

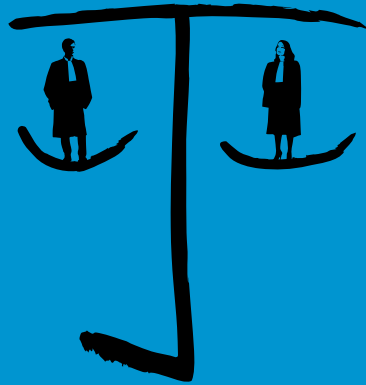


# MANIFEST FOR EQUALITY

---

PARIS BAR ASSOCIATION

# PARIS BAR ASSOCIATION MANIFEST FOR PROFESSIONAL EQUALITY



We share the conviction that professional equality between women and men is **essential to the legal profession**. In addition to the necessary actions of promotion, protection and solidarity taken by public authorities and professional organizations, **we can all be agents of the change**. We hereby embody the following principles and make the following commitments:

## PRINCIPLES AND COMMITMENTS

1. Equality is everyone's matter, both men and women's.
2. We must quickly achieve real equality between men and women in terms of remuneration and career development, as each attorney should be able to practice as lawyers with equal fulfilment and success opportunities, regardless of gender.
3. A profession willingly acting in favor of equality will better meet the expectations of its justiciable beneficiaries.
4. It is essential and urgent to eliminate all hurdles to equality between men and women, including, among others, sexism, discrimination, and harassment.
5. Parenthood is a subject matter which concerns men as much as women.
6. Traditional work patterns based on a strong presentism culture must be reinvented to allow all attorneys to achieve proper work-life balance.
7. As students, bar exam takers, colleagues, partners, firms, or clients, we can all act in favor of equality in our daily lives.

## THINGS WE CAN DO EACH DAY, STARTING NOW...

This manifest offers practical actions, which can be carried out by law firms and individuals to immediately start promoting and developing gender equality within the legal profession.

These actions rely on six goals:

1. Prioritize equality
2. Contribute to equal career paths
3. Promote visibility of women lawyers
4. Foster equality in compensation
5. Eliminate sexism and Discrimination
6. Create work-life balance

## I. PRIORITIZE EQUALITY IN OUR LAW FIRMS AND INDIVIDUAL CAREER PATHS A SHORT-TERM

- ✓ Let's all get involved, both men and women! **Let's be** exemplary and accountable **by making equality a priority:**
  - in our own career development
  - in our law firms
- ✓ **Let's diagnose** the (in)equality level within our law firms using objective criteria (pay level, partnerships, governance).
- ✓ **Let's set concrete and ambitious objectives for ourselves** in terms of equality.
- ✓ **Let's get informed, train and become aware** of our own stereotypical beliefs.
- ✓ Let's take equality objectives into account **when doing the annual appraisal** of partners and team members.
- ✓ **Let's communicate, raise awareness, display, disseminate, exchange and share** this manifest with as many people as possible.

## 2. LET'S CONTRIBUTE TO EQUAL CAREER PATHS

### TO EACH AND EVERYONE

- ✓ **Let's become aware** that both men and women aim to achieve proper work-life balance.
- ✓ **Let's take responsibility for** junior women's career development and **act as role models.**
- ✓ Let's encourage and **support the career development** of female lawyers.
- ✓ Let's encourage female lawyers to ask for **promotions.**
- ✓ Let's encourage **diversity** in traditionally gender-specific specializations.
- ✓ **Let's recommend female** lawyers to clients and firms.

### FIRMS AND PARTNERS

- ✓ **Let's break the glass ceiling:** make sure gender equality is achieved at all levels within law firms, particularly at the partnership level.
- ✓ Let's intergrate the same amount of men and women **in the partnership process.**
- ✓ **Let's discuss partnership opportunities** with female colleagues and create opportunities **vocations**
- ✓ **Let's identify and recommend** a women to become **partners.**
- ✓ **Let's make equality a binding objective in our firms' governance policies.**
- ✓ **Let's ensure equal status and practices between men and women within our law firms,** such as access to counsel status and income and equity or partnerships.
- ✓ Let's set up **mentoring programs.**
- ✓ **Let's encourage female colleagues to attend** client meetings and profession-related events.
- ✓ Let's ensure that **maternity leaves has no impact** on the partnership process of female lawyers in our firms.
- ✓ **Let's start a dialogue** about gender equality with the members of our firms so that female lawyers can discuss and address the hurdles the faced.

### FEMALE COLLEAGUES

- ✓ **Let's visualize ourselves as partners and request information on the partnership process from our firms.**
- ✓ **Let's ask for** promotions.
- ✓ **Let's get trained on business development.**
- ✓ **Let's create our own books of business.**
- ✓ **Let's develop our network.**

## CLIENTS

- ✓ **Let's question firms about their equality policies** and the composition of their team before selecting them.
- ✓ For the same quality level, **let's prefer firms with** ambitious equality policies.
- ✓ When dealing with **professional ranking publications,** let's also recognize colleagues who worked on the files.
- ✓ **When assigning a file to male or female or colleagues,** let's make sure they get proper credit for it.
- ✓ **Let's express our satisfaction** with the work done by female colleagues working on our files ; let's praise and value them inside their firm.

## 3. PROMOTE FEMALE LAWYERS' VISIBILITY

### EVERYONE

- ✓ **Let's make female** lawyers within our firms **visible.**
- ✓ **Let's praise** our female colleagues' **successes and achievements.**
- ✓ When organizing an **event,** let's make sure that the speakers on the panel are comprised of at least 40% of people of the same gender.
- ✓ When asked to speak on a **panel that does not equally represent female and male attorneys, let's inform the organizers of the event that the lack of equality creates an issue that must be addressed.**

### FIRMS OR PARTNERS

- ✓ Let's give credit to female and male colleagues who assist us in writing articles by having them **cosign the articles.**

### WOMEN COLLEAGUES

- ✓ **Let's ask to cosign** the publications to which we contribute.
- ✓ **Let's be visible, publish** articles, and **speak at conferences.**
- ✓ **Let's value the work we do.**

#### 4. LET'S CONTRIBUTE TO EQUAL COMPENSATION

##### FIRMS AND PARTNERS

- ✓ Let's ensure genuine equality in terms of **fees sharing** and trainees' satisfaction.
- ✓ Let's establish **objective and transparent criteria for compensation and communicate** the applicable rules to all attorneys in our firms.
- ✓ Let's make sure maternity leave has no impact on the raises and lawyers' remuneration increase or bonuses of female lawyers within our firms.
- ✓ Let's ensure **equal distribution of time consuming yet low value tasks** for the firm and for clients to men and women and let's make sure not to generally assign those tasks to women.
- ✓ Let's make sure **female and male colleagues** working on files can record **all their hours**.

##### FEMALE COLLEAGUES

- ✓ Let's ask for pay raises and bonuses.

#### 5. LET'S ELIMINATE SEXISM AND DISCRIMINATION IN THE WORKPLACE

##### EVERYONE

- ✓ Let's identify and ban sexist comments and behaviors (for example, 'jokes' or remarks made to injure dignity or create an intimidating, hostile, degrading, humiliating and offensive environment).
- ✓ Let's dare to condemn inappropriate remarks, whenever we witness them, and support those who condemn them.
- ✓ If we witness or experience a sexist or discriminatory situation, let's act against it and request help.

##### FIRMS OR PARTNERS

- ✓ Let's require ourselves to achieve results when it comes to eliminating discriminatory behaviors within our firms and implement practical solutions to achieve them.
- ✓ Let's facilitate the return to work of colleagues after a maternity or paternity leave, by handing them back the files they were working on before their leave if they are still open.
- ✓ Let's pay special attention to respecting everyone's voice, particularly in meetings and conferences, in order to ensure that women and men benefit from equal opportunity of expression.
- ✓ Let's appoint a committed spokesperson within our firms on the topic of equality to disseminate information and act as a reference for members of the firm.

#### 6. LET'S CREATE PROPER WORK-LIFE BALANCE:

##### EVERYONE

- ✓ Let's be aware that parenthood is also men's concern.

##### FIRMS AND PARTNERS

- ✓ Let's encourage male lawyers to take their paternity leave.
- ✓ Let's not make young parent lawyers frequently travel upon their return from maternity or paternity leave.
- ✓ Let's make sure, whenever possible, that meetings and appointments are held at suitable times to preserve family and personal life.
- ✓ Let's facilitate teleworking.



AVOCATS  
**BARREAU**  
**• PARIS**