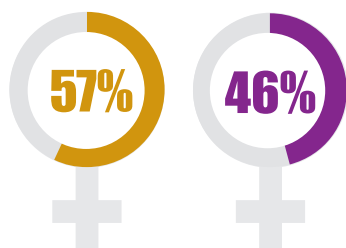


Main findings – the Netherlands



Overall, women make up **57 per cent** of all lawyers surveyed but only **46 per cent** of senior positions.



Coaching/mentoring programmes and leadership training for women were the joint most popular initiatives.



Leadership training has been in place for an average of 9.6 years, whereas coaching/mentoring an average of 8.2 years.

In law firms,

women make up **49 per cent** of lawyers but only

28 per cent of senior lawyers.



61 per cent of judges at the start of 2023 were female.



Quota setting was the least popular initiative.



Flexible working arrangements was the third most popular initiative, used by 69 per cent of respondents. They have been in place an average of 4.6 years and were rated 'very effective' by 56 per cent of respondents.



21 per cent of all lawyers work part-time.
29 per cent of female lawyers work part time.



In law firms, more senior female lawyers (14 per cent) than junior female lawyers (10 per cent) work part-time.



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