Ukraine’s Prosecutor General sets out case for special war crimes tribunal

“If Ukraine loses its war, the world order as we know it would be destroyed,” warned Ukraine’s Prosecutor General, Andriy Kostin, during yesterday’s lunchtime interview.

Kostin told the IBA’s executive director Mark Ellis that his office had been working relentlessly to bring those responsible for crimes of aggression and genocide to account.

The session provided him with a platform to set out Ukraine’s case for the need for the establishment of a special tribunal akin to the Nuremberg trials, which brought Nazi war criminals to account after the Second World War.

Backed by prominent international lawyers, including the UK’s Philippe Sands KC, Ukraine has been garnering international support for such a tribunal, which would operate outside the remit of the International Criminal Court.

Kostin said his office and partners across the world had been gathering evidence of alleged war crimes to ensure they have a strong case to bring forward prosecutions of the perpetrators.

“I believe that a special tribunal should be created and should be of international dimension. The crime of aggression is an international crime, and so to punish those who started it, the response should be international.

“With such a tribunal, Ukrainian victims will not only feel vindicated, but it will also create a deterrent effect for other potential aggressors. The UN’s Security Council will not serve as a sufficient instrument due to veto rules. We need an international judicial instrument.”

The plan for a special tribunal has received the backing of the European Parliament, and several other nations, although some commentators fear it could undermine the work of the International Criminal Court — whose chief prosecutor, Karim AA Khan KC, will be interviewed by Ellis on Wednesday (see guide, page 15).

Continued on page 2
A High Tide for law firm business development professionals in Paris

Inaugural High Tide conference highlighted the key marketing and business development issues facing law firms today, writes Ben Rigby

Sunday saw a conference with a difference ahead of the main IBA annual conference – the first ‘High Tide’ conference arranged by members of the marketing and business development subcommittee of the IBA’s law firm management committee.

Opened by former Freshfields Bruckhaus Deringer partner Stephen Revell, co-chair of the management committee, and Nadège Pilgven, a partner at host Gide Loyrette Nouel, the event featured a series of short tech-focused talks alongside panel debates on three key topics with an international line-up of speakers, blended with polls and discussions.

The first panel focused on leadership issues and discussed the changing role of law firm business development (BD) and marketing teams. Led by Elizabeth Houtman, of Houthoff, and featuring Julie Stott, of Travers Smith, Brian Grinbin, of Arntz & Medenbach, Yurko Wikamatsu, of Nishimura & Asahi, and Paul Matloum, of Gide, the discussion focused on the importance of management and governance in law firms, and what they could learn from corporates.

The wide-ranging session included a discussion on the challenges and delights of attracting, training and retaining junior staff, and the impact that client-facing work has on training needs. One key takeaway was to create greater synergies with pricing professionals and the partners they work with.

As participant Sophie Hudson, of Sherrards, noted on LinkedIn: “Client-facing BD teams should be introduced to clients and have the opportunity to build relationships with them. We speak their language.”

The discussion included the need for law firm brands to fully reflect their values as part of enhancing the client proposition. This is needed alongside a greater emphasis on sustainability – one of the themes of the main conference – not least embedding environmental, social and governance (ESG) considerations in the pitching process. The use of artificial intelligence (AI) in enhancing work-life balance on time-consuming and routine but essential tasks like directory submissions and pitching is also considered.

This was followed by a Chatham House ‘fishbowl’ session, facilitated by partner Rachel Hussey, of Arthur Cox, which dove into the topics currently on the minds of chief marketing officers in a rapidly-changing global landscape, including team composition, emerging skills, the impact of AI, and more.

The general counsel panel at the conference also enjoyed a wide-ranging discussion, moderated by Melissa Davis, of MD Communications, and with contributions from the high-profile IBA’s Partners’ Panel’s chief legal officer Jeff Davis, Accor’s Northern Europe VP for legal excellence and compliance Sarrin Guissabili-Colombijn, and former Deutsche PostDHL’s GC Alberto Mata Rodríguez.

They said increased synergies between in-house and external counsel are crucial, as is the constant imperative for law firms to add value to GCs and their teams, whose importance should not be forgotten – law firms, one panellist noted, needed to remember that “the team are the ones selling you internally.”

Law firms also need to work harder to understand the pressures clients are under and what clients want and need.

The limitations of the relationship were also tested. Often times the relationship can be purely transactional, with no time to broaden a relationship and therefore harness the wider benefits from the value that law firms can add in other ways.

By contrast, BD professionals added value to the GC relationship, and helped to enable corporate counsel to have conversations that allow their clients to be part of the firm, drawing on their business network.

On diversity, equality and inclusion, the panel described this as an “evolving issue” on which clients wanted to engage with counsel, while one conversation that definitely needs more engagement is billing. This, the panel said, should be honest, open and manage expectations early – and often.

Culture is important and outside counsel are seen as an extension of the client’s brands, so GCs are watching how their law firms operate – such as internal relationships and diversity – and will assess it if needed.

Law firms, they said, have been fired for cultural issues alongside performance-related ones, usually following a consensus reached by the in-house team as a whole. The best businesses, said one panellist, “have a shared trust and common purpose, alongside strong corporate values. In toxic law firms, that doesn’t exist”.

The discussion closed on what the future holds, in which technological change, the development of distinct communities and the need for law firms to inform strategy within their in-house counsel teams are valued. As one panellist said “Law firms should do more strategic work, just as the major consulting firms already do with our business units.”

The final session featured a brava presentation on preparing for IBA 2024 in Mexico City from Hugo Peña, of Gonzalez Calvillo, which was warmly received. High Tide conference chair, Katherine Hutchinson, of Bennett Jones, thanked her organising committee, praising the “truly massive amount of work they have put in, in addition to their day jobs, to bring compelling speakers, innovative topics and all of you into one room for what I hope will be the first of many [such] days during the annual conference”.

Lech Wałęsa calls for greater international co-operation in fight against populism

Ukraine can be ‘common denominator’ in renewal of democracies, former Solidarity leader argues

Lech Wałęsa called for greater international co-operation and the modernisation of the Western institutions to win back the trust of the younger generation in their keynotes address to a packed hall on Monday morning.

Wałęsa, who won the Nobel Peace Prize in 1983 as the inspirational leader of Poland’s Solidarity movement, sent a strong message to European and American leaders, calling for Europe to restructure itself and for the US to “take responsibility” of global affairs.

Speaking via an interpreter, he also warned that the international community needs to “look at these difficult times ahead together so we can identify the challenges and danger ahead”. He further called for more solidarity and trust between governments.

Wałęsa, who served as Poland’s first democratically elected president in the post-Communist era, from 1990 to 1995, used Poland as an example.

“I was the leader of a peaceful revolution, and we modernised the whole of Poland,” he said. “We taught other countries it was possible. We achieve that, and together, we moved the needle.

‘With Poland’s great contribution, we ended the Soviet Union, influenced the unification of Germany, contributed to removing Soviet troops in other occupied countries. All of that was in order to build a better, wiser world for the future.”

Asking a question from IBA President Almudena Arépín de Mendivil Aldama regarding the war in Ukraine, Wałęsa called for the Russian people to reform their political system to better their lives and prevent more deaths.

He added that the world “has never had a chance as today to deal with Russia” and that Ukraine would create a “common denominator” to build trust and solidarity between governments and citizens across the world.

Wałęsa complained that a lack of strong leadership has led to the rise of populism worldwide, and a lack of trust in politicians, for young people in particular.

Responding to a question from an IBA delegate regarding a potential re-election of Donald Trump to the US presidency, he laughed and said: “Before his first term, he invited me to meet him in Florida. There, I told him: ‘I, an electrician, managed to become a president, so can you.’

“I’m not sure if I did the right thing. But my point is: go and vote because Donald Trump is around the corner. Look at Poland, they took elections lightly and let demagogues in power, and it was difficult to get them out until recently”.

‘The judicial process must be fair and impartial throughout’

Continued from page one

“Punishment for the crime of the aggressor would be the only justice for Ukrainians civilians drafted and killed in this war,” said Kostin. “We asked other countries to help us achieve that, and together, we moved the needle.

‘With Poland’s great contribution, we ended the Soviet Union, influenced the unification of Germany, contributed to removing Soviet troops in other occupied countries. All of that was in order to build a better, wiser world for the future.”

As for the UK, he joked that the country needs to “take a rest from democracy” following the Brexit vote.

Asking a last question from a New Zealand lawyer on climate change, he said the world needed a continental partnership to find global solutions to this problem, and that it couldn’t be dealt with at national level.

The session closed to a standing ovation after IBA executive director Mark Ellis thanked him for his work for Poland and the world, and for his “contagious” sense of humour throughout the session and the inspiration he provided.
Surveying the architecture of law in the City of Lights

Ben Rigby talks to IBA president Almudena Arpón de Mendívil Aldama about her aims to improve the public perception of lawyers and highlight their impact on society.

For the first time in two decades, the International Bar Association (IBA) annual conference will be led by a woman president, Almudena Arpón de Mendívil Aldama, with the event’s plenary speaker programme aligning with the IBA’s new seven-point agenda.

She explained: “For the first time, the IBA has set out in a simple agenda the critical legal issues facing the legal profession. We have done so to ensure that the IBA offering matches our members’ expectations and provides our members, the broader legal community and society in general with the most up-to-date information on such legal issues.”

In conversation with IBA Daily News, Arpón de Mendívil emphasised the importance of involving bars and law societies in this initiative as significant beneficiaries of the report, who needed for the IBA report.

The IBA president highlighted the lack of evidence quantifying the contribution of lawyers to society. A thorough review of existing literature on the area, one-to-one interviews with more than 50 leading legal professionals and a survey will be conducted to assess the legal profession’s socio-economic impact, the first time it has ever been measured this impact. This will help identify ways to enhance and better communicate the value of lawyers. The survey will include members and non-members of the IBA, as well as individuals without any legal connection. Consultancy firm McKinsey will provide the analytical review needed for the IBA report.

Arpón de Mendívil emphasised the importance of involving bars and law societies in this initiative as significant beneficiaries of the report, who could use the findings to inform their members. The preliminary findings will be discussed at the IBA annual conference and IBA Council meeting.

She added: “It is essential for the Bars to be part of this, and we need to ensure that their views are heard, not least because they have direct contact with the legal profession in their respective jurisdictions, being therefore instrumental to convey the messages resulting from the report, on the already positive contributions and the manners to improve them.”

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The final report is expected to be released in early 2024. The conference will serve as a platform to discuss the role of the IBA and its contributions to society, focusing on showcase sessions about artificial intelligence (AI), environmental, social and governance (ESG) issues, and gender equality. The conference will feature discussions on the impact of AI on the legal profession, the significance of ESG in law firms’ work for clients, and the importance of female leadership in law firms.

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A research project on AI will be launched to understand its impact on the legal profession regarding organization, work recruitment and task allocation. She said the debate on AI “was a priority not only for my term of office but for the next years”.

Almudena explained that AI has been consistently identified as one of the most critical issues by the profession in terms of substantive law developments and on the challenges posed to legal work and society as a whole.

She said the IBA could help lawyers highlight the correct corporate governance framework for directors to identify risks correctly. This could enable businesses to have a more proactive attitude towards the environment, social inclusion, diversity and the like, while assessing businesses’ internal policies and structures to address significant challenges, like female inclusion in senior roles and the inclusion of ethnic minorities.

The conference will also include a session on female leadership at law firms, focused on the special features that female leaders bring to the managing table.

She will chair this alongside former William Fry managing partner Pyra Garrett, chair of the IBA’s Public and Professional Interest Division, Layens & Loft’s Carola Van den Bruijnhorst, chair of the Legal Practice Division, and Dr Franklin Vrede, a leadership professor at INSEAD.

Arpón de Mendívil said: “It’s an inspiring programme that will stress the positive contributions of female leadership at law firms and the importance of ensuring the sustainability of such positive effects. It naturally brings together the IBA women lawyers committee and the law firm management committee.”

They will be joined by a stellar panel that includes Fardima Bizri, chair of Norton Rose Fulbright for Europe, Middle East and Africa; Aedamar Comiskey, senior partner of Linklaters; and Maria-Aimée de Dampierre, chair of Hogan Lovells, based in Paris. They will be speaking alongside Maria-Pia Hope from Vinge in Sweden; Paula Surerus from Verano Advogados in Brazil; Christopher Watson from CMS in the UK; and Linda Yang from Yingle Law Firm in China.

Arpón de Mendívil firmly encouraged new delegates to take advantage of the IBA conference by exploring different practice areas and networking with other professionals. She highlighted the value of the conference in fostering intellectual growth and building business relationships, saying delegates could grow not just their area of expertise but also get acquainted with other practice areas.

The convention centre, she said, was where the real networking and exchange of knowledge happens. The social activities are an enjoyable complement to follow up the real networking. “If you want to grow as a professional and bring back increased knowledge and wider views to your practice, you need to plan; work out what kind of practice you want to have, attend those sessions, and then everything flows naturally from there – and, of course, attend the Young Lawyers Reception.”

Arpón de Mendívil’s two-year presidency marks a significant milestone for the IBA and represents a total shift towards addressing the profession’s critical legal issues today. Her focus on improving the public perception of lawyers, along with discussions on AI, ESG, gender equality and the younger generation’s new demands, reflects the IBA’s commitment to enhancing the legal profession’s contribution to society.
Delegate Views

Jessada Sawatdipong
Co-Managing Partner, Chandler PMHM, Thailand

I’m looking forward to lots of meetings and networking at the IBA. One of the issues of particular interest to lawyers in Thailand is AI. Our generation have to learn a lot but young lawyers are now requesting it as a tool. Whilst lawyers’ billable hours will be reduced, the same service will be even better.

Richard King
Partner, Bignon de Keyser, UK

This event gives us the opportunity to meet a very diverse array of practitioners and exchange views, keep our finger on the pulse and find out what is exercising people. Human rights and the rule of law are more important than ever. With the Middle East and Ukraine conflicts, it’s becoming more and more present in corporate legal work.

Danielle Lobo
Partner, Afridi & Angell, UAE

It’s my first time at the IBA conference. It draws a great crowd of lawyers from around the world and gives me the ability to re-connect with old friends and make new ones. I am particularly interested in diversity issues. As the first female partner at Afridi & Angell, it shows our firm’s commitment.

Nelia Daniel Dias
Head of Legal Affairs, International SOS, Mauritius

Currently I am vice chair of the oil and gas law committee and moderating a panel on oil and gas industry data and tech tools. I always attend the IBA and am considering joining other committees such as the mining and health committees as I have clients in those areas.

Richard Dabelstein
Counsel, Arnecke Sibeth Dabelstein, Germany

I am speaking on an arbitration committee appointed experts and my area of expertise is quantum in international arbitration. I was so inspired by Lech Walesa, who was outstanding. That’s why we go to the IBA. He was so positive in the midst of so much bad news. His message was one of hope, saying much worse has occurred and solutions must be found. The IBA opens those conversations.

Sybille Reker
Counsel, Arnecke Sibeth Dabelstein, Germany

I have been a member of the IBA since 1992 and it’s given me a very strong insight into different legal cultures and how to understand differences. Having created my own law firm at the beginning of the 80s, my government gave me the opportunity to be Bahrain Ambassador to France from 2000-2004 and then President of the UN General Assembly.

Judge Dale Kemp
Federal Circuit and Family Court of Australia

As judicial liaison officer of the family law committee, issues of interest are independence of the judiciary internationally and what Australian judges can do to assist. I am very interested in the education of judges and particularly how the judiciary is funded. I am also concerned about the impact of AI on cases.

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Latif Al Sulaiti
Associate, Al Sulaiti Law Firm, Qatar

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The rule of law’s setbacks are measurable and striking.

If you look at history, particularly the transformation of the former Eastern Europe, civil society played a critical role in bringing about liberal democracies. We just need to look at one of our keynote speakers at this year’s annual conferences – Lesz Walus – and his Solidarity movement or the former dissident Vaclav Havel and his Charter 77 movement to understand the role of civil society. We often speak of the transformation of states, but history shows that civil society is often the catalyst for that change. So, the international community should double its efforts in supporting civil society actors in vulnerable countries.

In the long-term, it’s all about education. An educated populace is fundamental to counter the rise of populism and to support the rule of law. There is a clear correlation – an inverse one – between educational attainment and awareness and support for nationalistic parties and movements. The level of education is a predictor of populist support. A higher level of education and civic awareness ensures a more liberal, multicultural worldview.

What role has the IBA been playing to further the rule of law’s cause? Can you provide some insight into your plans for the coming months?

The IBA, as the largest association of lawyers and law societies in the world, already plays a significant role in advancing the rule of law and human rights worldwide. This week is premised on the association’s 2005 Rule of Law Resolution that states:

The Rule of Law is the foundation of a civilised society. It establishes a transparent process accessible and equal to all. It ensures adherence to principles that both liberate and protect. The IBA calls upon all countries to respect these fundamental principles. It also calls upon its members to speak out in support of the Rule of Law within their respective communities.

To support this mission, the IBA created a Rule of Law Forum and produced an innovative public campaign on the importance of the rule of law. It also created the first centralised, fully searchable online database of entities engaged with rule of law work throughout the world. The IBA conducts research and advocates for the rule of law and human rights on the international stage. It publishes reports, issues statements, and engages with governments, international organisations and other stakeholders to address legal issues and promote the rule of law. In support of these efforts, the association organises training programmes, workshops, and conferences to help legal professionals, including judges, lawyers and law students, develop the skills and knowledge necessary to uphold the rule of law in their respective jurisdictions.

The IBA’s Human Rights Institute works to enhance the rule of law and human rights worldwide and speaks out forcefully against states that ignore their responsibility to promote and protect the rule of law.

Finally, the IBA engages with governments to provide expertise on legal matters and contribute to the development and implementation of legal frameworks that support the rule of law, accountability and legal reform. The most recent engagement has been in Ukraine, where the IBA has initiated an extensive technical assistance programme to aid the country in countering Russia’s brutal war. To date, the association has launched over 220 initiatives, press releases and international projects since Russia’s invasion on February 24, 2022. Projects aimed on domestic war crimes trials, the use of ‘e’Evidence to Atrocity’s app, arbitration on contractual disputes, environmental damage, trial monitoring, military law, the crime of aggression, bar association support, child abduction, refugee crisis, and fighting corruption have involved many IBA sections and committees.

The abrupt re-emergence of the war in Gaza will also require IBA involvement. We have acted there in the past and will be there again to support adherence to international law, accountability and the de-escalation of hostilities to promote and protect the rule of law.

Mark Ellis is executive director of the IBA.
Navigating the cybersecurity battlefield

In the ever-evolving digital landscape, cybersecurity threats have transcended the confines of individual companies, threatening entire economies. These concerns will be at the forefront of the Emerging cybersecurity threats session on Thursday, which will discuss significant legal developments related to cybersecurity and data privacy. This will include recent case examples and regulatory changes, as well as the role of counsel in preparing for and responding to cyber incidents.

Central to this discussion is the IBA’s Presidential Task Force on Cybersecurity report from April 2023, co-produced with the IBA’s Legal Policy & Research Unit. The report offers a global perspective on crucial economies.

The report draws from sources across 10 jurisdictions, including Australia, Brazil, Denmark, Germany, India, Israel, Singapore, Uganda, the UK, and the US, to provide a comparative analysis of global cybersecurity practices. Diverse international case studies highlight the disparities in regulatory capabilities and practices regionally.

The report’s 17 recommendations spell out the key responsibilities of executives and board members in understanding the cybersecurity landscape and ensuring they are well-informed about the risks and the measures in place to mitigate them. These include understanding the organisation’s cyber risk profile and ensuring the board and management have sufficient expertise in a risk-based approach to cybersecurity.

Senior management must map cybersecurity risks and pinpoint high-priority concerns. Their responsibilities include ensuring internal compliance, reporting to the board, recommending timely analysis, assessments and updates, and ensuring the company invests sufficient funds to meet cybersecurity goals.

As Dembosky said on launching the report: “The days of leaving that responsibility to the IT team or to privacy compliance to handle are long over.” Skibsted also stressed the need to comprehend the strategic essence of cyber resilience. The report, says Skibsted, will “catalyse senior executives and boards of directors to accept accountability for – and enable impactful actions concerning – advancing their organisations’ overall cyber capabilities.”

 Amid rising cyber threats, IBA calls on senior executives to strengthen their cyber risk governance practices, reports Ben Rigby

“It is more important than ever that senior executives and boards of directors engage directly in ensuring their organisations are managing cyber risks effectively.”

One crucial recommendation is establishing clear reporting lines to elevate cyber risks to the leadership level, which necessitates having clear communication channels between the board, senior executives, law firms, general counsel and other stakeholders to ensure cybersecurity risks and incidents are promptly addressed and managed collaboratively.

The report expands on the IBA Cybersecurity Guidelines 2018, contributing to a growing body of work in the field. Arbitra International’s Brandon Malone, a member of the IBA’s arbitration committee, chairs the ICCA-NYTC Bar-CPR working group on cybersecurity in international arbitration, which published a Cybersecurity Protocol in 2018 and is regularly kept up to date.

Malone welcomed the report, saying: “It is good to see how cybersecurity is being taken seriously by professional bodies. The arbitration community recognised early on these cyber-attacks represented a financial and data risk, but also a risk to the reputation and integrity of the international arbitration system.”

**SESSION:** Emerging cybersecurity threats and how counsel can help their clients prepare: presentation of IBA’s new report on cyber risk governance best practices

**TIME:** Thursday 2 November from 11:15 - 12:30 in

**LOCATION:** Room 242 A, Level 2

The session will be moderated by Luke Dembosky (Debevoise & Plimpton, USA) and Søren Skibsted (Kromann Reumert, Denmark), and feature Thomas Hutin (FTI Consulting, Paris), Olive Nancy Kwaga (CTI Africa, Uganda), and Kate Macmillan (Herbert Smith Freehills, UK).
The Law Over Borders comparative guides provide essential information on law and legal practice across the world. They are available in print, pdfs, and online in an easy-to-use digital format that allows readers to quickly compare the legal frameworks of different jurisdictions.

If you are a leading expert in your jurisdiction and would like to discuss either editing or contributing to the guide please contact claudialanaglobalcitymedia.com

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There’s nothing like dining in a popular local restaurant in a hidden nook during a city break. But that is easier said than done without local knowledge. Help is at hand. The IBA Daily News has assembled a panel of trusted advisers prepared to share some of their favourite restaurants and bars. Janice Feigher, founder of Feigher Dispute Resolution, recommends a hidden gem in Montmartre: Le Très Particulier, cocktail bar with a garden, located in the Hotel Particulier. Raphael Kaminsky, a partner at Teijnier PC, tells delegates to try Galanga by Monsieur George, a stone’s throw from the Champs-Élysées at the Hotel Monsieur George. It is “one of the best restaurants near to my office”, he says. Kaminsky also praises Baranaan, a hidden bar in the 10th district, where they serve the best naan bread – especially the truffled naan – and amazing cocktails. Laure-Hélène Gaicio, a partner at Bonn Steichen & Partners (BSP), recommends Picotte near La Bastille, which serves only regional specialties. Paula Zirinsky, founder of Zirinsky Strategy, says one of her favourite spots is Brasserie Flo, telling delegates: “Try to sit on the banquette and get to know your neighbours. Always a fun time. It is a bit hidden, so best take a cab there.”

For Moroccan food, Marie Merklen, media director at Elliott & Markus, recommends Yemma, which she calls the Moroccan canteen par excellence. With several establishments in Paris, you can choose the restaurant closest to where you are. She said: “You’ll eat traditional Moroccan cuisine with a subtle twist, while their drinks are excellent – especially the lemonade.”

For Italian food, she also recommends Piero TT: a benchmark Italian restaurant in Paris, run by the illustrious chef Pierre Gagnaire, situated in the 7th district. As a fan of Italian cuisine, she says that, while not cheap, the food is superb. “You’ll come out very satisfied,” she says. Merklen also recommends L’Ecalier, a small Parisian bistro near Montmartre that takes its name from the fact that it is literally on stairs. She says: “It’s a delicious hidden spot where you can enjoy superb French-style dishes with simplicity and finesse. It’s the perfect place to sample French gastronomy in a very Parisian atmosphere.”

Clipping the night away
What about bars and nightclubs? While the IBA law firm cocktail scene revolves around who is, or more pertinently isn’t, invited to Stikeman Elliott’s famously secretive bash, Merklen recommends Les Mah-Boules: “A bar just the way we like it: noisy, lively, sticky!” It has a large terrace out front that is perfect for when the weather is good, and inside there is a large boules pitch and table football for the more competitive.

IBA delegates seeking a challenge outside the conference floor may wish to ask the owner for a game, says Merklen. They also have a large TV screen to show big sports games, so you can be sure of a great atmosphere. Numerous lawyers recommended Au Pied de Cochon in the Hailes area, principally because it is open until 5am serving late night meals, with one partner calling it “an institution”. Feigher also recommends any of the “lovely” bars down Rue de la Gaîté in the Montmartre area.
**IBA Paris 2023 guide**

**What to look out for on Tuesday**

**Tuesday**

09:30 – 10:45  
Morning keynote address

Amphitheatre Bordeaux, Level 3  
Zack Kass, specialist in generative AI and technology futurist

Gain an understanding of the current status of generative AI from the executive who led ChatGPT’s go-to-market strategy as a director of OpenAI. “I firmly advocate for the boundless potential of AI,” Kass wrote in Fortune magazine recently. “Still, the onus is on us to guide its evolution responsibly.”

11:15 – 12:30  
Creating and implementing a diversity and inclusion strategy for the law firm

Rooms 351, Level 3  
Law firm leaders, in-house counsels and D&I experts will lead a discussion on the importance of diversity and inclusion in the legal profession and on the opportunity (or need) of designing and implementing diversity and inclusion policies in law firms. The IBA project consisting in drafting of a global D&I and inclusion policies in law firms. The IBA project will address the challenges faced by women, men, and other underrepresented groups in the legal profession.

13.15 – 14.15  
A conversation with... Ambassador Mark Brzezinski

Amphitheatre Havane, Level 3  
Mark Brzezinski was sworn in as the Ambassador of the United States to Poland on December 22, 2021. While ambassador to Sweden, he helped secure Volvo’s decision to build a $1Tm factory in South Carolina and arranged the first-ever US presidential visit to Stockholm.

14:30 – 17:30  
LPD Showcase: fashionably metaverse – high technology meets high fashion

Salle Malliot, Level 2  
This showcase session will celebrate Paris’s status as a world centre for luxury goods and fashion and explore how major brands are seeking creative ways to embrace new technologies, including non-fungible tokens, AI, Web3 and the metaverse. The impact of this fast-changing environment on IP protection strategies will also come under the microscope.

Chaired by Raphaël Dona, Dona Associs, Paris, France; vice chair, internet business technology committee; and Elisabeth Vatin, Havérne Snedman, Stockholm, Sweden; website officer, technology law committee.

**Wednesday**

16:15 – 17:30  
Apart - no -more! paving the way for gender apartheid discourse

In Afghanistan and Iran, being a woman translates to a life of bans and barriers, from education to public spaces and most forms of employment. It’s a reality of being a perpetual second-class citizen. While international law defines apartheid (Afrikaans: “apartness”) with reference to institutionalised racial segregation, the systematic gender-based discrimination faced by women lacks a comparable legal framework. The moment has arrived to stretch the boundaries of apartheid, encompassing the realm of gender hierarchies.

Chaired by Borosec Holona Kennedy KC, director IBA Human Rights Institute

07:45 – 09:15  
IBA Bar Breakfast hosted by the Ukrainian Bar Association – reopen Ukraine 2023

Neuilly 1, Palais des Congrès

For the full Wednesday programme go to https://www.ibanet.org/
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