

Seminar co-organised by the UIA Women's Committee and the Conseil national des barreaux (CNB), with the participation of the European Bars Federation (FBE), on the occasion of the International Women's Day.

# International Women's Day: Meeting the Challenges to Effect Real Change

**PARIS** FRANCE

**HYBRID SEMINAR**

Tuesday, March 8, 2022

#UIA4Women

This UIA  
hybrid Seminar  
will take place both  
in-person in Paris  
and with a virtual option  
through an online platform.  
**Join us physically  
or virtually!**



## Bringing Together the World's Lawyers

UIA is the global and multi-cultural organisation for the legal profession, established in 1927 and now with members in 110 countries. UIA facilitates professional development and international exchange of information and ideas, promotes the rule of law, defends the independence and freedom of lawyers worldwide, and emphasizes friendship, collegiality and networking among members.

Promote  
THE RULE  
OF LAW

Develop  
YOUR  
NETWORK

Deepen  
YOUR  
KNOWLEDGE

Join the world's largest international network of lawyers and benefit from a 50% discount on your membership fee during the seminar!

## ORGANISING COMMITTEE

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## Introduction

On the occasion of International Women's Day, the UIA Women's Committee and the Conseil national des barreaux (CNB) co-organise, with the participation of the European Bars Federation (FBE), on March 8, 2022, in Paris, this one-day seminar about:

### "Meeting the challenges to effect real change"

We will target, during four working sessions, the following topics:

- The prejudices and stereotypes which continue to constitute a barrier against the professional advancement of women and to maintain a discriminatory approach towards them, violating the right to equality in the world of work.
- The situation of women in areas of internal armed conflict, especially victims of human trafficking and migrant smuggling.
- The effectiveness of existing legislation in protecting women against different forms of violence.
- The role of women leaders in strengthening the participation of women in decision-making bodies within the professional framework.

The UIA Women's Committee will also present the **Charter on Fundamental Principles of Access to Justice for Women Victims of Violence**.

This seminar will be held in the premises of the Conseil national des barreaux (CNB).

**Mark your diaries now, save the date and make sure to register!**  
**We are looking forward to welcoming you to Paris!**



In collaboration with



With the support of



# Tuesday, March 8

## 08:30 – 09:00 Registration of Participants

### Conseil national des barreaux (CNB)

180 Bd Haussmann, 75008 Paris

## 09:00 – 09:30 Welcome and Opening of the Seminar

- **Elisabeth MORENO**, *Ministre déléguée auprès du Premier ministre, chargée de l'Égalité entre les femmes et les hommes, de la Diversité et de l'Égalité des chances, Paris, France – TBC*
- **Claire HEDON**, *french Ombudswoman*
- **Jérôme GAVAUDAN**, *President of the Conseil national des barreaux, Past President of the Marseille Bar 2011-2012, Past President of the Conférence des bâtonniers 2018-2019, Marseille, France*
- **Hervé CHEMAULI**, *UIA President, 2C Avocats, Paris, France*
- **Dominique ATTIAS**, *President of the European Bars Federation, SCP Attias & Jauze, Paris, France*
- **Elisabeth ZAKHARIA SIOUFI**, *President of the UIA Women's Committee, Elisabeth Zakharia Sioufi, Beirut, Lebanon*

## 09:30 – 11:00 The Prejudices and Stereotypes which Continue to Constitute a Barrier against the Professional Advancement of Women and to Maintain a Discriminatory Approach towards them, Violating the Right to Equality in the World of Work

**Moderator:** • **Jacques TAQUET**, *President of the European and International Affairs Commission of the Conseil national des barreaux, Paris, France*

### Speakers:

- **Anne-Marie MENDIBOURE**, *Vice-President of the Equality Commission of the Conseil national des barreaux, Former President of the Bayonne Bar, France*

- **Laurence KIFFER**, *President of the French National Committee of the UIA, Laurence Kiffer, Paris, France*
- **Sophie COIN-DELEAU**, *Director of Lawyer Activity at Lexis Nexis, Paris, France*
- **Nadine DOSSOU SAKPONOU**, *President of the Benin National Committee of the UIA, Cabinet Robert M. Dossou, Cotonou, Benin*
- **Sarah LEROY**, *Legal Director of the TEREOS group, Vice-president of the AFJE in charge of discrimination and diversity issues – TBC*

## 11:00 – 11:30 Coffee Break

## 11:30 – 13:00 The Situation of Women in Areas of Internal Armed Conflict, Especially Victims of Human Trafficking and Migrant Smuggling

**Moderator:** • **Marie-Aimée PEYRON**, *Vice President of the Conseil national des barreaux, Former President of the Paris Bar, Peyron Avocats, Paris, France*

### Speakers:

- **Martin PRADEL**, *Deputy Director General UIA-IROL, Betto Perben Pradel Filhol, Paris, France*
- **Rana HABIBI**, *Afghan lawyer committed to women's rights, Lyon, France*
- **Renée SABBAGH**, *National Programme Officer, Head of office of the United Nations Office on Drugs and Crime – UNODC, Beirut, Lebanon*
- **Hélène TIGROUDJA**, *French member at the United Nations Human rights Committee, Professor at the Aix-Marseille University, France*

## 13:00 – 14:00 Lunch

## In Paris, let's keep up the good work!

A health protocol will allow you to participate in the seminar in complete safety:

- ➔ UIA will ask each participant for a **vaccination certificate or a negative PCR/antigen test** less than 48 hours old to enter the seminar venue.
- ➔ **Masks must be worn** throughout the seminar area, in the session room and during the social activities.
- ➔ In the session room, UIA will enforce **social distancing**.
- ➔ **Hand sanitizer** will be available at the entrance to the room and will be available in the busy areas of the seminar.



Vaccination certificate or negative PCR/antigen test required



Compulsory face coverings



Hand Sanitizer available



Social distancing in each room

UIA has been regularly monitoring the health situation in France. You can also find out more by visiting the Government website <https://www.gouvernement.fr/info-coronavirus>

**The health of our participants remains our top priority.**

## Tuesday, March 8 (following)

### 14:00 – 15:30 The Effectiveness of Existing Legislation in Protecting Women against Different Forms of Violence

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

#### Speakers:

- Carlotta GRADIN, *Vice President of UN Women France*
- Isabelle ROME, *Senior Gender Officer of the Ministry of Justice, Paris, France – TBC*
- Valérie DUPONG, *Bar President of the Luxembourg Bar, Luxembourg*
- Jumanah BEHBEHANI, *Counsellor of the UIA President, Kuwait City, Kuwait*
- Rosa Isabel PEÑA SASTRE, *UIA Deputy Director – Collective Members, Council Member of the Barcelona Bar Association, Head of International Relations, Barcelona, Spain*
- Jerome ROTH, *UIA President of honour, Munger, Tolles & Olson, San Francisco, CA, USA*
- Jean-François HENROTTE, *UIA Director of the Digital Strategy, Lexing, Liège, Belgium*

### 15:30 – 16:00 Coffee Break

### 16:00 – 17:30 The Role of Women Leaders in Strengthening the Participation of Women in Decision-Making Bodies within the Professional Framework

**Moderator:** • Florence NEPLE, *President of the Equality Commission of the Conseil national des barreaux, Florence Neple, Lyon, France*

#### Speakers:

- Christiane FERAL-SCHUHL, *Former President of the Conseil national des barreaux, Former President of the Paris Bar, Paris, France*
- Jacqueline SCOTT, *UIA Vice-President, Director General UIA-IROL, Fortney & Scott, LLC, Washington, USA*
- Mahasti RAZAVI, *Managing partner at August Debouzy, Paris, France*
- Céline KARUGU, *Council Member of the Rwanda Bar Association and President of the Rwanda Gender Commission*
- Julie COUTURIER, *President of the Paris Bar, Paris, France*
- Laurence JUNOD-FANGET, *Member of the Equality Commission of the Conseil national des barreaux, Cabinet Junod-Fanget, Lyon, France*

### 17:30 – 18:00 Closing Remarks

- Julie COUTURIER, *President of the Paris Bar, Paris, France*
- Bruno BLANQUER, *President of the Conference of Bar Presidents, France*
- Jérôme GAUJAN, *President of the Conseil national des barreaux, France*
- Hervé CHEMOULI, *UIA President, 2C Avocats, Paris, France*

### 18:00 – 18:30 Presentation of the Charter on Fundamental Principles of Access to Justice for Women Victims of Violence

### 18:30 Cocktail Reception

*Kindly offered by Conseil national des barreaux (CNB)*  
180 bd Haussmann, 75008 Paris



All the information relative to our seminars is available on our Website  
**[www.uianet.org](http://www.uianet.org)**



# GENERAL INFORMATION

## SEMINAR VENUE

Conseil national des barreaux  
(CNB)  
180 Bd Haussmann, 75008 Paris

## CONTINUING LEGAL EDUCATION

Every participant attending the seminar will receive a “Certificate of Participation” at the end of the event, indicating 6 hours of continuing legal education, that may be used to obtain “Credits” for “Continuing Legal Education” – “Continuing Professional Development” purposes, depending on national rules. For more information, please contact the UIA.

## LANGUAGE

The working languages will be **English and French with a simultaneous translation.**

## HOTEL RESERVATION

Each participant should make his/her own arrangements for hotel accommodation in Paris. The Conseil national des barreaux (CNB) is located in Paris in the 8<sup>th</sup> arrondissement.

A few hotel suggestions nearby are:

- **PLAZA ÉLYSÉES**, 177 Boulevard Haussmann, 75008 Paris
- **ROYAL GARDEN**, 218 rue du Faubourg Saint-Honoré, 75008 Paris
- **ROYAL HOTEL**, 33 avenue de Friedland, 75008 Paris
- **HOTEL NAPOLEON**, 40 avenue de Friedland, 75008 Paris
- **HOTEL ROCHECHOUART**, 55 bd de Rochechouart, 75009 Paris
- **BOURGOGNE ET MONTANA**, 3 rue de Bourgogne, 75007 Paris
- **PHILÉAS**, 24, rue d'Amsterdam, 75009 Paris
- **LE PLEY**, 214 rue du Faubourg Saint-Honoré, 75008 Paris
- **LE FRIEDLAND**, 177 rue du Faubourg Saint-Honoré, 75008 Paris

## REGISTRATION FEES

UIA MEMBER	<input type="checkbox"/> € 180 excl. VAT* / € 216 VAT incl.
UIA MEMBER - YOUNG LAWYER (<35)**	<input type="checkbox"/> € 150 excl. VAT* / € 180 VAT incl.
NON MEMBER	<input type="checkbox"/> € 220 excl. VAT* / € 264 VAT incl.
NON MEMBER - YOUNG LAWYER (<35)**	<input type="checkbox"/> € 190 excl. VAT* / € 228 VAT incl.
ONLINE	<input type="checkbox"/> € 100 excl. VAT* / € 120 VAT incl.

### Fees include:

- Attendance at all working sessions
- Seminar documentation
- Coffee breaks on March 8
- Lunch on March 8
- Evening Cocktail on March 8

\*Due to the European legislation (Directive 2006-112-CE art.52-a), we have to invoice the amount including the French VAT currently at 20%. However, you can deduct the VAT through your local fiscal administration.

\*\*Please attach proof of age to the registration form to benefit from young lawyers fee.

Please note that the number of places at the seminar is limited. The organisers reserve the right to refuse registrations in the event of excess applications.

In order for your name to appear in the **list of participants**, which will be distributed during the seminar, your registration form must be received by **March 1** at the latest. An updated electronic list will be sent by email to all the participants after the seminar.

# CANCELLATION AND GENERAL CONDITIONS

## CANCELLATION CONDITIONS

All cancellations will be subject to a 50% deduction and will have to be sent in writing, to be received by the Union Internationale des Avocats **no later than February 8, 2022**.

No refund will be made for cancellations received after this date.

## VISAS

Anyone who requires a visa invitation letter in order to attend the seminar should register and pay their registration fees **no later than February 8, 2022** to ensure there is enough time to obtain a visa.

All cancellations will be refunded in full, minus €50 + VAT to cover administrative costs, provided that the UIA has received the registration documents and total registration fees **no later than February 8, 2022**.

If you register after this date, only 50% of the amount paid minus €50 + VAT to cover administrative costs will be refunded for cancellations due to visa refusals.

All cancellations due to a visa refusal must be sent in writing and reach the UIA **before the seminar**. Cancellations must be accompanied by a **proof of visa refusal**.

If your visa is issued after the seminar date or if you do not have proof of visa refusal, you will not be entitled to a refund.

## COVID-19

For any cancellation of onsite participation after February 8, 2022, a credit voucher or a full refund of the registration fees\* will be offered in the following cases:

- if you test positive for Covid-19 less than 14 days before the Seminar (a medical certificate or a proof of positive test result will be required);
- border shutdown by French government or by your country's government;
- if country where you live is under lockdown.

For any other reason, the standard cancellation policy will apply.

(\*) If you wish, part of the amount paid for the seminar can be carried forward to another UIA event or refunded.

Should the onsite seminar be cancelled due to Covid-19 concerns, participants will be able to request a credit voucher or a full refund of their registration fees.

If a virtual alternative is offered, part of the amount paid for the onsite seminar can be used for the virtual seminar. The remaining amount can be carried forward to another UIA event or refunded.

## GENERAL CONDITIONS

All registrations received by the Union Internationale des Avocats (UIA) along with the full payment of fees corresponding to the events selected will be confirmed in writing.

**Due to the European legislation (Directive 2006-112-CE art.52), the UIA has to invoice the amount including the French VAT currently at 20%. However, you can deduct the VAT through your local fiscal administration.**

The UIA reserves the right to cancel or postpone the seminar to a later date, change the seminar venue and/or programme, make any corrections or modifications in the information published in the seminar programme and cancel any invitation to participate in the seminar, at any time and at their entire discretion, without having to provide any reasons for the same.

Neither the UIA, nor any of its managers, employees, agents, members or representatives shall be held responsible for any loss or damage, of any nature, suffered (directly or indirectly) by a delegate, accompanying person or a third party following any cancellations, changes, postponements or modifications.

**The UIA strongly advises participants to subscribe to modifiable and/or refundable services, as well as to take out a cancellation insurance.**

Neither the UIA, nor any of its managers, employees, agents, members or representatives shall be held responsible for any loss or damage, of any nature whatever, suffered (directly or indirectly) by a delegate or accompanying person, except in case of death or personal injury due to gross negligence by the UIA.

The contractual relations between the UIA and each participant (delegate or accompanying person) in relation to the seminar are subject to French law and jurisdiction, to the exclusion of any other law. Paris is the city of jurisdiction.

## FORMALITIES

It is the responsibility of participants to ensure compliance with police, customs and health formalities for their journey. Participants unable to take part in the seminar because of their inability to take a flight or any other means of transportation due to being unable to provide the documents required (passport, visa, vaccination certificate, etc.) cannot claim any reimbursement.

## FORCE MAJEURE

“Force majeure” means any events external to the parties, of both an unforeseeable and insurmountable nature that prevents either the client or the participants, or the agency or service providers involved in organising the seminar, from executing all or part of the obligations provided for in the present agreement. By express agreement, such will be the case in the event of a

strike affecting the means of transport, hotel staff, air traffic controllers, an insurrection, a riot or any prohibition whatsoever decreed by governmental or public authorities.

It is expressly agreed that for the parties, a case of force majeure would suspend the execution of their reciprocal obligations. At the same time, each of the parties shall bear the burden of all the expenses incumbent upon them, resulting from the case of force majeure.

## HEALTH

The organisers decline any responsibility in case of any health problems existing prior to the seminar that may lead to complications or be aggravated during the entire period of the stay: pregnancy, cardio-vascular problems, any allergies, special diets, any disorders under treatment and not yet consolidated on the day the seminar starts, psychic or mental or depressive illness, etc. (Non exhaustive list).

## PERSONAL DATA PROTECTION

The personal data that you communicate to us shall be processed by the International Association of Lawyers (UIA – Union Internationale des Avocats), with its registered office at 9 rue du Quatre-Septembre, 75002 Paris (Tel: +33 1 44 88 55 66 - Fax: +33 1 44 88 55 77 - [privacy@uianet.org](mailto:privacy@uianet.org)), in accordance with Act No. 78-17 of January 6, 1978 relating to data, files and freedoms and Regulation No. 2016/679 on data protection, as of its entry into force on May 25, 2018. Your data will be managed by UIA's General Services, Events and Accounts Section:

- For the purpose of administering your registration for the event and your on-site access to the event;
- In order to pay for the selected services - your bank details will be deleted after receipt of your payment;
- In order to communicate information messages from UIA.

To the extent necessary for the execution of their respective tasks, our subcontractors in charge of our seminar organisation, our IT infrastructure, our management, the production and maintenance of our website and extranet, are likely to gain access to your data from time to time. Their servers are located in the European Union.

Data relating to your participation in the event shall be stored for a period of 10 years. We are obliged to archive billing data until the end of the period required for our tax and accounting obligations, i.e. for 7 full tax years. We shall store your contact information to keep you informed until you ask us to stop. You have the right to access your data and have it corrected if necessary.

You may object to any processing of your data undertaken by us for the purposes of our legitimate interests. If you wish for more information, or to lodge a complaint, please contact CNIL (French Data Protection Authority).



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

# International Women's Day: International Women's Day: Meeting the Challenges to Effect Real Change

PARIS, FRANCE

TUESDAY, MARCH 8, 2022

Register online at: [www.uianet.org](http://www.uianet.org)

or please complete and return this form by email to: [uiacentre@uianet.org](mailto:uiacentre@uianet.org)

**UIA (International Association of Lawyers)**

Tel: +33 1 44 88 55 66 ■ Fax: +33 1 44 88 55 77 ■ Email: [uiacentre@uianet.org](mailto:uiacentre@uianet.org)

Family Name: .....

First Name: .....

UIA Identification number (if you already have one): M I \_\_\_\_\_

Firm: .....

Address: .....

Post Code: ..... City: .....

Country: .....

Tel: ..... Fax: .....

Email: .....

Date of Birth: .....

EU VAT ID-Number: .....

Special requests (special diet, allergies, handicap...): .....

Arrival/departure times & flight numbers: .....

Hotel: .....

## A. SEMINAR REGISTRATION FEES

UIA MEMBER  € 180 excl. VAT\* / € 216 VAT incl.

UIA MEMBER - YOUNG LAWYER (<35)\*\*  € 150 excl. VAT\* / € 180 VAT incl.

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