

Gendered Globalization of the Legal Professions

Final Conference

25 May 2018

**Geneva, Graduate Institute of International and Development Studies
Maison de la paix | Room S1**

The research project “**Gendered Globalization of the Legal Professions**” seeks to analyse the effects of globalization on the gendered careers of lawyers in different national contexts. In particular it aims at documenting how new trends are restructuring the organization of legal practice and changing the rhythm and trajectories of men and women’s careers. The project also documents whether gender inequalities in the legal professions are eroding or not, in a context of massive entry of women in the legal markets. The study uses a mixed-method approach, with quantitative data collected through a specific web survey designed and administered in Switzerland and France, and with qualitative biographic interviews led with female and male lawyers in Geneva, Lausanne, Paris and Lyon.

The aim of this final conference is **1) to provide an overview of the results** of the different surveys and qualitative data of the project; **2) to organize a scientific discussion with scholars studying the contemporary social-economic and demographic changes and the reconfigurations of gender inequalities in the legal professions and in other qualified occupations and labour markets.**

Panel Sessions

10:00-12:00 ***First Panel: The Neoliberal “professional” labour market: transformations, new segmentations, subjective experiences***

*Chair: **Eléonore Lépinard** (University of Lausanne);*

*Discussant: **Nicky Le Feuvre** (University of Lausanne)*

What are the major contemporary changes at stake in the legal professions from a structural and organizational point of view? How are these changes affecting the faces of contemporary legal institutions and law firms? How are the contemporary working conditions in post-fordist and neo-liberal working environment affecting qualified workers’ – especially lawyers’ - subjective relations to work? What are the width and depth of such changes? This panel session will explore the question of the transformations of professional structures in the context of a globalized economy and will question how neo-liberal workplaces shape workers’ subjective experiences. Empirical case studies in different occupational settings will be examined.

Isabel Boni-Le Goff (University of Lausanne), **Hilary Sommerlad** (University of Leeds, United Kingdom), **Sundeep Aulakh** (University of Leeds, United Kingdom), **Ulrike Schultz** (FernUniversität in Hagen, Germany)

12:15 Lunch break

13:45- 15:45 ***Second Panel: The new faces of gender inequalities***

*Chair: **Isabel Boni-Le Goff** (University of Lausanne);*

*Discussant: **Louise Ashley** (Royal Holloway University of London)*

To what extent has the rapid feminization of the legal profession impacted gender inequalities in revenues and career opportunities? How have gender inequalities and a gendered vertical and horizontal segregation reconfigured? This second panel will deal with the themes of gender, gender inequalities and gender regimes in a context of massive entry of women in the legal professions combined with resisting glass-ceiling effects and a pervasive masculine mystique.

Marta Choroscewicz (University of Eastern Finland), **Richard Collier** (Newcastle University, United Kingdom), **Margaret Thornton** (Australian National University, Australia), **Nicky Le Feuvre** (University of Lausanne)

15:45 Coffee break

16:15-17:45 ***Third Panel: The world of work: perspectives and policies for change***

Chair: Nicky Le Feuvre (University of Lausanne);

Discussant: Margaret Thornton (Australian National University)

What are the effective impacts of different corporate programs like « family friendly » and «work/life balance » programs and other policies aimed at reducing inequalities and promoting equalities? Why do diversity and equality programs often fail? What could be done to circumvent such difficulties?

This panel will discuss the question of policy making on equality and diversity in the contemporary changing context of the legal professions.

Alexandra Kalev (Tel Aviv University, Israel), **Louise Ashley** (Royal Holloway University of London, United Kingdom), **Jane Ellis** (International Bar association, Women Lawyers' Interest Group),

17:45-18:15 **Conclusive session**

Eléonore Lépinard (University of Lausanne)