in the UK	238
4.4 Flexible Working Arrangements in Germany	240
4.5 Other Family-friendly Measures	241
5 Limitations	243
6 Concluding Remarks	245
 Chapter 4 Modern and Digital Mechanisms: Several Possibilities	 247
1 Introductory Remarks	247
2 Blind Recruitment	247
3 Teleworking	252
4 The Influence of Social Media	260
5 Concluding Remarks	263

Chapter 5 A Sino-European Comparative Perspective: Useful Experiences for China?	264
1 Introductory Remarks	264
2 Judicial Remedies for Gender Discrimination in China	265
2.1 Current Issues	265
2.2 Individual Complaints against Gender Discrimination	267
2.2.1 Cause of Action	267
2.2.2 Burden of Proof	271
2.2.3 Justification	275
2.2.4 Sanctions	280
2.3 Public Interest Litigation against Gender Discrimination: Is There A Future?	287
2.3.1 The Possibility of Public Interest Litigation against Gender Discrimination	287
2.3.2 The Latest Notice 2020: Which Body Should be Competent?	290
3 “Buying Gender Equality” in China?	294
3.1 Current Issues	294
3.2 Social Concerns in Public Procurement	297
3.2.1 Government Procurement Law 2002: Article 9	297
3.2.2 Implementation in Practice: No Social Considerations?	300
3.2.3 Summary	304
3.3 Local Legislation and Practice: Shenzhen as A Good Example	305
3.4 The Possibility of “Buying Gender Equality” in China: Internal and External Motivations	307
3.4.1 Internal Motivations	308
3.4.2 External Motivations	310
4 Work-life Balance in the Context of the “Three-child Policy” in China	314
4.1 Current Issues	314
4.2 The Historical Context: from “One-child Policy” to “Universal Two-child Policy” to “Three-child Policy”	315
4.2.1 Family Planning: A Unique Policy in the World	315
4.2.2 From 1980 to 2013: One-child Policy	316
4.2.3 From 2013 to 2016: Limited Two-child Policy	317
4.2.4 From 2016 to 2021: Universal Two-child Policy	318
4.2.5 Since 2021: Three-child Policy	319

4.3 Maternity Leave, Maternity Allowances and Additional Payment	321
4.3.1 Maternity Leave	321
4.3.2 Maternity Payment	324
4.3.2.1 An Overview	324
4.3.2.2 Maternity Medical Expenses	325
4.3.2.3 Maternity Allowances	327
4.3.2.4 Additional Payment for Maternity Leave	330
4.4 Breastfeeding Leave and Payment	332
4.5 Paternity Leave and Paternity Payment	334
4.5.1 Paternity Leave	334
4.5.2 Paternity Payment	335
4.6 Parental Leave	336
4.7 Challenges and Possible Solutions	337
4.7.1 Polarisation between Public Entities and Private Enterprises	338
4.7.2 Maternity Payment: Financial Support for Private Enterprises	341
4.7.3 “Paternity Allowances” for Paternity Leave?	344
4.7.4 What Is the Future of Parental Leave in China?	347
5 Concluding Remarks	350
Conclusion	353
Bibliography	359
Index	395