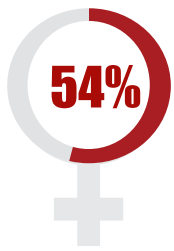


Main findings – Spain

Gender representation across the legal profession:



of all lawyers are female



of all lawyers in senior roles are female



Over 23 per cent of law firms have no lawyers at all working part-time and only ten per cent of law firms have lawyers working part-time in senior roles.

Gender initiatives

A significant majority of respondents (82 per cent) monitor overall gender representation in their workplaces. Seventy-nine per cent monitor gender representation overall and at a senior level.

Flexible working arrangements are the most popular initiative, and perceived to be the most effective, together with leadership training for women.



Quota setting is the least popular initiative, with no respondent thinking it 'very effective'.

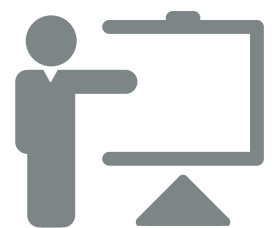
The three most popular initiatives across the legal profession are:

- flexible working arrangements
- target setting for senior role positions
- coaching/mentoring programmes

Quota setting for senior positions is the least popular initiative.

Leadership training for women

is the fifth most popular initiative, but perceived to be 'very effective' by 75 per cent of respondents who have it in place.



Within the judiciary,



women make up 56 per cent of all judges,



but only hold 37 per cent of senior positions.



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www.ibanet.org/gender-equality-in-the-legal-profession