



Union Internationale des Avocats
International Association of Lawyers
Unión Internacional de Abogados

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#UIA4Women

Journée des Femmes Leaders des Barreaux - 6^e édition

Jeudi 11 septembre 2025

Organised by the UIA Women's Committee

Women Leaders of the Bar Day – 6th edition

Thursday, September 11, 2025

organisé par le Comité des femmes UIA

Jornada de las Mujeres Líderes de la Abogacía - 6^a edición

Jueves 11 de septiembre de 2025

organizada por el Comité de las mujeres UIA

Opening Remarks

- **Carlo MASTELLONE**, *UIA President, Studio Legale Mastellone, Florence, Italy*

Moderator

- **Elisabeth ZAKHARIA SIOUFI**, *President of the UIA Women's Committee, Elisabeth Zakharia Sioufi, Beirut, Lebanon*

Speakers

- **Christine CHARLOT**, *President of the Bar Association of Guyana, Cayenne, Guyana*
- **Lisa SAM HUI MIN**, *President of the Law Society of Singapore, Singapore*
- **Ana Maria KUDISCH**, *President of The Mexican Bar Association (La Barra Mexicana, Colegio de Abogados) , Mexico City, Mexico*
- **Catherine GLON**, *Past President of the Rennes Bar Association, Rennes, France*
- **Cesarina MANASSERO**, *President of the Committee for Equal Opportunities at the Chamber of Lawyers in Turin, Italy*

Allocution d'ouverture

- **Carlo MASTELLONE**, *Président de l'UIA, Studio Legale Mastellone, Florence, Italy*

Modératrice

- **Elisabeth ZAKHARIA SIOUFI**, *Présidente du Comité des Femmes de l'UIA, Elisabeth Zakharia Sioufi, Beyrouth, Liban*

Intervenantes

- **Christine CHARLOT**, *Bâtonnière du Barreau de Guyane, Cayenne, Guyane*
- **Lisa SAM HUI MIN**, *Présidente de la Law Society de Singapour, Singapour*
- **Ana Maria KUDISCH**, *Présidente du Barreau de Mexique (La Barra Mexicana, Colegio de Abogados) , Mexico, Mexique*
- **Catherine GLON**, *Ancienne Bâtonnière du Barreau de Rennes, France*
- **Cesarina MANASSERO**, *Présidente du Comité pour l'égalité des chances auprès de l'Ordre des avocats de Turin, Italie*

Bienvenida y apertura

- **Carlo MASTELLONE**, *Presidente de la UIA, Studio Legale Mastellone, Florencia, Italia*

Moderadora

- **Elisabeth ZAKHARIA SIOUFI**, *Presidenta del Comité de las mujeres UIA, Elisabeth Zakharia Sioufi, Beirut, Líbano*

Ponentes

- **Christine CHARLOT**, *Presidenta del Colegio de Abogados de Guayana, Cayena, Guayana*
- **Lisa SAM HUI MIN**, *Presidenta de la Law Society of Singapore, Singapur*
- **Ana Maria KUDISCH**, *Presidenta de la Barra Mexicana, Colegio de Abogado, Ciudad de México, México*
- **Catherine GLON**, *Ex Presidenta del Colegio de Abogados de Rennes, Francia*
- **Cesarina MANASSERO**, *Presidenta del Comité para la Igualdad de Oportunidades del Colegio de Abogados de Turín, Italia*



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- **Christine CHARLOT**

President of the Bar Association of Guyana, Cayenne, Guyana

Bâtonnière du Barreau de Guyane, Cayenne, Guyane

Presidenta del Colegio de Abogados de Guayana, Cayena, Guayana



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Being a women Lawyer in French Guiana être une avocate en Guyane

By Lawyer Christine CHARLOT



The first Guyanese Women Lawyer in French Guyana

La première femme avocate en Guyane



- **Hélène SIRDER, première avocate guyanaise exerçant en Guyane, première guyanaise,** Hélène Sirder perpétue la tradition familiale. Son grand-père et son père étaient avocats. Née à Paris, elle regagne la Guyane avec ses parents en 1957. Sa scolarité se déroule jusqu'à l'obtention du baccalauréat. Hélène entame, alors des études de droit à Toulouse afin de devenir avocate. Elle rentre donc au pays après avoir passé le Certificat d'Aptitude à la Profession d'Avocat (CAPA). Elle prête serment le 18 janvier 1978. Elle sera la première Femme Bâtonnier en Guyane en 1992 et effectuera trois mandats dont deux successifs.
- **Hélène SIRDER, the first Guyanese lawyer practising in French Guiana,** the first Guyanese woman, Hélène then began studying law in Toulouse with the aim of becoming a lawyer. She returned to French Guiana after passing the Certificate of Aptitude for the Profession of Lawyer (CAPA). She was sworn in on 18 January 1978. She became the first female president of the French Guiana Bar Association in 1992 and served three terms, two of which were consecutive.

My Background before being a lawyer

Mon parcours avant de devenir avocate

- Après des études de droit international, je me suis orientée dans un premier temps vers le monde humanitaire. Je me suis investie ainsi en tant qu'observateur des droits de l'homme au Guatemala auprès des témoins de la population maya contribuant au procès d'ancien dictateurs poursuivi pour génocide, en qualité de juriste auprès des enfants des rues à Quito (équateur) pour ensuite intégrer en 2004 en France la Cour Nationale du Droit d'asile. Cette expérience m'a permis de poursuivre mon engagement dans le monde humanitaire en travaillant en 2007 auprès des Nations Unies pour le Haut commissariat pour les réfugiés en Tanzanie (HCR) en tant qu'expert à la réinstallation.
- After studying international law, I initially turned my attention to humanitarian work. I worked as a human rights observer in Guatemala with witnesses from the Mayan population, contributing to the trial of former dictators prosecuted for genocide, as a lawyer for street children in Quito (Ecuador), and then in 2004 I joined the National Court of Asylum in France. This experience allowed me to continue my involvement in the humanitarian field by working in 2007 with the High Commissioner for Refugees (UNHCR) in Tanzania as a resettlement expert.

- J'ai décidé de passer les examens pour devenir avocate tout en travaillant à la Cour nationale du droit d'asile. C'est en Guyane que j'ai prêté serment le 4 mars 2009.
- Mes première expériences de leadership se sont concrétisées en tant que Présidente de l'Union des Jeunes Avocats du Barreau de la Guyane, association avec laquelle j'ai pu mettre «ma pâte humanitaire» en initiant le projet de la Pirogue du droit consistant à donner acces à des consultations gratuites pour les populations isolées.
- I decided to take the exams to become a solicitor while working at the National Court of Asylum. I was sworn in on 4 March 2009 in French Guiana.
- My first leadership experiences came as President of the Union of Young Lawyers of the French Guiana Bar Association, an association with which I was able to put my humanitarian touch to good use by initiating the Pirogue du droit project, which provides access to free legal consultations for isolated populations.

Mon mandat de Bâtonnière 2024-2025

- L'année précédant le début de mon mandat, parallèlement aux activités de mon cabinet, j'ai poursuivi mon engagement associatif au sein du Rotary Club de Cayenne, club que j'ai présidé pour les années 2022-2023. Cette présidence m'a apporté une expérience non négligeable en terme de leadership.
- Savoir diriger une équipe BENEVOLE, conserver la MOTIVATION, concilier les divergences et OBTENIR des résultats !
- The year before my term began, alongside my work at the firm, I continued my involvement with the Rotary Club of Cayenne, which I chaired for the years 2022-2023. This presidency gave me significant experience in leadership.
- Knowing how to lead a team of VOLUNTEERS, maintain MOTIVATION, reconcile differences and ACHIEVE results!

Ma feuille de route / My roadmap

- L'avocat dans la cité : il est essentiel à mon sens que le justiciable perçoive le rôle de l'avocat. Nous avons ainsi fait en sorte d'être présent pour les justiciables notamment pour les plus vulnérables comme les femmes victimes de violences (mise ne place de listes d'avocats disponible, consultations gratuites, action de sensibilisation auprès des jeunes sur les violences sexuelles)
- Lawyers in the community: I believe it is essential that litigants understand the role of lawyers. We have therefore made sure that we are there for litigants, particularly the most vulnerable, such as women who are victims of violence (providing lists of available lawyers, free consultations, raising awareness among young people about sexual violence).

Etre à l'écoute de son équipe

- En tant que "leader » ou plutôt chef d'orchestre, j'ai souhaité aussi être à l'écoute des initiatives et des sensibilisations de chacun. C'est ainsi que nous avons initié une grande campagne de prévention contre les mules »celles qui transportent de la drogue » qui touche essentiellement la jeunesse guyanaise. Avec l'aide de partenaires, nous avons diffusé des spots publicitaires et organisé des concours de vidéos de prévention avec les collégiens.
- As a 'leader' or rather a conductor, I also wanted to listen to everyone's initiatives and awareness-raising efforts. This is how we launched a major prevention campaign against drug mules, which mainly affects young people in French Guiana. With the help of partners, we broadcast advertising spots and organised prevention video competitions with secondary school pupils.

Quel impact en tant que femme Bâtonnière?/ Which impact as a Women lawyer and president?

- Dans une société créole, matriarcale, en Guyane, être une femme et diriger le barreau ne représente pas une difficulté particulière. L'autorité n'est pas contestée. Je n'ai perçu à aucun moment des crispations sur le fait d'être une femme.
- In a Creole, matriarchal society in French Guiana, being a woman and leading the bar is not particularly difficult. Authority is not questioned. At no point have I noticed any tension surrounding the fact that I am a woman.
- Au sein de notre barreau mixte, nous avons déjà eu de manière assez équilibrée presque autant d'hommes que de femmes batonniers.
- Within our mixed bar, we have already had a fairly balanced number of men and women, as Président.

- Je dirai que peut être nous apportons une sensibilité parfois complémentaire sur certaines problématiques et nous pouvons représenter aussi une inspiration dans une société où dans certaines communautés de Guyane, la place de la femme demeure en « retrait »...

I would say that perhaps we bring a complementary perspective to certain issues and can also serve as an inspiration in a society where, in some communities in French Guiana, women still play a 'backseat'



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- **Lisa SAM HUI MIN**

President of the Law Society of Singapore, Singapore

Présidente de la Law Society de Singapour, Singapour

Presidenta de la Law Society of Singapore, Singapur

Webinar on Women in Leadership



By: Lisa Sam

The President of The Law Society of Singapore

CORE MESSAGE

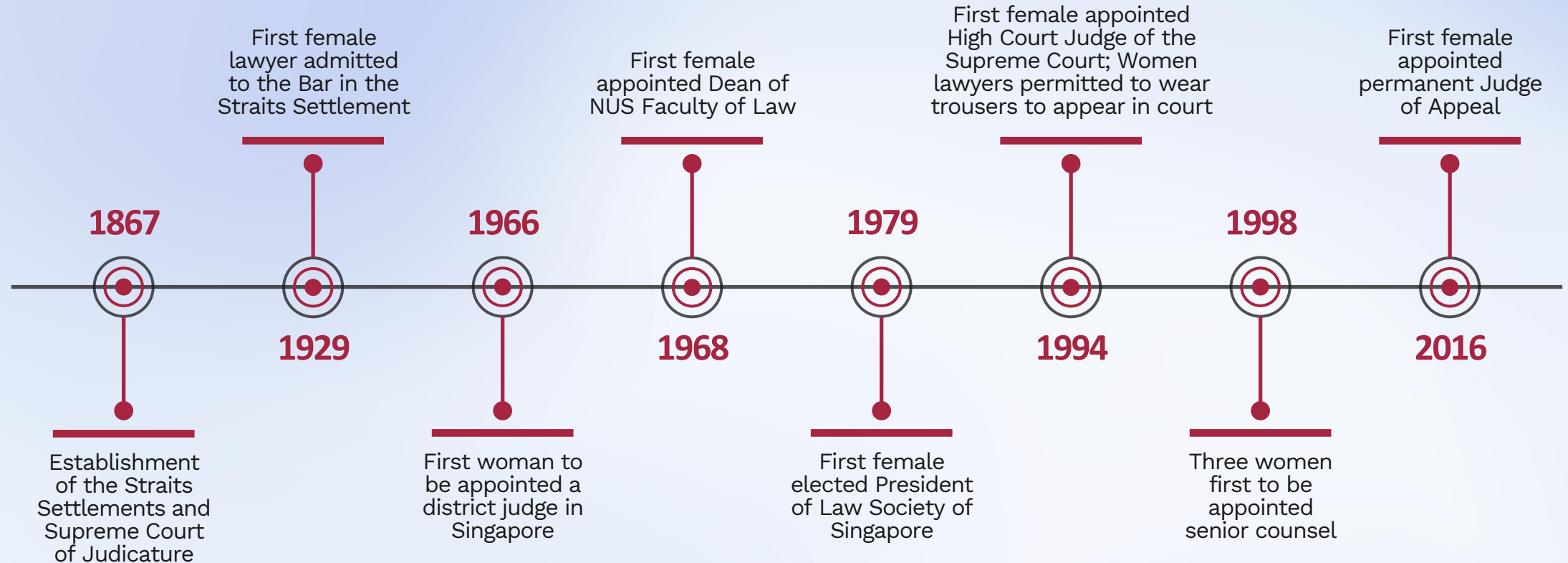
The Legal Profession is often described as *a Guardian of Justice*

Yet, justice cannot be fully realised if
half of our profession's talent — women
is *underrepresented in leadership*.

Leadership is about
creating pathways,
mentoring, and
reshaping cultures

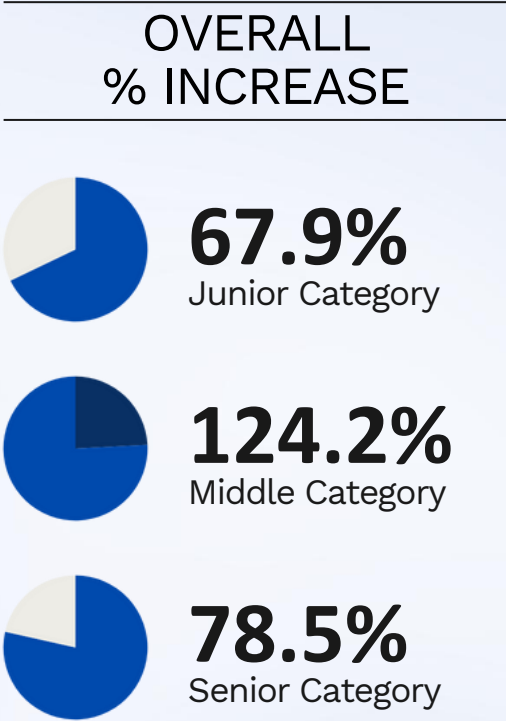
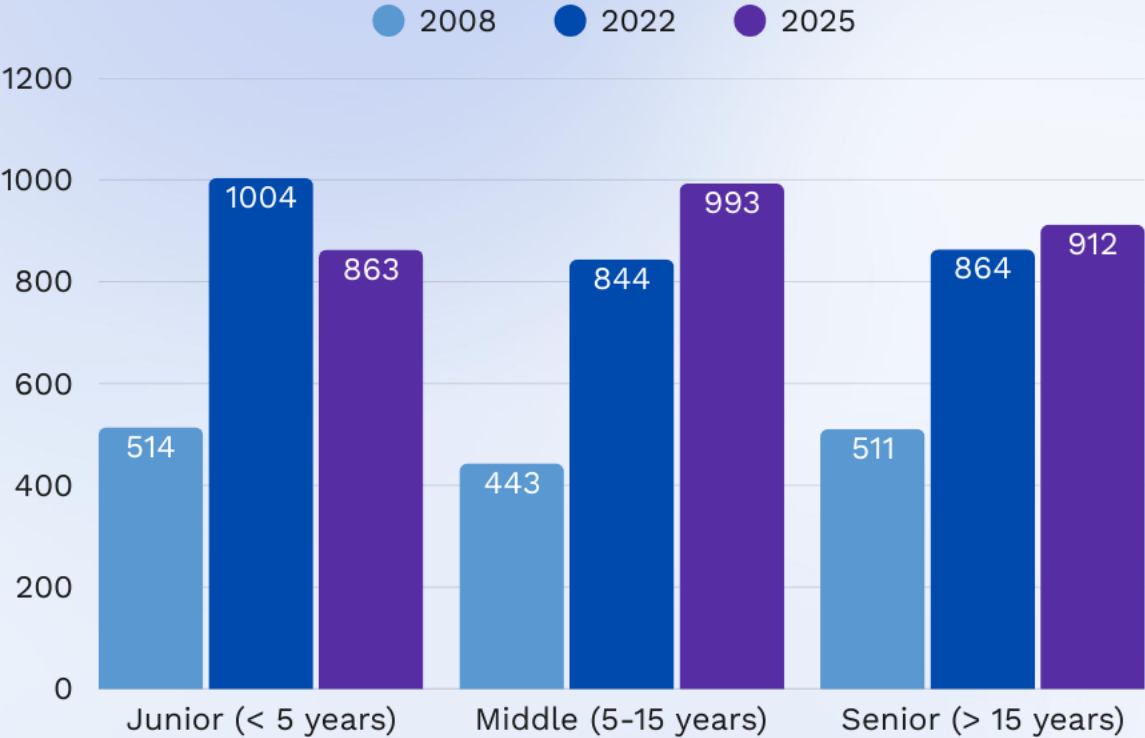


Brief History



Current Landscape

Number of Female Lawyers has **INCREASED** overall (as at 31 August 2025)

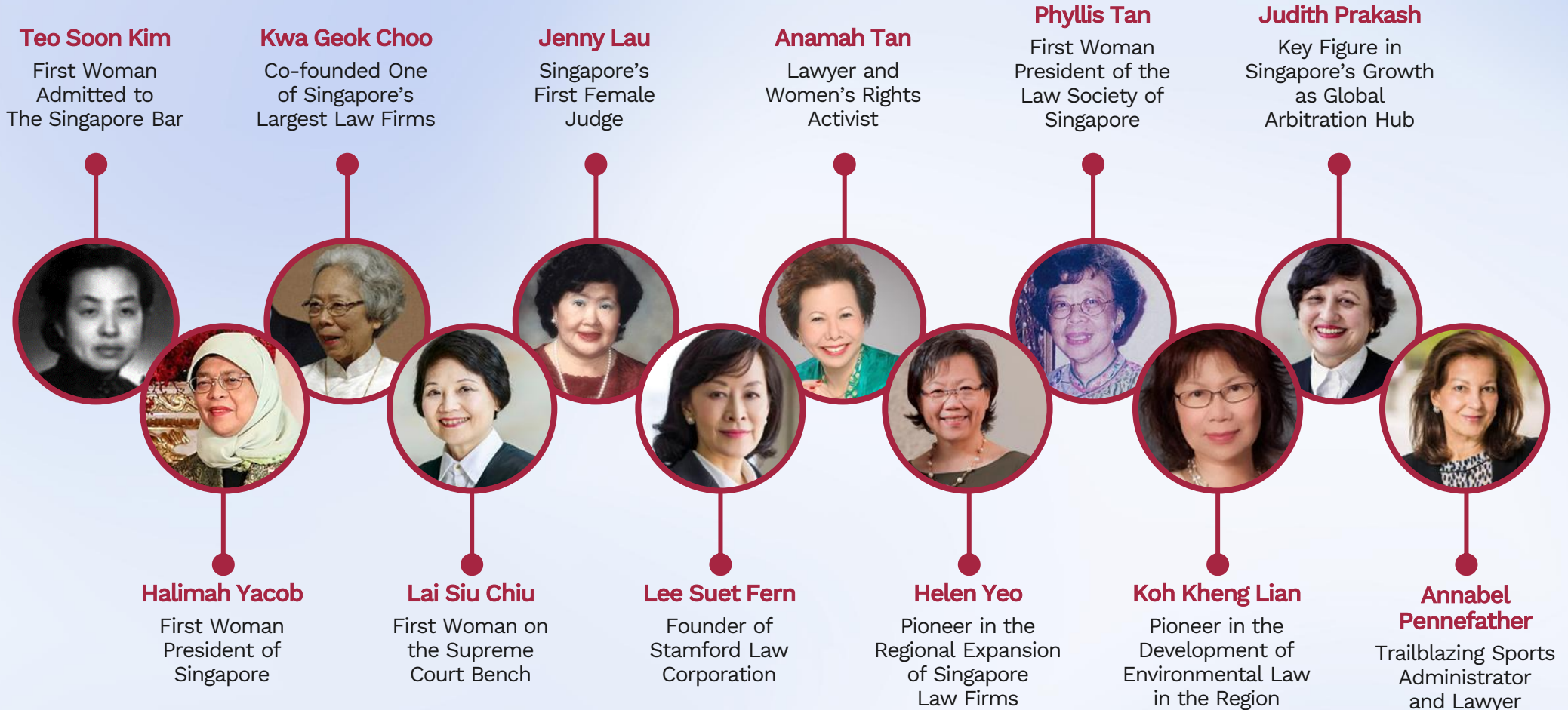


Current Landscape

% of Female Lawyers **DECREASES** as the seniority increases.

FEMALE LAWYERS	2022	2025
Junior (< 5 years)	 49% 1004 out of 2048	 51% 863 out of 1708
Middle ($5 - 15$ years)	 48% 844 out of 1768	 46% 933 out of 2177
Senior (> 15 years)	 35% 864 out of 2457	 36% 912 out of 2549

Singapore Women's Hall of Fame



Other Notable Women Leaders

Belinda Ang Saw Ean

Justice of Court of Appeal,
among the First Woman to be
appointed Senior Counsel

Eleanor Wong

Playwright,
Poet,
Legal Academic



Chia Yong Yong

Former nominated
Member of Parliament
and Disability Advocate

Role Models for aspiring women
legal professionals, paving the
way for future generations

Achieving success through **skills,
abilities, and dedication** — a reflection
of Singapore's emphasis on meritocracy

My Personal Journey

Is there truly a space for me to lead?



I could give a valuable perspective on leadership — not just to people I already knew, but to many whom I did not know, and who did not know me.

Leadership is about the *perspective* you bring, the *willingness to serve*, and the *courage* to step into spaces

Singapore's Initiatives

At The Law Society of Singapore, we are working on several fronts to make leadership more inclusive:

Mentorship and Sponsorship of Younger Women Lawyers



To help them thrive in advocacy and leadership.

Work-life Balance Initiatives



To address the pressures that disproportionately affect women.

Partnerships with International Bar Associations



To strengthen global solidarity on gender equality and inclusion.

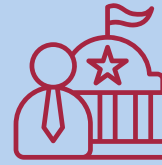
Singapore's Emphasis on Merit

Merit-based Approach in Singapore's Society and Governance



Education

Quality education regardless of students' socioeconomic background; pathways for advancement based on performance



Civil Service

Government jobs are open to all Singaporeans, regardless of their background, and appointments are based on merit.

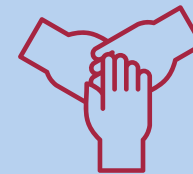
Government Policies

Public resources are distributed fairly public housing is allocated based on need progressive tax system to redistribute wealth and support social programs



Social Cohesion

When individuals believe that their efforts will be rewarded fairly, they are more likely to contribute positively to society and the economy



Singapore's Women Representation: A Work in Progress

POLITICS



More women participating in politics, but currently only
27 out of **93** elected parliamentarians are women

JUDICIARY

Gender ratio of the State Courts Bench is **50:50**

Gender ratio of the Supreme Court Bench is **25%** women

CORPORATE BOARDS

Women directorships in the Top 100 companies account
for only **21.5%** lower than the average **28%**
compared to Australia, Hong Kong, London, Tokyo and the US

Potential Drawbacks

TOKENISM

Filling a few positions with women simply to meet the quota requirements

UNDERMINING OF GENUINE ACCOMPLISHMENTS

Women's perspectives and voices are not genuinely valued

NEGATIVE IMPACT ON RESPECT AND CREDIBILITY

Resentment among colleagues or doubts about women's capabilities

REVERSE DISCRIMINATION

People might view those who benefit from quotas as achieving their positions solely due to affirmation action, rather than merit

Encouraging Balanced Success

While addressing gender imbalances is crucial, it should be done through methods that ***respect merit and individual accomplishments.***

Embrace a ***multifaceted approach*** to promoting diversity and inclusion that considers various dimensions of identity, including gender, race, age, and more.

Instead of quotas, organisations should focus on fostering an environment that encourages ***all individuals to thrive and contribute.***



How Women Can Redefine Leadership



Not just to represent, but to redefine

Show that empathy and inclusion are strengths, not weaknesses

Balance resilience with vulnerability

Mentoring — every time we lift another woman, we change for the better

Looking outward to clients and communities who need our voices the most

Balancing Advancement Without Disadvantage

Avoid Reverse Discrimination



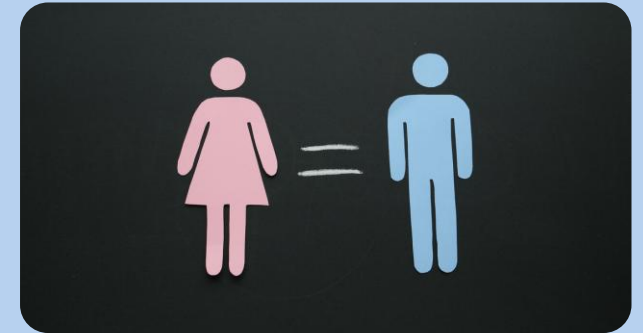
Balancing gender empowerment and avoiding reverse discrimination is essential for fostering a healthy and inclusive work culture.

Consider Potential Negative Outcomes



Consider the potential negative outcomes for men if a disproportionate focus is placed on gender-based initiatives.

Strive for Equal Opportunities



Strive to create a workplace where both men and women have equal opportunities to excel, contribute, and be recognized for their achievements.

Inclusivity



The ultimate goal is to create an inclusive society where **everyone has the opportunity to succeed** based on their skills and contributions

Promote an environment where **individuals of all backgrounds** can collaborate, learn from each other, and collectively drive progress

A **balanced and fair approach**, focusing on skills and abilities, is more likely to create sustainable change

Beyond Gender Lines

It is not only about advancing women, but also about ensuring all members of the profession — men and women alike — feel respected, safe, and protected.

‘Gender-neutral Workplace Bullying and Harassment Policy’



———— Having representation as a female President, it allows me to highlight perspectives unique to women in leadership. They are lived realities, and having a woman at the helm means they can be articulated, understood, and addressed more effectively.



Answering the Call to Lead

Are you ready? Are you good enough?



When you are asked to lead,
it is because of your potential.

Leadership is not about being perfect,
it is about being willing.

Leadership is
rarely comfortable,
but it is *always*
purposeful.



Our Commitment

To mentor the next generation,
to speak up against bias,
and to build stronger bridges across jurisdictions.

If we succeed, leadership by women will no longer be seen as exceptional, but as *natural*.



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- **Ana Maria KUDISCH**

President of The Mexican Bar Association (La Barra Mexicana, Colegio de Abogados) , Mexico City, Mexico

Présidente du Barreau de Mexique (La Barra Mexicana, Colegio de Abogados) , Mexico, Mexique

Presidenta de la Barra Mexicana, Colegio de Abogado, Ciudad de México, México



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- Catherine GLON

Past President of the Rennes Bar Association, Rennes, France

Ancienne Bâtonnière du Barreau de Rennes, France

Ex Presidenta del Colegio de Abogados de Rennes, Francia



Catherine GLON, *Past President of
the Rennes Bar Association, Rennes,
France (2023-2024)*



Barreau —
de Rennes

La féminisation du Barreau Français

Feminization of the french Bar

"Big" Bar in constant progression during the last 2 years

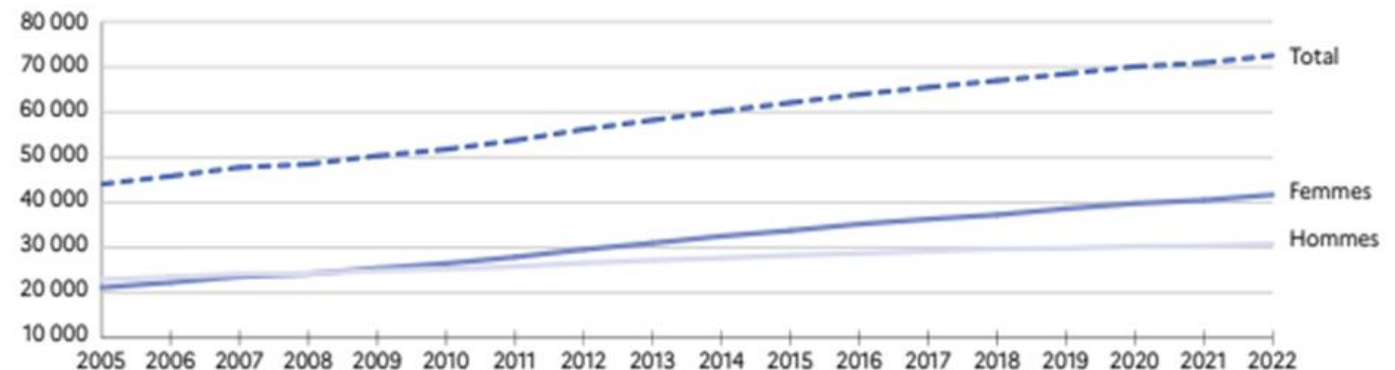
Des "grands" barreaux en progression
constante en 2 ans ↑



Numbers of lawyers according to their gender at January 1st

2. Nombre d'avocats au 1^{er} janvier selon le sexe

unité : effectif

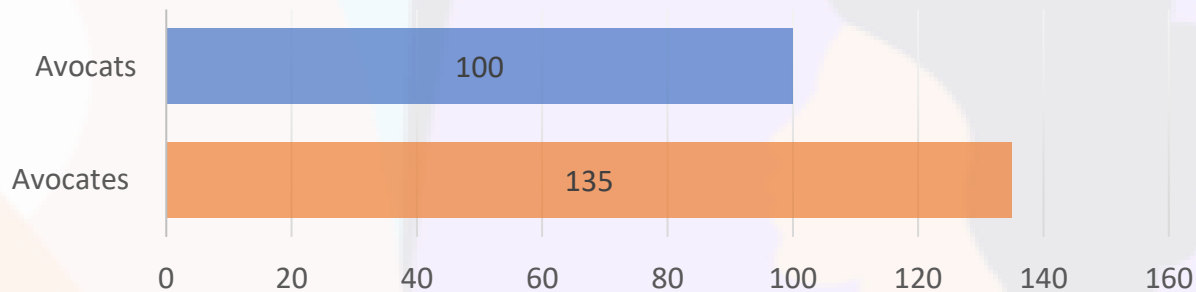


Chiffres clés

Key Numbers

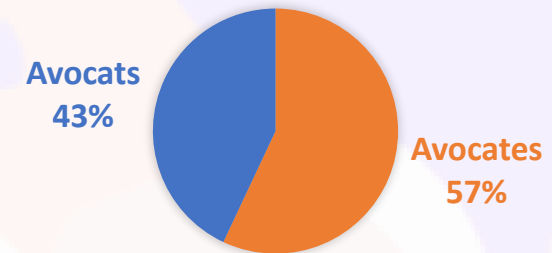
Proportion of female lawyers in France compared to male lawyers at January 1st 2022

Proportion des avocates et avocats en France au 1^{er} janvier 2022



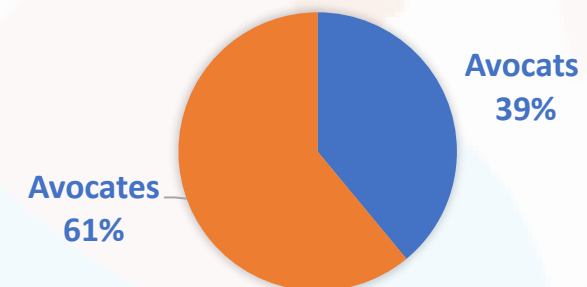
Percentage of female lawyers in France at January 1st 2022

Pourcentage d'avocates en France au 1^{er} janvier 2022



Percentage of female lawyers in France at January 1st 2025

Pourcentage d'avocates à Rennes au 1^{er} janvier 2025

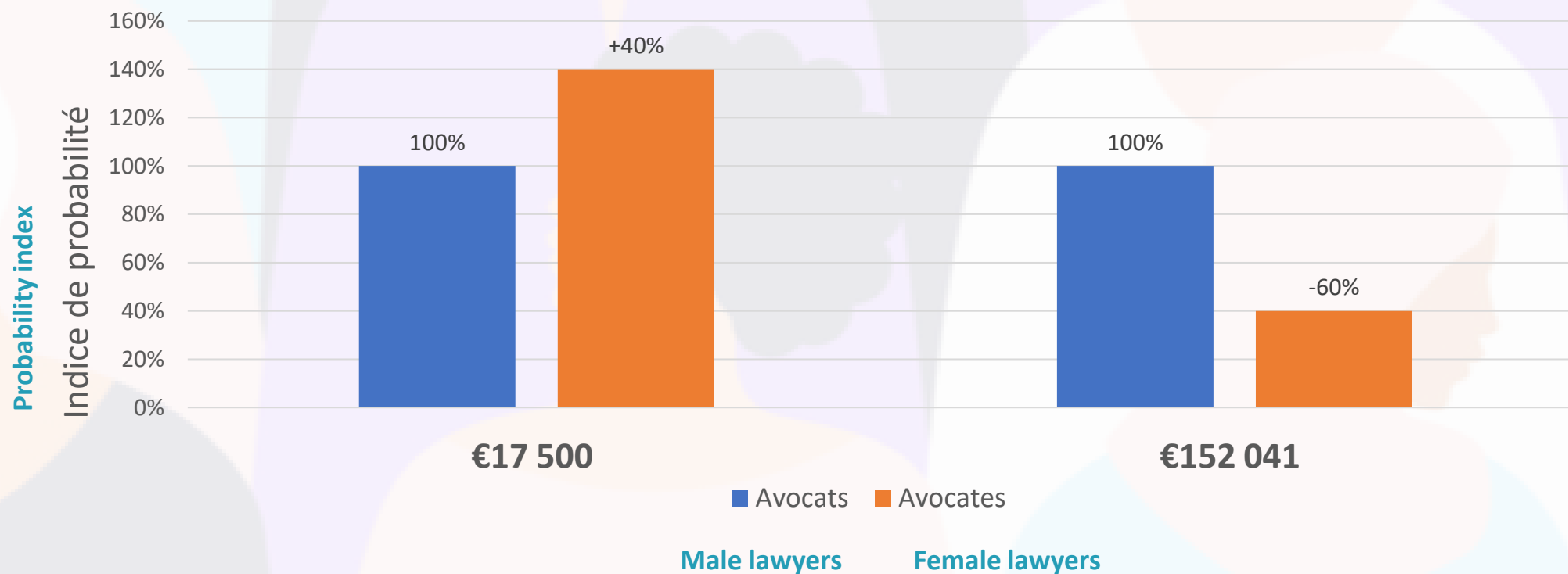


Féminisation et inégalité des revenus

Femization without equal opportunities in terms of income

Distribution of lawyers by income bracket

Répartition des avocates et avocats par tranche de revenus

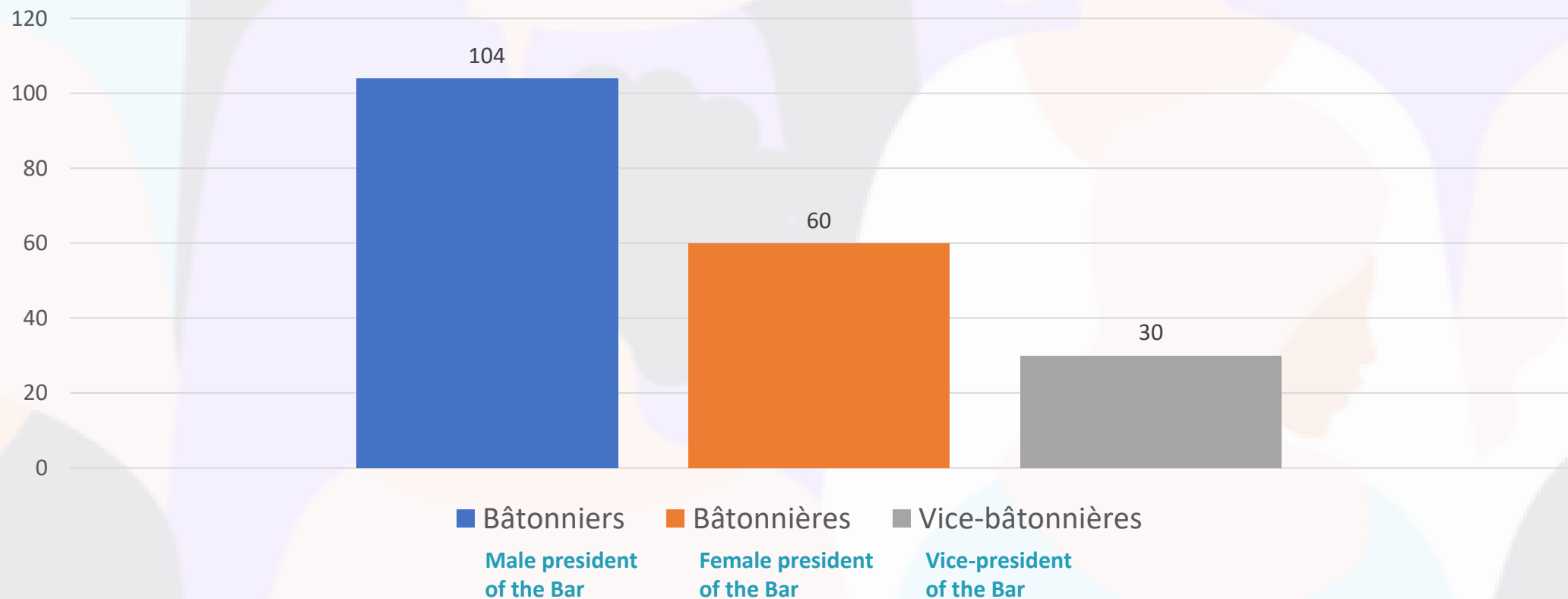


Vers une féminisation du Bâtonnat ?

Towards a feminization of the Bar ?

Number of female president of the Bar among the 164 French Bar today

Nombre de bâtonnières sur les 164 Barreaux Français aujourd'hui



Devenir bâtonnière

To become the president of the Bar

Contexte de ma candidature

- Deux candidatures précédentes, sans succès
- Étiquetée « femme de gauche » dans un barreau se voulant apolitique
- Face à des candidats masculins reconnus pour leur compétence et leur modération

Context of My Candidacy

- Previously ran for election twice, without success
- Labeled as a "left-leaning woman" in a Bar that claims to be apolitical
- Confronted with male candidates known for their competence and moderation

Des engagements valorisés

- Engagements perçus comme un atout
- Promotion du rôle civique, politique et social de l'avocat
- Valeurs mises en avant : solidarité, écoute, convivialité

Valued Commitments

- Engagements seen as an asset
- Advocacy for the civic, political, and social role of lawyers
- Core values emphasized : solidarity, attentiveness, and friendliness

Un Barreau en mutation en 2022

- Plus de femmes avocates
- Plus de jeunes professionnelles
- Plus de diversité parmi les 1100 confrères et consœurs

A Bar in Transition in 2022

- A growing number of women lawyers
- Younger professionals
- Greater diversity among the 1,100 members of the Bar

Une campagne modernisée

- Rupture avec les campagnes « à bas bruit »
- Utilisation de vidéos de communication
- Distribution de plaquettes détaillant les engagements

A Modernized Campaign

- A break from the traditional low-profile campaigns
- Use of communication videos
- Distribution of brochures outlining key commitments

Les défis du mandat de bâtonnière

President of the bar mandate challenges

Diversité et protection des confrères

- Prise en compte des spécificités des avocats selon leur secteur (judiciaire / juridique)
- Accompagnement particulier des jeunes confrères (associés ou collaborateurs)
- Soutien aux confrères expérimentés face à leurs difficultés

Diversity and Support for Fellow Lawyers

- Recognition of the specific needs of lawyers across different sectors (litigation / advisory)
- Tailored support for young lawyers, whether partners or associates
- Assistance for experienced lawyers facing professional challenges

Accompagnement face aux défis contemporains

- Transformation numérique
- Normes de responsabilité sociétale et environnementale

Support colleagues in facing the modern challenges

- Digital technology changes
- Social and environmental responsibility standards

Renforcement de notre place institutionnelle

- Dialogue respectueux avec les magistrats
- Création de liens avec administrations, entreprises, syndicats et élus

Strengthening Our Institutional Role

- Respectful dialogue with magistrates
- Fostering institutional links with administrations, businesses, trade unions, and elected officials.

Rayonnement du barreau

- Lancement d'une campagne de communication auprès du public

Visibility of the Bar

- Launch of a public communication campaign

Confraternité et convivialité

- Organisation de rencontres et de moments d'échange

Fellowship and conviviality

- Encouraging gatherings and moments of interaction

Défense des valeurs fondamentales

- Comprendre, Participer, Résister
- Affirmer le rôle de l'avocat dans la protection de l'État de droit et du processus démocratique

Defending Fundamental Values

- Understand, participate in and stand firm
- Recognize the lawyer as a key player in the democratic process.



Promouvoir le rôle et le statut des femmes dans la profession

Promoting the Role and Status of Women in the Profession

Statistiques et constats

- Les femmes restent très minoritaires dans les fonctions de responsabilité.
- Exemple : la présidence du Conseil national des barreaux est aujourd'hui assurée par une femme.

Statistics and Observations

- Women remain greatly underrepresented in leadership positions.
- For example, the presidency of the National Council of Bars is currently held by a woman.

Choix professionnels

- Certaines consœurs restent dans des domaines prétendument liés à la sensibilité ou l'empathie (droit de la famille, défense des victimes).
- Peu d'avocates atteignent le titre de spécialistes, malgré des compétences équivalentes.

Professional Choices

- Some female lawyers tend to remain in fields allegedly linked to sensitivity or empathy (family law, victim advocacy).
- Few women lawyers achieve specialist status, despite having equivalent skills.

Débats sémantiques

- La féminisation des termes comme « avocate » ou « bâtonnière » a suscité un débat passionné.
- La reconnaissance de la place des femmes n'est pas encore vécue comme naturelle.

Semantics Debates

- The feminization of terms such as "female lawyer" or "President of the Bar" has sparked passionate debate.
- The recognition of women's place is still not widely accepted as natural.

Inégalités persistantes

- Écarts de revenus et contraintes liées au temps partiel ou à l'arrêt de la profession.
- Contribution aux équilibres familiaux et à l'éducation souvent sous-estimée.

Persistent Inequalities

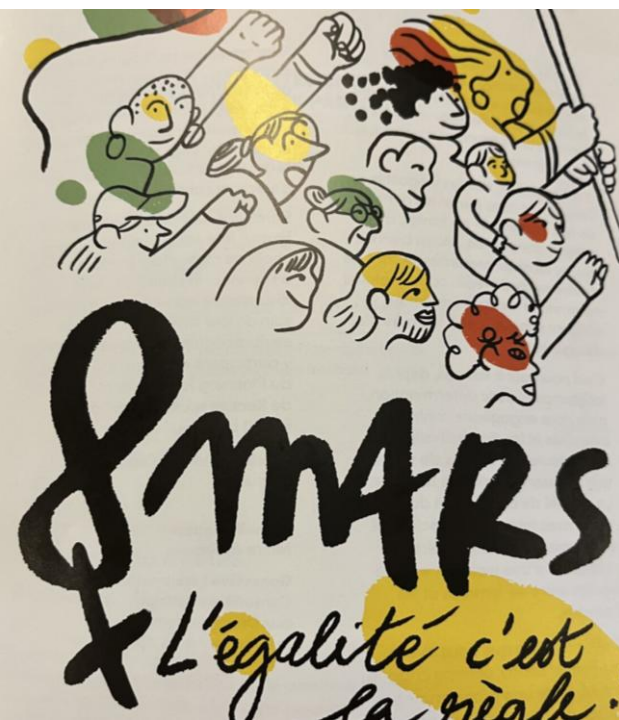
- Income gaps and constraints related to part-time work or career breaks.
- Contributions to family balance and education often underestimated.

Se rappeler que :

- Il faut se vivre capable de tous les défis et légitime dans ses envies.
- La détermination personnelle devient communicative et ouvre le champ des possibles.

Remember That:

- You must see yourself as capable of meeting any challenge and pursuing any ambition, by first listening to one's own determination.
- That determination will become empowering to others.



S'engager

- **L'engagement**, la force de la volonté constituent des armes de conviction.
- **Être soi-même** est la meilleure des voies.
- Si j'ai été élue au sein de mon barreau malgré certaines réticences, c'est parce que j'ai porté mes luttes et mes combats pour **l'égalité des droits et des chances**.

Get involved in it

- Commitment and willpower are powerful tools of persuasion.
- Being true to oneself is the best path forward.
- If I was elected within my Bar despite some reluctance, it is because I stood firm in my struggles and fights for equality of rights and opportunities.

S'entourer

Surround

- **Les mentalités changent** grâce aux jeunes femmes et hommes du barreau de Rennes qui souhaitent que les choses évoluent.
- **Ensemble**, nous avons participé à des actions et créé des **partenariats** avec les institutions représentatives, les chefs d'entreprise et les élus du monde rural.
- **Mindsets are changing**, thanks to the young women and men of the Rennes Bar who wanted to see things evolve.
- **Together**, we took part in various initiatives, and we became partners with institutions representing business leaders and elected officials from rural communities.



Échanger

Exchange

- **Ensemble**, nous avons obtenu des **changements concrets** :
 - Devant le Conseil constitutionnel, pour le **contrôle des geôles** par le bâtonnier
 - Contre l'État pour la rénovation des **cellules** de garde à vue
 - Pour la défense de la **laïcité** avec la ville de Rennes ;
 - Pour **l'accès au droit** des enfants et des familles dans tous les quartiers via une convention mobilisant des fonds européens.
- Seul le **collectif**, fondé sur l'échange et la coopération, change le cours des événements.
- **Together**, we succeeded in changing the law:
 - Before the constitutional council, which now allows the bar president to inspect court holding cells.
 - We also won a case against the State, compelling it to carry out renovation work in police custody cells.
 - We defend secularism alongside the city of Rennes
 - We advocate for children's access to legal rights in all neighbourhoods through a convention that mobilized European funding.
- Together because only collective action can change the course of events.



Thank you for listening !

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Union Internationale des Avocats
International Association of Lawyers
Unión Internacional de Abogados

www.uanet.org

#UIA4Women

- **Cesarina MANASSERO**

President of the Committee for Equal Opportunities at the Chamber of Lawyers in Turin, Italy

Présidente du Comité pour l'égalité des chances auprès de l'Ordre des avocats de Turin, Italie

Presidenta del Comité para la Igualdad de Oportunidades del Colegio de Abogados de Turín, Italia



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#UIA4Women

The first woman lawyer in Italy **La primera Abogada en Italia**

By Lawyer Cesarina Manassero



The first woman lawyer in Italy

La primera Abogada en Italia

- The first woman lawyer in Italy was Lidia Poet.
- Lidia Poet fue la primera Abogada in Italia.
- She was born in 1855 and died in 1949.
- Nacio en 1855 y murio en 1949.
- She graduated in law in 1881.
- Se graduo en Leyes en 1881.
- She was unyielding, curious, intelligent, studious and competent.
- Era inquebrantable, curiosa, inteligente, estudiosa y competente.
- She was accepted in the Chambers of Lawyers in Turin on August 9 1883. However, she was not allowed to practice until the law was passed in 1920. To note, Italian women Magistrates couldn't work as Magistrates until 1963
- Fue aceptada en la Camara de Abogados en Torino en Agosto 9 de 1883. Sin embargo, no pudo practicar Leyes hasta 1920 que la ley lo permitio. Hay que tener en cuenta que las mujeres italianas no pudieron trabajar como Magistrados hasta el 1963.

The situation of Italian Lawyers today

Situacion de los Abogados Italianos hoy en dia

- According to the 2025 Census Report of the legal profession (based on 2024 data) there are 233.260 Attorneys, which 124.000 are males and 109.252 are females. This number represents a 1.6% decrease.
- Segun el Reporte del Censo Laboral del 2025 (basado en datos del 2024), hay 233.260 abogados, de los cuales 124.000 son hombres y 109.252 son mujeres. Este numero representa una reduccion del 1.6%.
- The current statistics up to May 13, 2025, in Turin are as follows:
- Las estadisticas actuales hasta Mayo 13, 2025, en Torino son:
- There are 6065 Higher Court and General Attorneys, of which 2289 are High Court Attorneys of which 1404 males and with only 885 females.
- Hay 6065 Abogados de Corte Superior y Abogados generales, de los cuales son 2289 de Corte Superior, 1404 son hombres y solo hay 885 mujeres.
- There are 3598 General Attorneys of which 1400 are males and with 2198 females.
- Hay 3598 Abogados generales, 1400 son hombres y 2198 son mujeres.

My personal experience

Mi Experiencia Personal

- I obtained my professional title in 2003. I immediately started my institutional career with the Equal Rights Commission and then in the Continuing Education Commission.
- Obtuve mi Título Profesional en 2003. Inmediatamente comence mis funciones de abogado de carrera institucional en la Comisión para la Igualdad de Oportunidades y luego en la Comisión de Educación Continuada.
- It was very important for me to meet Lawyer Emilia Lodigiani, who was, at that time, the only woman Lawyer elected as board member of the Chamber who guided me through this career path.
- Fue muy importante para mí, el conocer a la abogada Emilia Lodigiani, que en aquel momento, era la única mujer abogada elegida como miembro de la Junta Directiva del Orden, que me guió en esta trayectoria profesional.
- I had the chance to co-operate with lawyers of different generations, learning through their experience and as Trainer to pass them my knowledge in Anti-discrimination law, an area of law which was very new at that time

- Tuve la oportunidad de compartir con abogados de diferentes generaciones, aprendiendo de su experiencia, y como entrenador poder pasar a ellos mis conocimientos en Leyes de Anti-discriminación, un área de la Ley que era muy reciente en este tiempo.
- As a Trainer, I had the opportunity to teach lawyers, of all ages, Anti-discrimination Law, which was newly passed at that time, and at the same time learnt invaluable knowledge from their professional experiences.
- Como entrenador, tuve la oportunidad de educar abogados, de diferentes generaciones, en Leyes de Antidiscriminación, muy recientes en ese momento, e igualmente aprender invaluable conocimientos de su experiencia profesional.
- Working as Expert Member of the Equal Rights Commission at the Judicial Council, also gave me the chance to share some of my expertise about gender violence Law to the Magistrates,
- También pude compartir alguna experiencia acerca de la Ley de Violencia de Género a los Magistrados, cuando trabajaba como Miembro Experto de la Comisión de Igualdad de Oportunidades en el Consejo Judicial.

Difficulties

Dificultades

- I personally have never felt discriminated against on the ground of being a female. However I would like to say that has not been the case for many of my female colleagues.
- Personalmente, nunca me he sentido descrimanada por el hecho de ser una mujer. De todas formas puedo decir que no ha sido asi para muchas de mis colegas.
- Understanding the complexities of the Forensic Institutions in and of itself. My biggest tool was experience, expertise and knowledege.
- Comprender las complejidades de las instituciones forenses en si mismo. Mis herramientas principales han sido la experiencia, capacidad y conocimiento.
- Finding work/life balance without compromising income.
- Encontrar un balance de trabajo/calidad de vida sin comprometer los ingresos.

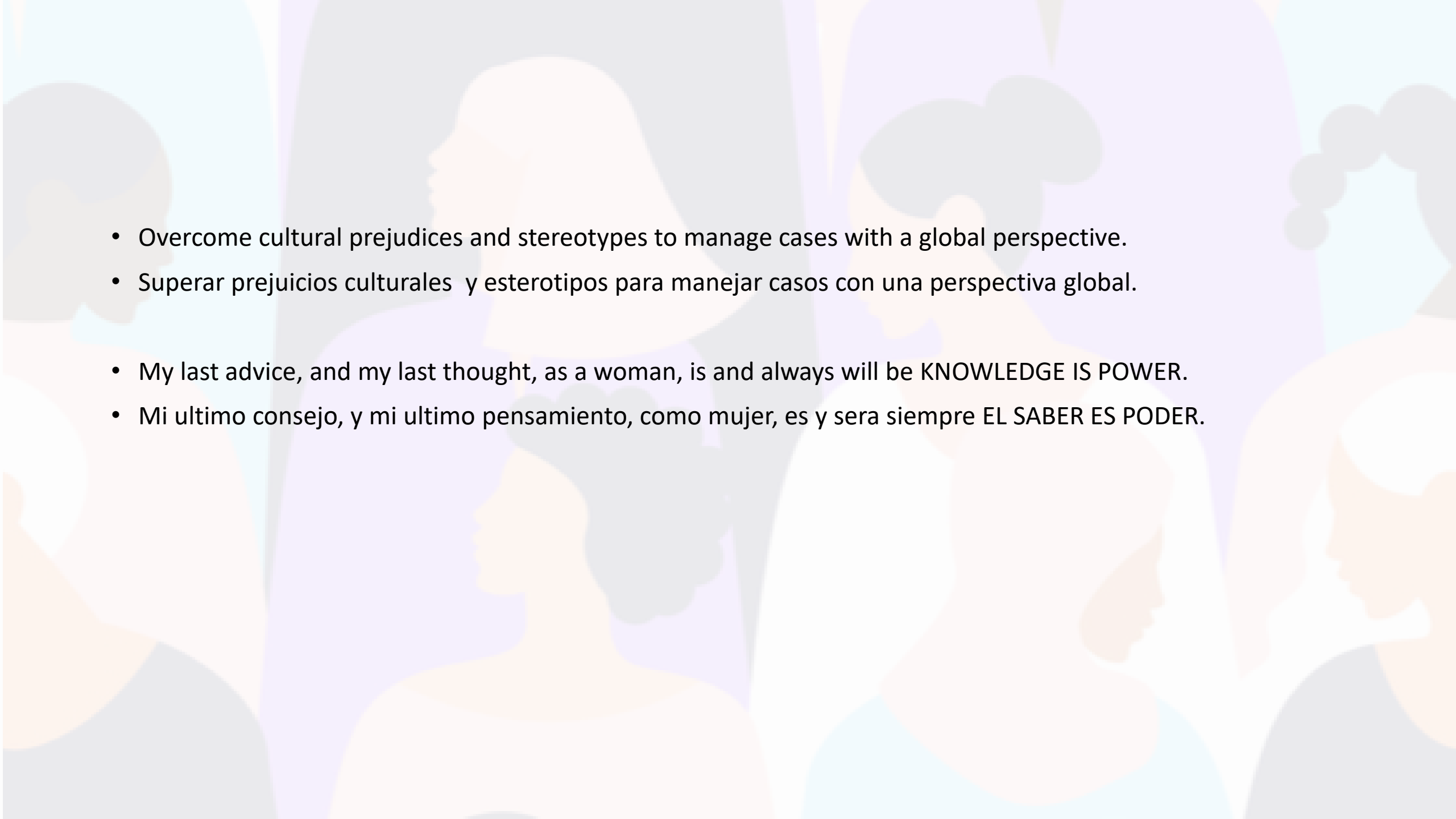
Accomplishments, Opportunities, Work in progress

Logros, Oportunidades, Trabajo en curso

- Being able to change forensic policies and laws. For example, implementing maternity/paternity leaves for Attorneys.
- Ser capaz de cambiar leyes y politica forense. Por ejemplo, implementar Licencia de Maternidad/Paternidad para los Abogados.
- We, in Turin, opened a nursery in the Chambers of Lawyers, to facilitate our working female Attorneys that are also Moms. We are looking forward to inaugurate baby parking area by the end of the year.
- Nosotros, en Torino hemos abierto una Guarderia en la Camera de Abogados, para facilitar a nuestras colegas Abogadas que tambien son madres. Esperamos inagurar un Area de Estacionamiento para Madres/Bebes para finales del año.
- We are hoping to expand on smart-working and further digitalization of Justice and Legal firms.
- Esperamos expandirnos en Teletrabajo inteligente y avanzar en digitilizacion de la Justicia y firmas Legales.

Advice Consejos

- I think that our greatest asset is to create network, and more importantly, an intergenerational network.
- Creo que nuestro mas grande habilidad es de crear cadenas, y mas importante crear redes intergeneracionales.
- Work on making sure that the gender quota continues throughout all facets of law.
- Trabajar para asegurar que las cuotas de igualdad de genero continuan en todas las facetas de la Ley.
- Break the existing barriers into male dominated and lucrative fields of law, for example, green economy law, commercial law, real estate law, investment law, etc...
- Eliminar las barreras existentes en especialidades lucrativas de la Ley, dominadas por los hombres, como ejemplo, Economia de Ambiente, Comercio, Bienes Raices, Inversiones, etc.

- 
- Overcome cultural prejudices and stereotypes to manage cases with a global perspective.
 - Superar prejuicios culturales y esterotipos para manejar casos con una perspectiva global.
 - My last advice, and my last thought, as a woman, is and always will be KNOWLEDGE IS POWER.
 - Mi ultimo consejo, y mi ultimo pensamiento, como mujer, es y sera siempre EL SABER ES PODER.