

FEDERATION DES BARREAUX D'EUROPE
EUROPEAN BARS FEDERATION
VERBAND EUROPÄISCHER RECHTSANWALTSKAMMERN
FEDERACION DE LOS COLEGIOS DE ABOGADOS DE EUROPA
FEDERAZIONE DEGLI ORDINI FORENSI D'EUROPA



GENERAL CONGRESS
Palermo, 17-19 November 2022
Lawyer's under Attack

Meeting of the Future of the profession commission
17 November 2022 4pm
Ordine degli Avvocati di Palermo, Piazza Vittorio Emanuele Orlando

“Young lawyers under attack”

Summary

- 1. Current members of the commission, attendance list**
- 2. Presentation and welcome to our new member : Adam Chudzinski : Gdansk Bar**
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 - 4.1 Introduction and context**
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- 5. Miscellaneous**
- 6. Date of the next meeting of the commission**



1. Current members of the commission, attendance list

Eric Heinke : Austria Wien, heinke@heinke.at

Carmen Rodriguez : Malaga Spain

Cecile Schwal : Nice, France, Cschwal-schwal-avocate.fr

Amédée Kasser : Switzerland Lausanne, Kasser@ksavocats.ch

Salvador Gonzales : Martin Malaga, decano@abogaciademalaga.es

Josef Fox : Poland Katowice

Mehmet Durakoglu : Turkey Istanbul, mehmetdurakoglu@istnbulbarosu.org.tr

Sabrina de Santi : Italy Verona, desanti@lawlab.it

Marc Labbe : Neuchatel Schwitserland, ml@frotepartner.ch

Bertrand Christmann : Luxemburg, b.christmann@christmannschmitt.com

2. Presentation and welcome to our new member :

Adam Chudzinski : Gdansk Bar, adam.chudzinski@oirp.gda.pl

Adam Chudziński – Attorney at Law, member of the Gdańsk Bar Association, graduate of the Faculty of Law and Administration (2013) and the Faculty of Social Sciences (2009) of the University of Gdańsk. In the years 2021-2022 LL.M. student at the Kozminski University in Warsaw (LL.M. in International Commercial Law).

From 2013 active member of the Gdańsk Bar Association. Former member of the commission of promotion and development of the profession and from 2020 a spokesman for the Gdańsk Bar Association.

Many years associated with international business, in particular with the financial industry. He has many years of experience as a lawyer, specializing in IT law, banking law, commercial companies law and labor law, as well as family law. Since 2019 he has been running his own practice. He is fluent in legal English.

Privately interested in a modern approach to law, including Legal Design and the use of technology in the practice of the profession of Attorney at Law.

3. Approval of the minutes of the Sofia meeting June 2022

See annex

4. Topic of the meeting : Young lawyers under attack

a. Introduction and context

In the frame of the general topic of the Palermo congress, “lawyers under attack” our committee will focus on the specific situation of the young lawyers.

The topic is also in line with the precedent Sofia congress, “lawyers after the covid pandemic”.

Among other topics, the congress aims to answer the question whether the Bar Associations should be dealing with issues like stress, anxiety and other concerns affecting the lawyer’s work.

Understanding in that context, more specifically the young lawyer’s concerns will help to draw the future of our profession.

In recent years, the FBE has worked on several issues affecting global legal practitioners, as experts in their field of practice.

Noting that in many European countries an increasing number of young lawyers leave the profession after a few years of practice, it is more and more important to work not only on professional topics but also on the issues affecting young members of the profession on a personal level.

A recent study from the Junior Lawyer’s Division of the Law Society of England and Wales conducted in 2019, reveals that within the next five years, half of the young lawyers are

considering moving to a new law firm and a third to a another legal profession, a fifth leaving entirely the profession.

Among others, we would like to identify the current motivations and priorities of the young lawyers to enter the profession and to stay.

It is obvious that the young lawyers are facing new challenges by a combination of increasing globalisation and advances in technology. Also, our societies place those entering the legal profession under unprecedented pace, pressures and strains.

How important are in that context, the personal questions, like professional and private life balance, mental wellbeing, new work behavior, new roles for the young lawyer and gender diversity?

Achieving equal gender representation and remuneration, maintaining mental and physical health and treating and implementing the sustainable strategies so critical for the future of the planet reflect wider societal concerns.

The attractiveness of our law firms, which are in strong competition with a growing non regulated legal sector, to attract and retain young talents depends largely from their capacity to find the right the answers to these questions.

We would also like to question how our Bar associations are working on the question and which actions are taken.

Based on our comparative work we would like to understand if the situation is similar in our countries and what is specific and may be a source of inspiration. The results of our work could be the starting point for analyzing the changes which may be required and proposals.

What's at stake is that young lawyers continue to defend and promote in the future the fundamental and core values and specificity of our profession.

On a more pragmatic level, high turnover of young lawyers causes problems on many levels, including the disruption of productivity and damage to client relationships.

We propose to answer the following questions in order to identify the points of convergence and the differences existing between our different systems.

b. Comparative work and questions to our members

- Is there a decreasing attractiveness of the judicial professions for the younger lawyers?
- What motivates young lawyers entering the profession?
- Are career opportunities and progression as important as they were in the present decades?
- How important are the academic backgrounds?
- Do the Bars and the law firms have a clear view on their expectations?
- What concerns do young lawyers have about their practice? (What are the concerns of the young lawyers in their practice?)

- What concerns do young lawyers have about their future?
- How important is the desire to have a professional experience abroad?
- Lack of work-life balance : is the balance of commitments a hindrance to their career progression?
- What troubles them about the legal profession after the first years practice?
- How important is the working environment and what are the changes after the COVID crises?
- How important are flexible working arrangements?
- Did your Bar association undertake a survey on these topics?
- How can we reverse the trend?
- What are the actions and measures taken by your bar association?
- What is the dynamic between young lawyers and senior colleagues?

5. Miscellaneous

6. Date of the next meeting of the commission (teams)