



ICAB Equality Plan 2018-2021

“Every Day is
8 March”

March 2019 Report

ICAB
INTEGRATED
EQUALITY
PLAN 2018-2021

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Introduction

Throughout history, women have been subject to tremendous inequality, a situation that continues to exist and which legal professionals, as duty bearers to the effectiveness of human rights, cannot permit.

While progress has been made, inequality and discrimination persist: different work and pay conditions, difficulties accessing decision-making positions and the lack of visibility of female talent and women's contributions to social, technological and scientific advancements.

For this reason, the ICAB's current Board of Governors is committed to the goal of achieving effective equality between women and men in all areas, particularly within the legal profession.



International Legal Framework

The first time the legal system recognised the principle of equality between women and men was in the Charter of the United Nations of 1945, which prohibited gender-based discrimination and, in doing so, raised the principle of equality between women and men to the sphere of human rights.

Later, in 1967, the General Assembly of the United Nations issued the Declaration on the Elimination of Discrimination Against Women.

This declaration was a precursor to the United Nations' Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) in 1979, which entered into force as an international treaty in 1981. This convention, in addition to standing as an international declaration of women's rights, established the notion that it is the states' responsibility to ensure the enjoyment of these rights and adopt the measures necessary to achieve them.

The Vienna World Conference on Human Rights in 1993 proclaimed that the human rights of women and girls should form an

integral part of universal human rights and underlined the importance of the tasks aimed at eliminating violence against women in both public and private life.

At the 4th World Conference on Women in Beijing (1995), equality and non-discrimination on the grounds of sex were introduced as key factors in building 21st-century societies: governments were explicitly called to mainstream the gender perspective in all policies and programmes, in order to analyse the implications for both women and men, respectively, prior to making any decisions. This gender mainstreaming strategy made it possible to promote gender equality through a combination of measures, legislative instruments and practical actions designed to reinforce one another.

Measures adopted by the United Nations in this regard include Resolution 1325, approved by the Security Council on 31 October 2000, which urges Member States to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the



prevention, management and resolution of conflict.

This resolution was reaffirmed on 13 October 2015 by UN Security Council Resolution 2242, which strongly encouraged Member States to incorporate the agenda on women, peace and security into their strategic plans and increase international development cooperation with regards to women's empowerment and gender equality.

Both resolutions were forerunners to the current sustainable development goals laid out in the UN's 2030 Agenda, particularly goal 5: **Achieve gender equality and empower all women and girls.**

On an international front, mention must also be made of the provisions adopted by the Council of Europe. As early as 1950, in Rome, this body approved the Convention for the Protection of Human Rights and Fundamental Freedoms, which, in article 14, states that the enjoyment of the rights and freedoms set forth in the convention shall be secured without discrimination on any ground, including gender-based discrimination.

This Convention was expanded upon in 2000 by Protocol no. 12, which incorporated the general prohibition of discrimination in the application of any legally recognised right, not just those rights recognised in the Convention.

In 1961, the same Council of Europe adopted the European Social Charter, which complemented the Convention for the Protection of Human Rights and Fundamental Freedoms by guaranteeing social and economic rights. The Charter acknowledged the right of workers of both sexes to equal pay and also made reference to the family responsibilities of both men and women workers.

The additional Protocol of 1988 includes the right to equal opportunities and equal treatment in matters of employment and occupation, without discrimination on the grounds of sex.

Finally, the European Social Charter of 1996, which replaced the Charter of 1961, prohibited direct or indirect discrimination on the grounds of sex and provided special protection for pregnant women and mothers.



As regards the Council of Europe, mention must also be made of Recommendation R(98) 14 of the Committee of Ministers to Member States on gender mainstreaming, in which it urged Member States to encourage decision-makers to create an enabling environment and facilitate conditions for the application of gender mainstreaming in the public sector.

Lastly, the Council of Europe Convention on preventing and combating violence against women and domestic violence, created in Istanbul on 11 May 2011, included objectives such as eliminating all forms of discrimination against women and promoting equality among women and men, including the empowerment of women, expressly indicating that the specific measures necessary to prevent and protect women against gender-based violence shall not be considered discrimination.

Within the EU, there is also a clear commitment to the development of gender policies:

The principle of equal opportunities between women and men first appeared in the Treaty

of Rome in 1957, in the measure recognising the right to equal pay for equal work (article 114, ex article 119).

The Treaty of Amsterdam (1999) took the principle of equality even further, particularly as regards equal treatment between men and women in employment, which it guarantees as a fundamental right. It also introduced the principle of gender mainstreaming, insofar as all public activities should be subordinated to the goal of eliminating inequalities between women and men.

In 2001, the Treaty of Nice recognised the need to undertake affirmative action to promote women's participation in the labour market.

Under the Treaty on European Union, the principle of equality between men and women became a common value of the EU that Member States must respect and guarantee when establishing requirements for new additions to the Union (article 2) and which the EU must promote (article 3).

The Treaty on the Functioning of the



European Union (TFUE) made reference to the principle of equality in a number of different articles:

- Article 8 (ex article 3 of the TEC): In all its activities, the Union shall aim to eliminate inequalities between men and women.
- Article 10: In defining and implementing its policies and activities, the Union shall aim to combat discrimination on all grounds (including discrimination based on sex).
- Article 19 (ex article 13): introduces a provision to combat all forms of discrimination,
- Articles 153 and 157 (ex articles 137 and 141): The Union may, in addition to matters of equal pay, also act in the larger scope of equality between men and women with regards to employment and treatment at work, authorising the implementation of affirmative action measures in favour of the underrepresented sex.

With a view to ushering in effective equality, the EU has developed numerous activities and strategies aimed at eradicating the discrimination that continues to exist between women and men, incorporating the concepts of gender mainstreaming and affirmative action.

In 2010, the European Commission reaffirmed its commitment to equality between women and men in the communication issued on 5 March 2010, also known as the Women's Charter, in which it underscored the need to strengthen the gender perspective in all policies and proposed five specific fields of action:

- Economic independence, by combating discrimination, educational stereotypes, labour market segregation, precarious employment conditions, involuntary part-time work and the unbalanced sharing of care responsibilities between women and men;
- Equal pay between men and women;
- Parity between men and women in decision-making and positions of responsibility;
- Respect for the dignity and integrity of women and an end to gender-based violence and,
- Efforts related to equality between women and men outside the EU, supporting, to a larger extent, the development of more sustainable and democratic societies.



A LA MEMORIA
DELS ADVOCATS DE BARCELONA
EN LES DONES

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www.cob.es

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Domestic Legal Framework

The 1978 Spanish Constitution, in article 14, established the right of equality of all citizens, without discrimination on any grounds, including gender; yet equality here is not simply a legal declaration, as article 9.2 imposes upon public authorities the obligation to promote conditions under which equality may be real and effective and to remove any obstacles that could prevent or hinder its full enjoyment.

The Statute of Autonomy of Catalonia also includes several provisions requiring public authorities to promote the values of freedom, democracy, equality, pluralism, peace, justice, solidarity, social cohesion, gender equity and sustainable development and the right of women to freely develop their personality and personal capacity and participate with men under conditions of equal opportunities in all spheres both public and private.

Elsewhere, Organic Law 3/2007, of 22 March, for effective equality between women and men, provides us a regulatory framework and identifies actions for public authorities aimed at guaranteeing the effectiveness of the right to equality at various levels (administrative, educational, artistic and intellectual, health, information society, urban policy, rural attention, etc.).

Recently, on 1 March 2019, the central government approved a Royal Decree-Law on emergency measures to guarantee equal treatment and opportunities at work, with the goal of eliminating the salary gap and ensuring the right of men and women workers to work-life balance and shared responsibility, another step towards real and effective equality between men and women.

In Catalonia, Law 17/2015, of 21 July, on effective equality between women and men, states in its preamble that, in order to fully implement the right of equality between men and women, a prime value for democracy and an essential need in a modern democratic society, it must not only be legally recognised, but also effectively exercised in a way that involves all aspects of life: political, economic, social and cultural.

With regards to sexist violence, we must include Organic Law 1/2004, of 28 December, on integrated protection measures against gender violence, at state level, and, within Catalonia, Government of Catalonia Law 5/2008, of 24 April, on the right of women to eradicate sexist violence.



The Barcelona Bar Association

The ICAB, as a public law corporation, states in its Articles of Association (article 7) that the Association's central purpose is to:

- Ensure that lawyers, in the exercise of their profession, respond to the interests and needs of today's society,
- Represent, order and defend the profession and the rights and interests of association members,
- Promote activities and provide services that benefit the members and its mandated social function in accordance with the Association's Articles of Association, the law, the Constitution and Law.

Other functions of the ICAB (article 9) include:

- Defend the social and democratic rule of law as stated in the Constitution and the Statute of Autonomy and work to promote and defend human rights and public freedoms.
- Organise and promote professional,

educational, cultural, social, support and foresight activities and services, or any other similar activities or services of relevance to association members, that help members maintain their professional competence and facilitate reconciliation between personal, family and working life.

It is the exercise of the duties set out in the Articles of Association, the principles established in the Code of Ethics approved by the ICAB and the values that shape the Strategic Plan that led the Board of Governors to develop the ICAB Equality Plan.

To the ICAB's current Board of Governors, chaired by Dean Maria Eugènia Gay, attaining effective equality between men and women is central to its mandate; an objective which resulted in the development of this Equality Plan in March 2018.

The ICAB, however, has not started from scratch. Over the course of its history, the



ICAB has achieved several milestones in this area, such as:

- Increasing awareness of violence against women:

- In 2000, the ICAB promoted the creation of a specialised defence for victims of gender violence, with support from the Women Lawyers Committee and in partnership with the Committee on Legal Aid.

- In 2016, the ICAB organised the 1ST CONFERENCE ON GENDER VIOLENCE with the idea of it becoming a regular event.

- In 2017, legal professionals prepared and presented a good practice guide for attending to female victims of sexist violence.

- On 16 January 2007, it was agreed, under a protocol signed by the High Court of Justice of Catalonia, that all court proceedings be suspended in the event of maternity.

- The programme "Justice and Young People", launched in March 2012, helped boost 3rd

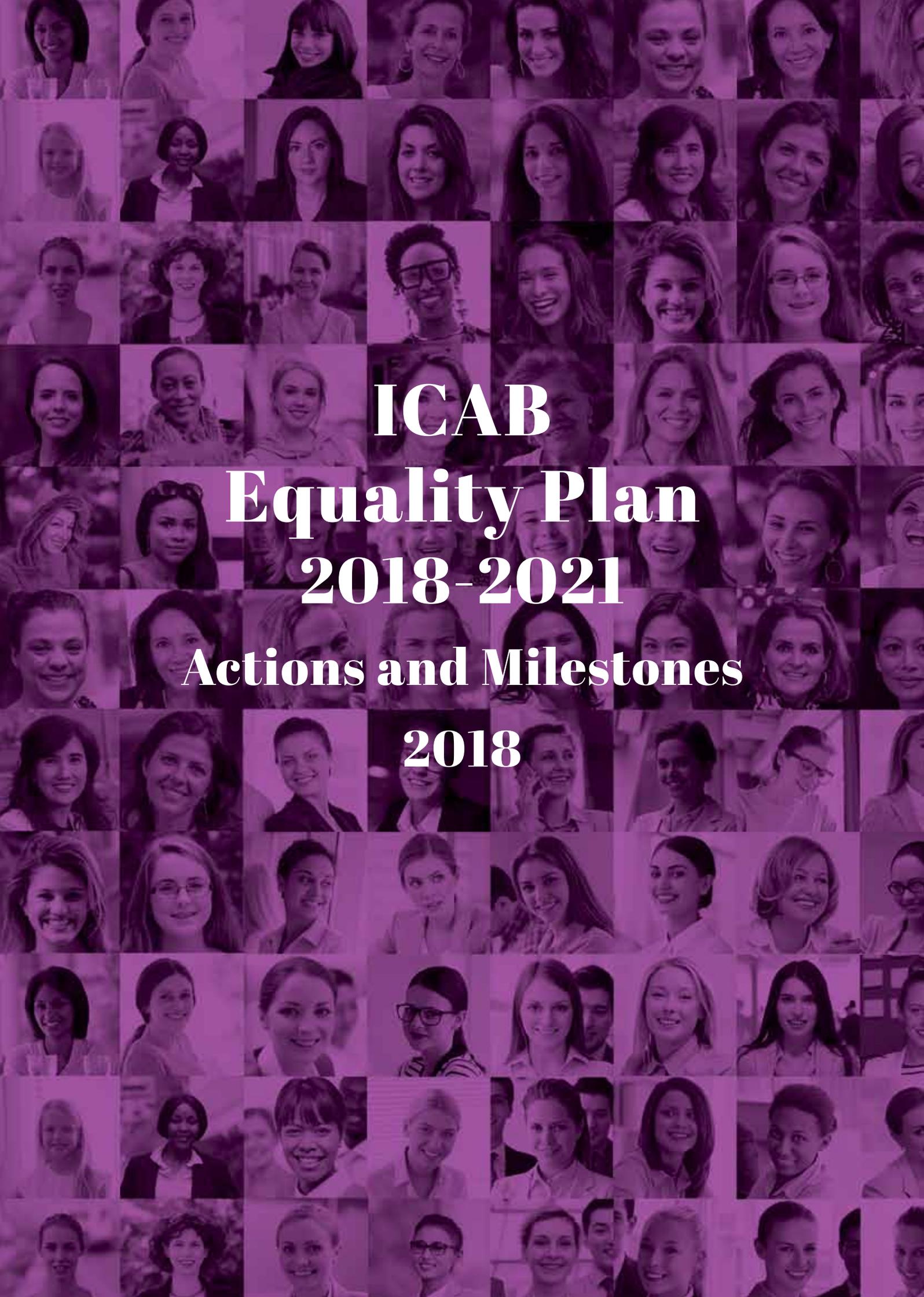
and 4th-year secondary school students' understanding of rights, introducing a gendered perspective through discussion based on a short film on cyberbullying.

- The ICAB was among the first bar associations to change the institution's traditional name, incorporating the notion that the profession is practised by both men and women lawyers.

- June 2017: The ICAB's current Board of Governors strikes a gender balance (50/50).

- 28 November 2017: APPROVAL OF THE ICAB'S CODE OF ETHICS, with express reference to non-discrimination on the grounds of gender.

- 8 February 2018: The ICAB enters into a framework partnership agreement with the Barcelona Chamber of Commerce's Women, Business and Economy Observatory (ODEE) to foster gender equality and gender balance policies and promote the project "50% men+50% women=100% society".



ICAB
Equality Plan
2018-2021
Actions and Milestones
2018

12 MONTHS - 12 MILESTONES

EVERY DAY IS 8 MARCH

1st milestone: Presentation of the ICAB Integrated Equality Plan

2nd milestone: Organisation of events and campaigns in support of gender equality

3rd milestone: Incorporation of gender equality training into the ICAB's teaching plans and the creation of a distinctive mark that identifies training activities which comply with this milestone

4th milestone: Protocol for the use of inclusive language and images that respect gender diversity

5th milestone: Need for policies and measures that ensure the presence of women in the decision-making process

6th milestone: Prioritise actions that combat gender violence

7th milestone: Give visibility to the contributions of women lawyers and jurists in our publications and training plans

8th milestone: Create a communication channel through which women lawyers can report cases of discrimination to the ICAB

9th milestone: Intervene in policy initiatives that tend to include a gender perspective

10th milestone: Balanced participation of women lawyers in the ICAB (committees, sections and working groups)

11th milestone: Balanced participation of women lawyers in the committee bodies

12th milestone: Creation of a quality label for law firms committed to equality and work-life balance

*Equality is possible
if you help us build it*

#TimesNow
#Talentfemeni

FOR REAL EQUALITY



8 APRIL 2018

- 1 -

Presentation of the ICAB Equality Plan and the initial situation

APRIL



The milestones achieved by the ICAB prior to 2018 have given us the courage to pursue the new challenges and actions described in the 2018-2021 ICAB Equality Plan, which covers three fields of action:

- Association members: With the goal of achieving the effectiveness of the right to equality in the career development of the men and women lawyers in our association.
- Opportunities for participation within the Association: To also ensure an impact on the Association's committees and sectors, training, ICAB publications. Everything must also serve to highlight the talent and capabilities of women lawyers and jurists.
- Staff and partnerships: The Association's internal employment structure must be coherent.

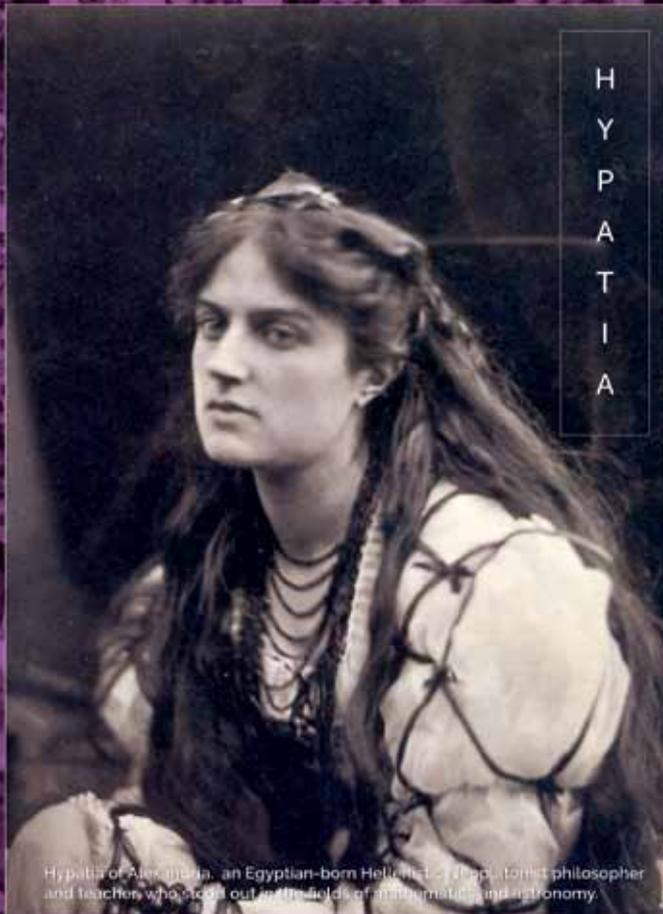
THE ICAB'S EQUALITY PLAN REVOLVES
AROUND 12 MILESTONES TO BE ACHIEVED
IN THE UPCOMING MONTHS

With these references in mind, we launched a campaign under the motto **EACH DAY IS 8 MARCH** in which, on the 8th of each month, we provided information on all recent actions. The campaign began on 8 April 2018.

ICAB
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EQUALITY
PLAN 2018-2021

12 MONTHS - 12 MILESTONES
EVERY DAY IS 8 MARCH

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Hypatia of Alexandria: an Egyptian-born Hellenistic Neoplatonist philosopher and teacher, who stood out in the fields of mathematics and astronomy.

1st Milestone. Presentation of the
ICAB Integrated Equality Plan



#TimelsNow
#Talentfemeni

FOR REAL EQUALITY

Let's celebrate female talent

This May, we remember **Hypatia of Alexandria**. An Egyptian-born Hellenistic Neoplatonist philosopher and teacher, who stood out in the fields of mathematics and astronomy.

8 MAY 2018

- 2 -

Modification of the draft bill for amending the Criminal Procedure Act

The ICAB, in line with the actions of the project “I want to be a mother”, promoted by the Young Lawyers Group (GAJ) and the Board of Governors, headed by Dean Maria Eugènia Gay, pushed to modify the draft bill for amending the Criminal Procedure Act, which was presented in Congress by the ERC group and under which the Royal Decree of 14 December 1882, approving the Criminal Procedure Act, would incorporate maternity and paternity as grounds for the suspension of trials.

The ICAB enriched this call for reform by broadening its scope and allowing for the interruption of limitation periods in all proceedings, not just the postponement of hearings, as initially set out in the legislative initiative which sought to amend the

Criminal Procedure Act, on the grounds of maternity and paternity.

The ICAB also pointed to the need to guarantee these provisions (interruption of limitation periods and postponement of hearings) in alternative dispute resolution procedures (non-court proceedings) involving lawyers.

The proposed amendments were sent to all parliamentary representatives from the Congress' Committee on Justice.

In addition, the Barcelona Bar Association (ICAB) also began recalling some of history's most prominent female historians, scientists, economists, artists and legal professionals.

MAY



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EQUALITY
PLAN 2018-2021

12 MONTHS - 12 MILESTONES
EVERY DAY IS 8 MARCH

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Marie Curie, a pioneer in the field of radioactivity and the first person to be awarded two Nobel Prizes in different fields -Physics and Chemistry

2nd Milestone. Organisation of events and campaigns in support of gender equality

#TimesNow
#Talentfemeni

FOR REAL EQUALITY



Let's celebrate female talent

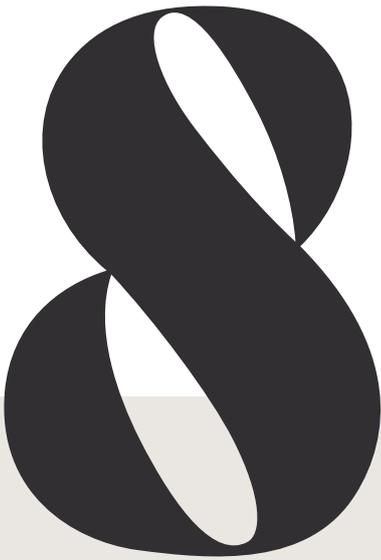
This June, we remember **Marie Curie**. A pioneer in the field of radioactivity and the first person to be awarded two Nobel Prizes in different fields -Physics and Chemistry.

8 JUNE 2018

- 3 -

The 1st Women Business & Justice European Forum celebrates female talent

JUNE



MISSION

The most spectacular social change we have experienced as a society in recent times is the full participation of women in economic, social, political and cultural life. This represents a significant breakthrough not only for women, but for society as a whole. Women make up 51% of the population. We want a society in which we actively participate in 50% of all decisions made in the realms of economics, politics, culture, sport and justice.

VISION

To lay the groundwork for an equal society in which women are fully involved in all areas of life, contributing to the attainment of greater equity, democracy and better governance and the creation of a fairer society.

OBJECTIVES

1. To lend greater visibility to female success models through leading figures from the worlds of justice, business, new technology, institutions and society at large.
2. To create a European network to advance the goals from the United Nations' 2030 Agenda for Sustainable Development in the area of gender equality.

1st WOMEN BUSINESS & JUSTICE EUROPEAN FORUM

7-8th JUNE

WHERE

ICAB
headquarters

WHO

femaletalent
from the world
of Law, Business,
Science and
Sport



#TimelsNow
#Talentfemeni

FOR REAL EQUALITY

Partners:



FC BARCELONA

AMB: Agència de
Transparència

During the conference, it was announced that a special edition of the Ferrer Eguizábal Legal Awards would be held to distinguish the best research project related to

one of the issues under discussion at the forum: Gender-sensitive judging: case law on sexual harassment in the workplace from a gender perspective.



The dean of the Barcelona Bar Association, Maria Eugènia Gay, the mayor of Barcelona, Ada Colau, and the Government of Catalonia's new councillor for Justice, Ester Capella, were on hand to open the event, which promotes actions aimed at strengthening women's leadership networks, developing partnerships and achieving full gender balance (50/50).



ICAB
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PLAN 2018-2021

12 MONTHS - 12 MILESTONES
EVERY DAY IS 8 MARCH

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Maria Soterias.
The ICAB's first woman lawyer and staunch defender of the underprivileged.

3rd Milestone. Incorporation of gender equality training into the ICAB's teaching plans and the creation of a distinctive mark that identifies training activities which comply with this milestone



#TimeIsNow
#Talentfemeni

FOR REAL EQUALITY

Let's celebrate female talent

This July, we remember **Maria Soterias**. The ICAB's first woman lawyer and staunch defender of the underprivileged.

8 JULY 2018

- 4 -

The ICAB includes a gendered perspective in the teaching plans of its master's programmes and the School of Legal Practice (EPJ)

The advertising for our MASTER'S PROGRAMMES and the EPJ will feature the "PIIIA" seal and the following message: Our master's programmes include a gendered perspective in accordance with the ICAB Integrated Plan.

The leaflets for each master's programme also include this information and, where applicable, also notify prospective students that the master's programme in question fulfils the goal of ensuring gender balance among members of the teaching staff, in which case, in addition to the message "Our master's programmes include a gendered perspective in accordance with the ICAB Integrated Plan", the leaflet will also state that "This master's programme has a gender-equal scientific committee".

Exhibition in the Library under the title "Women and Laws: A Historical Disagreement".

On 8 July, an exhibition of historical texts related to the legal treatment of women throughout history was inaugurated in the ICAB Library.

JULY



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PLAN 2018-2021

12 MONTHS - 12 MILESTONES
EVERY DAY IS 8 MARCH



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The 'SIN SOMBRERO' Hatless. A group of female philosophers and artists from the Generation of 1927 who were committed to their time and social reality.

*4th Milestone. Protocol for the use of
inclusive language and images that respect
gender diversity*



#TimesNow
#Talentfemeni

FOR REAL EQUALITY

Let's celebrate female talent

This August, we remember **'The Sin Sombrero'**. A group of female philosophers and artists from the Generation of 1927 who were committed to their time and social reality

8 AUGUST 2018

- 5 -

Let's make the Association's new name visible

Within the framework of the Equality Plan's "Every Day is 8 March" campaign, on 8 August, the ICAB adapted the distinctive elements at the Association headquarters to include the new inclusive name.

The current Articles of Association, in effect since 7 May 2015, include a new corporate name: the Il·lustre Col·legi de l'Advocacia de Barcelona, or Barcelona Bar Association. This change stems from the desire to reflect all groups present in the Association.

The change was possible thanks to the efforts of the Women Lawyers Committee, which was assisted by former members of the Board of Governors.

The aim now is to give this name greater visibility by adapting all of the ICAB's distinctive elements: the entrance to Palauet Casades, the embroidery in the Conference Hall and the metal sign in the entrance to the building at number 283, Carrer de Mallorca

AUGUST



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12 MONTHS - 12 MILESTONES
EVERY DAY IS 8 MARCH



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Montserrat Roig, Author and Journalist and one of the most powerful female voices in Catalan literature.

5th Milestone. Need for policies and measures that ensure the presence of women in the decision-making process



#TimeIsNow
#Talentfemeni

FOR REAL EQUALITY

Let's celebrate female talent

This September, we remember **Montserrat Roig**. Author and journalist and one of the most powerful female voices in Catalan literature.

8 SEPTEMBER 2018

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Equality Plan Guide for Law Firms

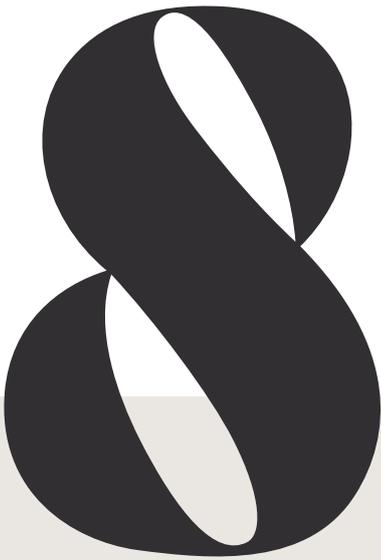
This month, the Barcelona Bar Association published the Basic Guide for Compliance with Equality Legislation in Law Firms. The publication is one of a string of actions planned as part of the campaign #CadaDiaÉs8deMarç. (Every Day is 8 March).

The document outlines the key points of the legislation and represents a step forward for the implementation of equality plans in law firms.

It also includes proposals aimed at improving the work-life balance and specific measures for preventing sexual, occupational and gender-based harassment.



SEPTEMBER



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12 MONTHS - 12 MILESTONES
EVERY DAY IS 8 MARCH

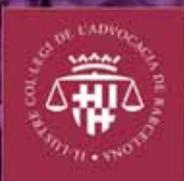
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Maria Montessori, Italian educator, doctor and creator of the method of education that bears her name, an important figure for schools and teaching. First Italian woman to graduate as a doctor of medicine.

6th Milestone. Prioritise actions that combat gender violence



#TimesNow
#Talentfemeni

FOR REAL EQUALITY

Let's celebrate female talent

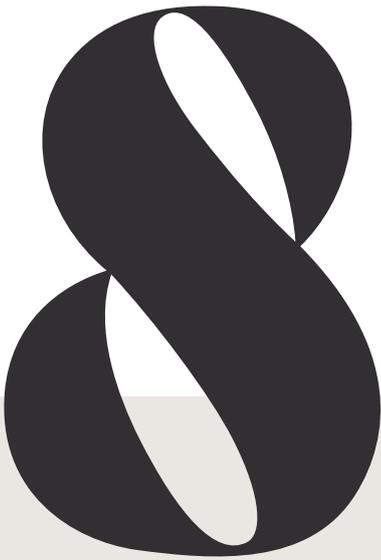
This October, we remember **Maria Montessori**. Italian educator, doctor and creator of the method of education that bears her name, an important figure for schools and teaching. First Italian woman to graduate as a doctor of medicine.

8 OCTOBER 2018

- 7 -

- **The profession as viewed by the sons and daughters of our female members**
 - **In-house training in inclusive language**
-
-

OCTOBER



The profession as viewed by the sons and daughters of our female members

We created a video, subsequently posted on the ICAB's YouTube and Vimeo channels, in which we recorded the sons and daughters, aged 4 to 9, of some of our female members sharing their opinions about their mothers' day-to-day as legal professionals and explaining what the ICAB means to them.

In-house training in inclusive language

Training for all ICAB staff members on the use of inclusive language, in which the workers learned about the Corporation's protocol surrounding the inclusive use of images and language.

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12 MONTHS - 12 MILESTONES
EVERY DAY IS 8 MARCH

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Francisca de Pedraza, who, in 1624, became the first woman to be granted a divorce and the return of her dowry, as well as the equivalent of a restraining order, by the university jurisdiction.

7th Milestone. Give visibility to the contributions of women lawyers and jurists in our publications and training plans



#TimeIsNow
#Talentfemeni

FOR REAL EQUALITY

Let's celebrate female talent

This November, we remember **Francisca de Pedraza**, who, in 1624, became the first woman to be granted a divorce and the return of her dowry, as well as the equivalent of a restraining order, by the university jurisdiction.

8 NOVEMBER 2018

- 8 -

Demands to end gender violence

NOVEMBER



This month, the ICAB devoted its efforts to actions aimed at ending gender violence, with a series of training and advocacy events:

- On **14 November**, a screening of the documentary *El Proxeneteta. Paso corto, mala leche*, directed and written by Mabel Lozano, took place at the Association headquarters; a confession of corruption, sex, kidnapping and murder which provided the basis for a round table discussion following the film.

- On **22 November**, our focus turned to reflecting on the legal changes our legal system needs in order to better protect the victims of gender violence.

- On **26 November**, to celebrate International Day for the Elimination of Violence against Women, observed each year on 25 November, members of the Association's Board of Governors and the Women Lawyers Committee pinned purple ribbons to their lapels and met in the entrance to Palauet Casades to voice their opposition to the mistreatment of women. The event also included the reading of a manifesto of demands.

- On **27 November**, the Women Lawyers Committee organised a training session on the risk assessment questionnaire (RVD) used to detect sexist violence.

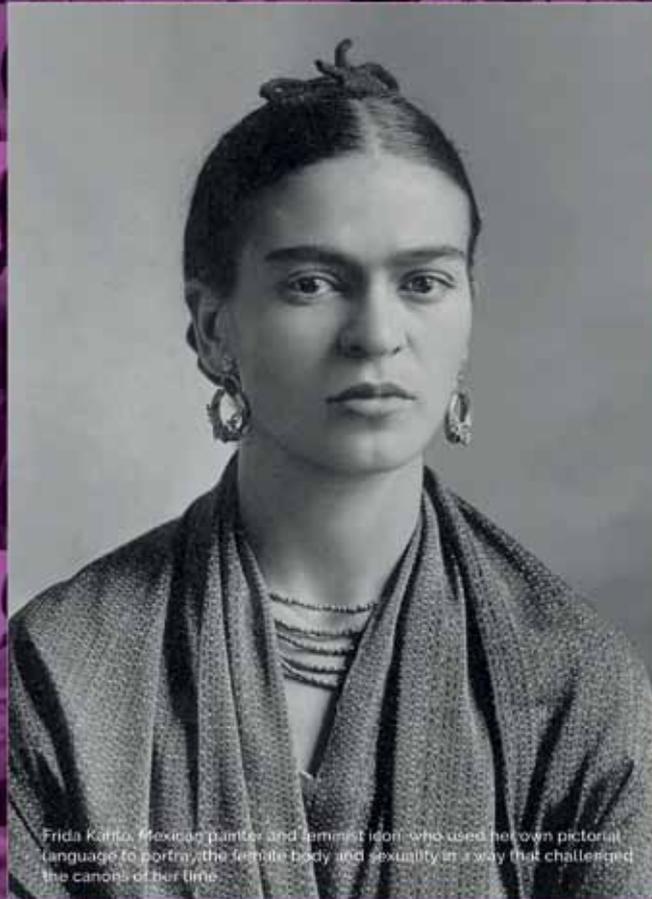
- On **29 November**, the Criminal Law Section arranged a new edition of *Cafè Criminal*, to discuss the issue of expert witnesses specialising in gender violence in light of the Supreme Court Ruling of 13 June 2018.

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12 MONTHS - 12 MILESTONES
EVERY DAY IS 8 MARCH

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Frida Kahlo, Mexican painter and feminist icon, who used her own pictorial language to portray the female body and sexuality in a way that challenged the canons of her time.

8th Milestone. Create a communication channel through which women lawyers can report cases of discrimination to the ICAB



#TimesNow
#Talentfemeni

FOR REAL EQUALITY

Let's celebrate female talent

This December, we remember **Frida Kahlo**. Mexican painter and feminist icon, who used her own pictorial language to portray the female body and sexuality in a way that challenged the canons of her time.

8 DECEMBER 2018

- 9 -

Launch of the Reporting Channel

This month, we launched a Reporting Channel through which women and men lawyers can notify the ICAB of situations they consider discriminatory.

On 8 December, the Association set in motion a Reporting Channel aimed at providing members a means of informing the ICAB about any potential gender-based discrimination they might encounter in the practice of their profession.

The Association's Board of Governors approved the Reporting Channel's mode of operation, in which mediation was chosen as the preferred means of settling disputes.

In situations in which mediation is not a viable solution, the ICAB will transfer the complaint to the relevant institution, which is required to communicate its decision to the ICAB, as such cases constitute a particularly sensitive issue for the Association.

This new initiative falls within the framework of the 2018-2021 Integrated Equality Plan, a commitment by the Corporation's Board of Governors to achieving effective equality between women and men in all areas, starting with the legal profession.

Complaints are to be sent by e-mail to discriminacio@icab.cat

Let's work together to make the right to equality a reality.

DECEMBER



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EQUALITY
PLAN 2018-2021

12 MONTHS - 12 MILESTONES
EVERY DAY IS 8 MARCH

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Sophie Scholl, Leader and activist within the White Rose resistance movement in Nazi Germany. Her name is enshrined in the Walhalla of distinguished people in German history.

9th Milestone. Intervene in policy initiatives that tend to include a gender perspective



#TimesNow
#Talentfemeni

FOR REAL EQUALITY

Let's celebrate female talent

This January, we remember **Sophie Scholl**. Leader and activist within the White Rose resistance movement in Nazi Germany. Her name is enshrined in the Walhalla of distinguished people in German history.

8 JANUARY 2019

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The ICAB records a video on the experience of women lawyers with over 50 years of membership

As part of the campaign "Advocacia Barcelonina, #talentfemení", several women lawyers from the ICAB were recorded discussing their professional experiences in a guided interview.

In the video, four women lawyers from the ICAB, Alegria Borràs, Montserrat Serrallonga, Clara Jori and Carmen Défoin -all of whom have been members for over 50 years-, talked about the moment they knew they wanted to become a lawyer, their memories from their time at university and their thoughts on the future of the legal profession.

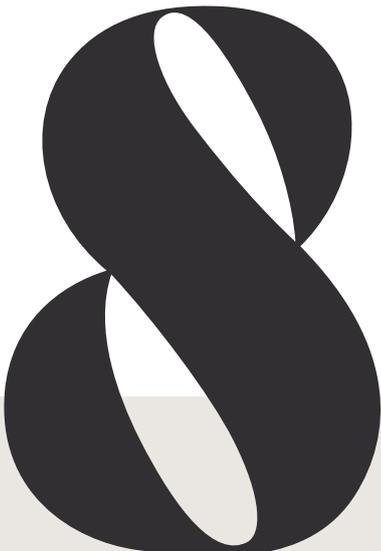
Videos like this highlight the female talent of the women lawyers who helped blaze a trail in the world of Law. The presence of female professionals is increasing year after year, with more women than men now studying at university.

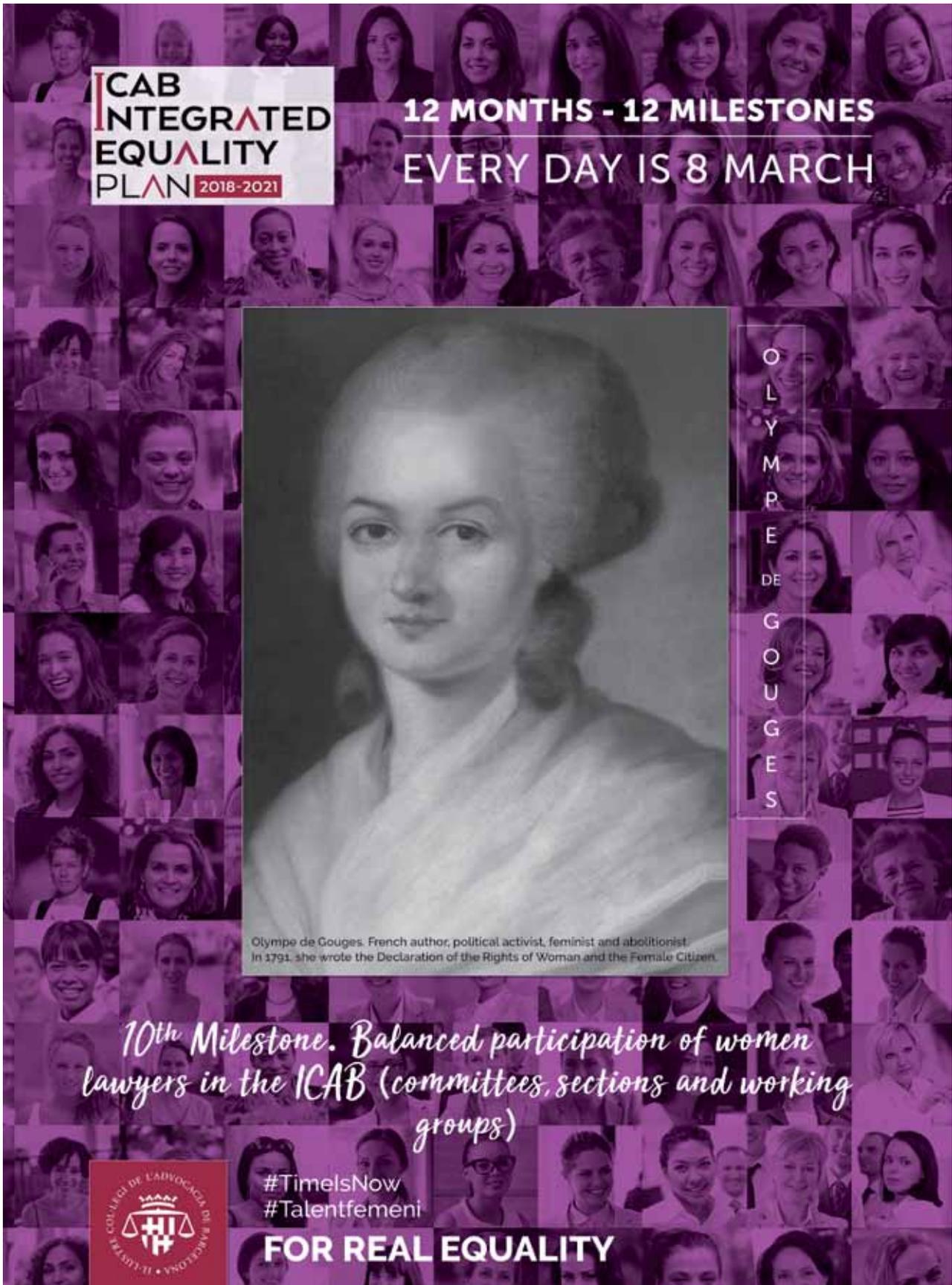
The Barcelona Bar Association (ICAB) promotes the Inclusive Language Guide. This document was drawn up to help promote the use of non-sexist terms and expressions and remedy the use of non-inclusive language that discriminates against women and renders them invisible.

And it does so with a two-pronged strategy: to raise awareness of how the way we communicate can be discriminatory and exclusive and to provide resources for communicating in an inclusive and non-sexist manner that treats men and women as equals and avoids ambiguities.

The Inclusive Language Guide is a tool that complements the Basic Guide for Compliance with Equality Legislation in Law Firms, which was published a few months ago by the ICAB.

JANUARY





Let's celebrate female talent

This February, we remember **Olympe de Gouges**. French author, political activist, feminist and abolitionist. In 1791, she wrote the Declaration of the Rights of Woman and the Female Citizen.

8 FEBRUARY 2019

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- **The ICAB Library creates a new section on women**
- **2nd Conference on Gender Violence**

The ICAB Library creates a new section on women

Within the framework of the “Every Day is 8 March” campaign, on 8 February 2019, the Documentation Centre / Library unveiled a new section featuring publications on issues affecting women.

It is presently home to over 150 works, both recent and historical, as women have been suffering inequality since time immemorial.

The Documentation Centre / Library is fully committed to expanding this collection and turning our library into

a point of reference in this regards, in line with the milestones set out by the ICAB in the Integrated Equality Plan.

2nd Conference on Gender Violence

On 28 February and 1 March, the Barcelona Bar Association (ICAB) hosted the 2nd Conference on Gender Violence under the motto “Break Your Silence: Physical or Psychological, Violence is Violence”.

Everyday reality shows us that, though laws are vital to addressing this matter, it is no less important for all relevant players to pool their efforts around eliminating this scourge: judges who interpret and apply the law, political attitudes, media outlets and social stakeholders. We have also seen the expansion of violence into other circuits such as social media or sexual violence among young people.

There is also evidence that violence has spread to groups of particularly vulnerable women: refugee and transgender women, for example. Without losing sight of the need to properly assess the risks women face, both those who come forward and those who do not, through primary care, health centres, law enforcement teams, the courts, media coverage, etc.

In light of all this, the conference provides a forum in which all the parties involved in the struggle against gender violence can share opinions and contributions.

FEBRUARY



On 28 February and 1 March, the Barcelona Bar Association (ICAB) hosted the 2nd Conference on Gender Violence under the motto "Break Your Silence: Physical or Psychological. Violence is Violence".

**2nd CONFERENCE
ON GENDER VIOLENCE
28 FEBRUARY + 1 MARCH 2019**

**BREAK YOUR SILENCE
PHYSICAL OR PSYCHOLOGICAL.
VIOLENCE IS VIOLENCE** 

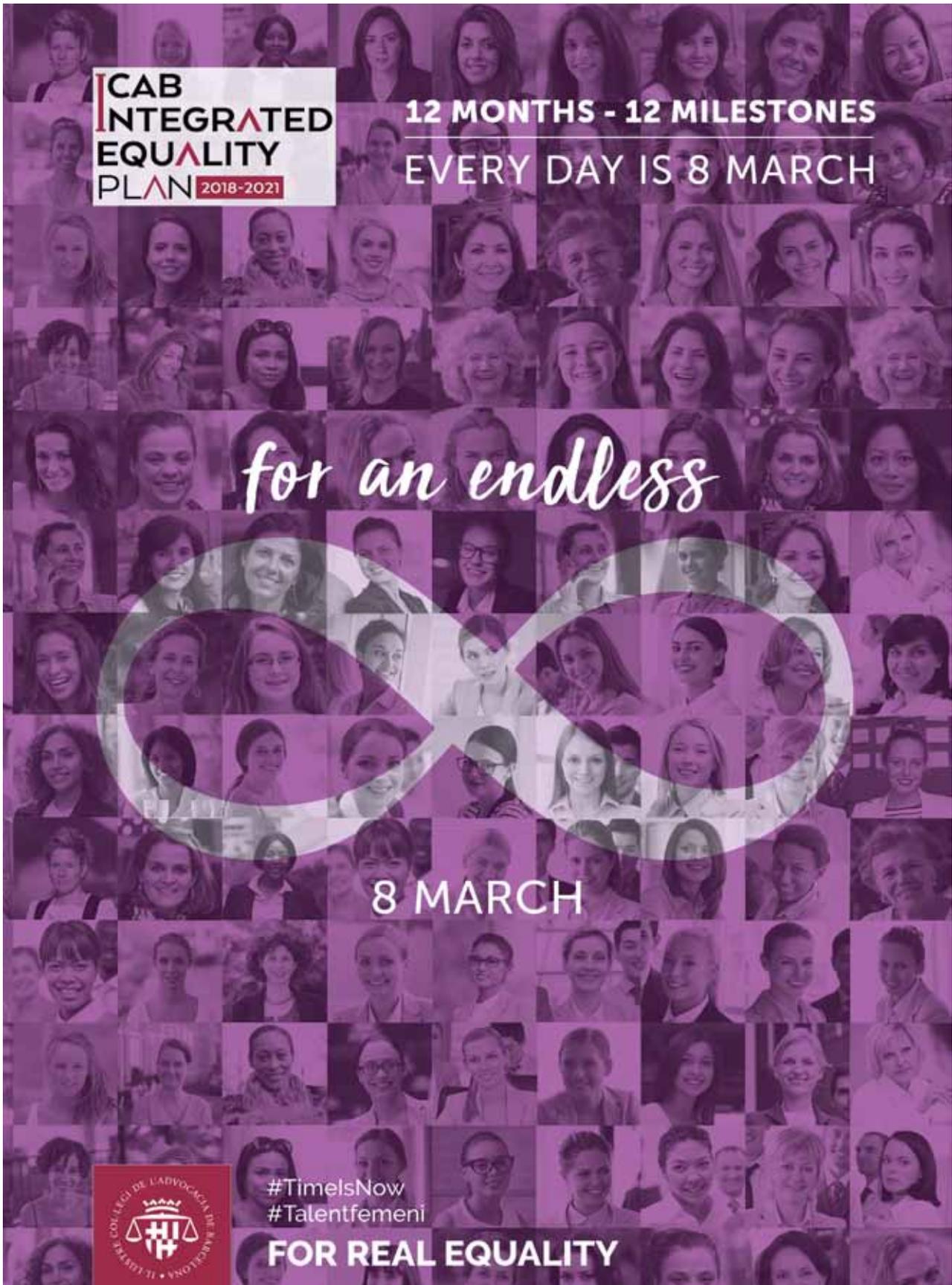


For more information and to register www.icab.cat



The ICAB Library has created a new section on women.

It is presently home to over 150 works, both recent and historical, as women have been suffering inequality since time immemorial.



Let's celebrate female talent

While March marks the end of the “Every Day is 8 March” campaign, there is a will to continue working to attain effective equality between men and women and usher in an “endless 8 March”

8 MARCH 2019

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Reading of the 8 March Manifesto demanding equality between men and women.

Reading of the 8 March Manifesto demanding equality between men and women.

Reading of the 8 March Manifesto demanding equality between men and women. In keeping with a long-standing tradition at the ICAB, the ICAB's Women Lawyers Committee organised a reading of the 8 March Manifesto.

Presentation of the ICAB Equality Plan Report.

The "Every Day is 8 March" campaign came to an end with the presentation of a report that outlines the actions pursued under the ICAB Equality Plan in 2018, and which explicitly noted the Association's desire to continue working to attain effective equality between men and women and usher in an "endless 8 March".

MARCH



A grid of approximately 100 small, square portraits of diverse young women, mostly in their late 20s or early 30s. The women have various ethnicities, hair colors, and styles, and are all smiling or looking positively. The portraits are arranged in a roughly rectangular grid. Overlaid in the center of the grid is the word "Indicators" in a large, white, serif font.

Indicators

Indicators

As for the results of the actions and the impetus towards achieving equality within the ICAB, a number of indicators were implemented throughout 2018 to measure progress and detect areas for potential improvement.

To correctly assess the gathered data, we took into account the need for indicators of a diverse nature.

On the one hand, the need for objective indicators to exclusively monitor the data was evident.

In this regard, we used indicators to measure:

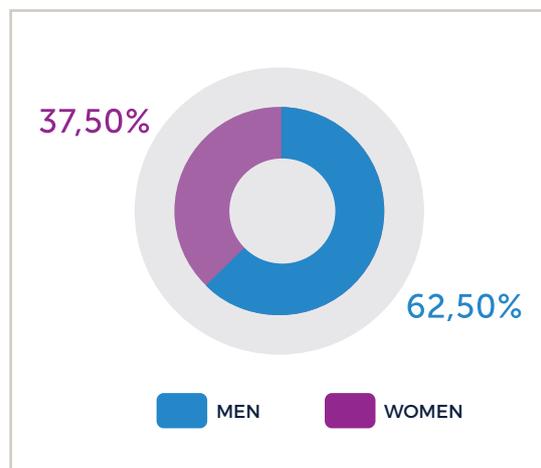
- **Representation of women lawyers in the bodies, committees and sections of the ICAB, the means of participation in the Association**, which served to assess whether the active participation of women in the ICAB's decision-making bodies and their involvement in the ICAB reflects the reality of the profession.
- **Equality in the training provided by the ICAB**, to determine whether the ICAB's training plans meet gender balance criteria in the choice of speakers and, on the other hand, whether the gender perspective is taken into account in the curricula.
- **Equality in the doctrinal contributions of women in ICAB publications**, to assess whether the contributions of women jurists in doctrinal publications reflect the composition of the profession, which helps emphasise contributions by women jurists.

On the other hand, considering how important it is to the ICAB to meet the needs and expectations of its members, indicators were also established to measure the perception, satisfaction and expectations of both male and female association members, information drawn from a survey which provides representative results and distinguishes the answers given by men from those given by female association members.

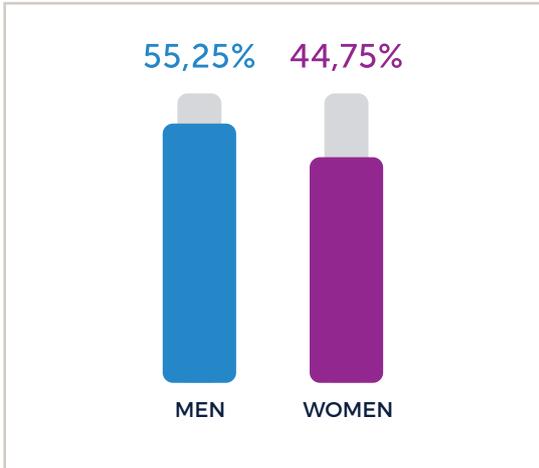
Below are the final results for 2018 in terms of:

REPRESENTATION OF WOMEN LAWYERS IN THE BODIES, COMMITTEES AND SECTIONS OF THE ICAB, THE MEANS OF PARTICIPATION IN THE ASSOCIATION:

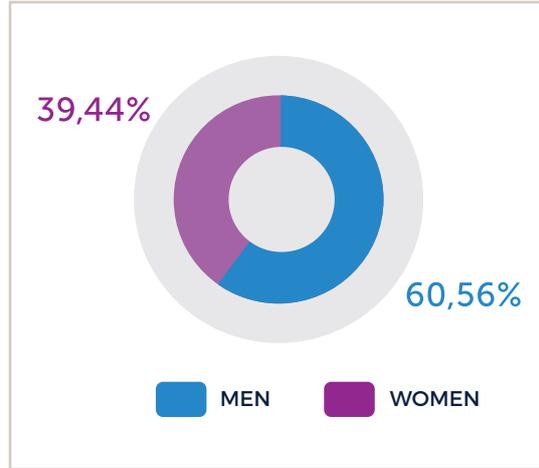
PARTICIPATION REPRESENTATION REGIONAL DELEGATIONS



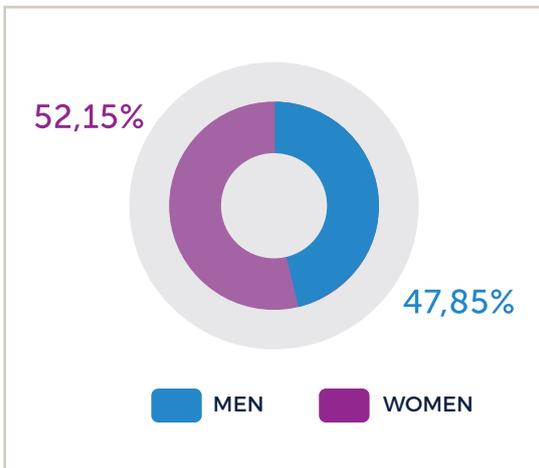
PARTICIPATION IN THE BOARD OF GOVERNORS' EXECUTIVE COMMITTEES



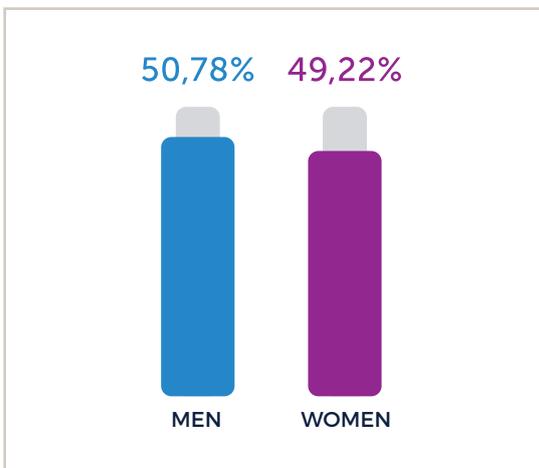
PARTICIPATION IN ADVISORY COUNCILS



PARTICIPATION COMMITTEES ASSOCIATION MEMBERS



PARTICIPATION SECTION BOARDS CULTURE



How did the association members score these objective questions?

According to the survey, ICAB members gave the Barcelona Bar Association a score of 7.9 out of 10 in terms of compliance with criteria related to gender balance.

The results, initially satisfactory, continue to reflect the need for further improvement in this regard, particularly in the composition of the advisory councils and decision-making bodies, in order to close the gap with the level of parity present in the Association's composition, in which 48.3% of members are women.

EQUALITY IN THE TRAINING PROVIDED BY THE ICAB:

As regards the issue of whether the times at which the ICAB provides services facilitate the work-life balance, survey respondents gave a score of 6.85 (yearly average).

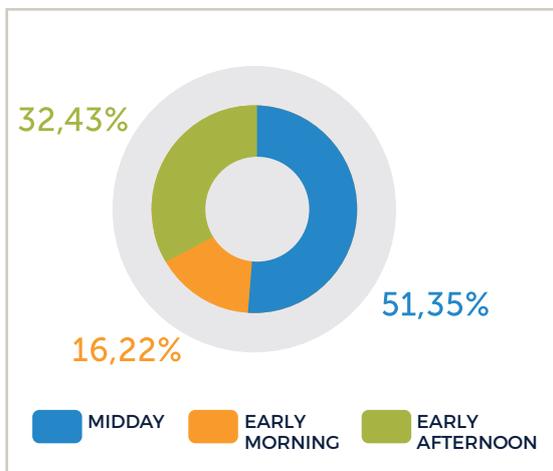
- In light of this response, it became necessary:
- to find out which were the most in-demand services to be provided at times that facilitate the work-life balance, and
 - which time was considered as facilitating the work-life balance.

The results of the survey show that the service requiring the most urgent attention was training, with 58% of the responding members requesting training to take place at times which facilitate the work-life balance.

Indicadores

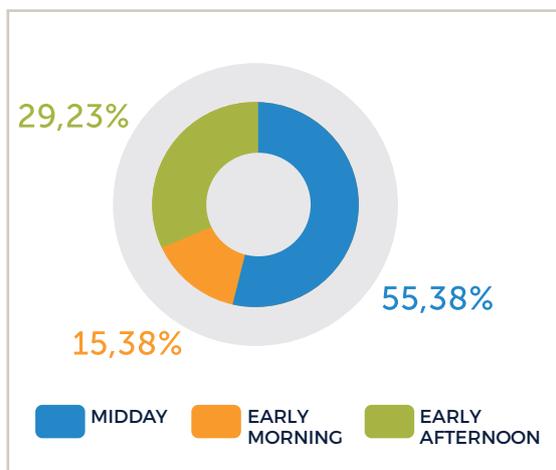
In terms of the time that best facilitates the work-life balance, 51.3% of all respondents answered around midday.

OPINION ON TIMES THAT FACILITATE THE WORK-LIFE BALANCE

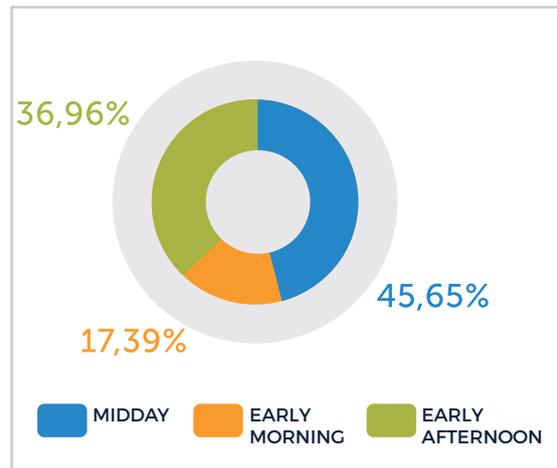


The results, however, still show varying opinions based on whether the respondent was a man or woman:

OPINION ON TIMES THAT FACILITATE THE WORK-LIFE BALANCE - WOMEN -



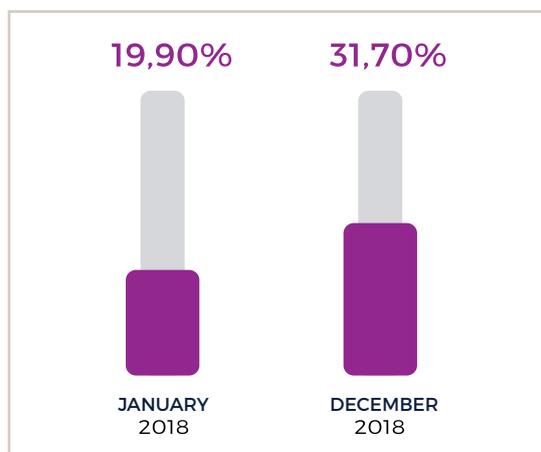
OPINION ON TIMES THAT FACILITATE THE WORK-LIFE BALANCE - MEN -



55.38% of women lawyers and 45.65% of men lawyers preferred to schedule training around midday, as the time which helps them reconcile working and personal life.

This made it necessary to take action with regards to this service. We therefore increased the number of training hours scheduled in time slots that facilitate the work-life balance: From 19.9% at the end of the first quarter of 2018 to 31.7% at the end of the fourth quarter of 2018, an increase of 11.8%.

VARIATION IN TRAINING AT TIMES THAT FACILITATE THE WORK-LIFE BALANCE



- Specialised training with women lawyer speakers: at year's end, 37% of the speakers in our master's programme were women.

- Initial training with women lawyer speakers: On average, 43.88% of the speakers in the training courses organised by the School of Legal Practice (EPJ) in 2018 were women.

- 100% of all training courses organised by the ICAB (except ad hoc talks on specific subjects) included the gender perspective in their curricula.

EQUALITY IN THE DOCTRINAL CONTRIBUTIONS OF WOMEN IN ICAB PUBLICATIONS

- El *Mon Jurídic*, in which, in the first quarter of 2018, 38.1% of the articles were by women jurists, ended the fourth quarter of 2018 at 54.5% in this regard.

MON JURIDIC: DOCTRINAL ARTICLES BY WOMEN JURISTS-VARIATION



- *Revista Jurídica de Catalunya*, in which, in the first quarter of 2018, 17% of all legal articles were written by women, increased this percentage to 26.6% in the fourth quarter of 2018.

Many of these indicators speak to improvements made as a result of the actions carried out within the framework of the Plan.

In this regard, 69% of all association

members who took the survey said that they believe that, thanks to these actions, the ICAB has become a point of reference in equality for society at large and legal professionals in particular.

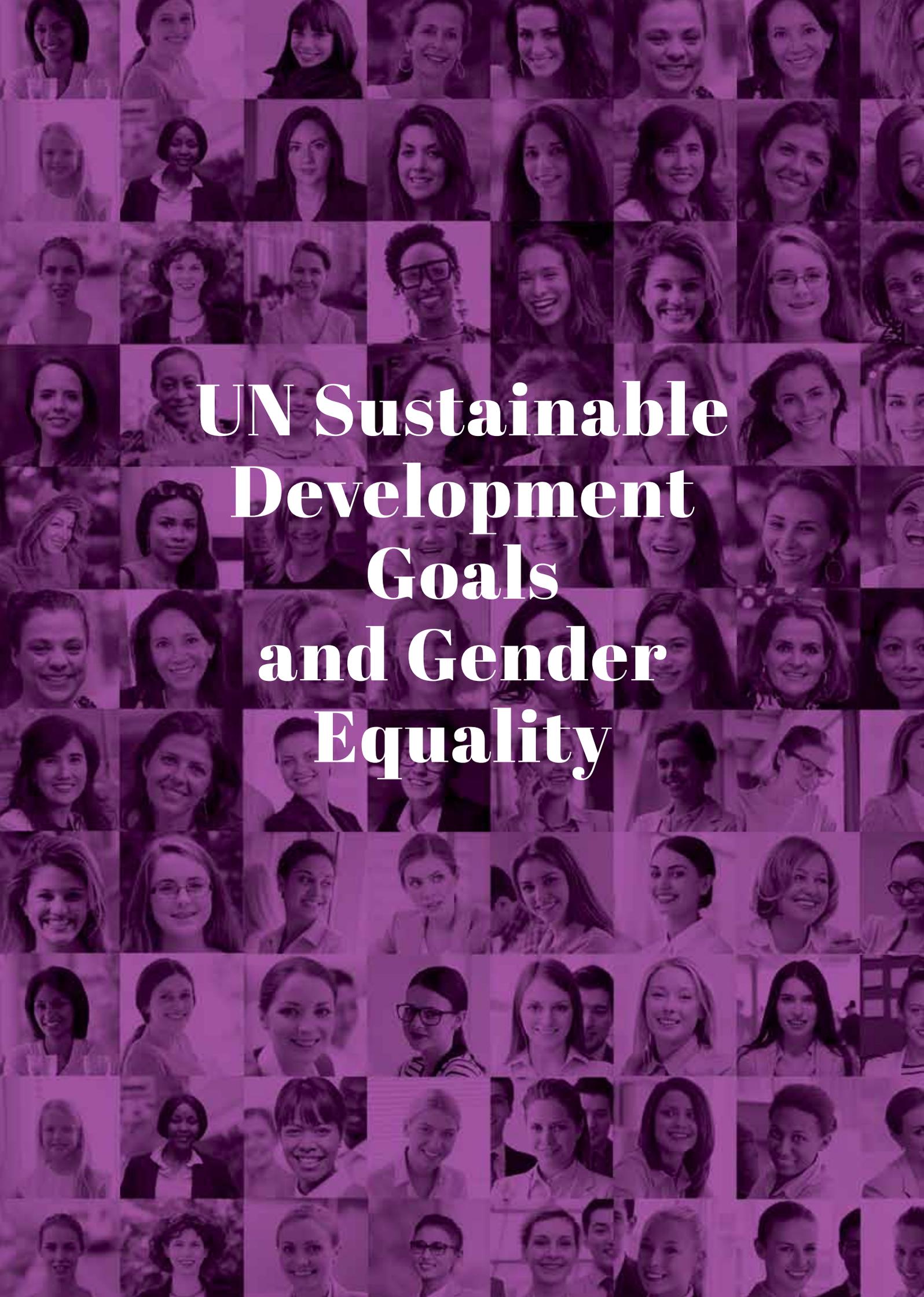
However, if we consider that, at present (at the end of the reporting period, 31/12/2018), women constitute 48.3% percent of all ICAB members, these indicators also expose areas for potential improvement and actions that should be carried out in the coming years:

- Improving the indicator regarding the participation of women lawyers in the Board of Governor's advisory councils.
- Improving the indicator regarding female representation in the ICAB's regional delegations.
- Improving the indicators regarding doctrinal contributions by women jurists in both *Mon Jurídic* and *Revista Jurídica de Catalunya*.
- Efforts to maintain and increase the amount of training at times that facilitate the work-life balance.
- Efforts to maintain and increase the number of women speakers in ICAB training activities.

Actions that began in 2018 and which must continue to be monitored by the ICAB include:

- Timely information to raise awareness of the existence of the channel for reporting cases of gender-based discrimination to the ICAB, in order for the Association to be able to support the complainant and put an end to the situation, as, despite the launch of the channel and the information distributed by the ICAB, it has not been used. This indicates the need to improve the channels of communication and build greater trust among association members as a help and support body.

- Monitoring of the tasks to implement the seal of quality among firms, which requires, among other things, the implementation of an equality plan as part of the firm's internal operations.



**UN Sustainable
Development
Goals
and Gender
Equality**

UN Sustainable Development Goals and Gender Equality

The **Sustainable Development Goals (SDGs)** - officially known as “Transforming our world: the 2030 Agenda for Sustainable Development”, are a universal proposal by the United Nations to adopt measures

aimed at eradicating poverty, ensuring that all people can enjoy peace and prosperity and creating a more sustainable, secure and prosperous planet for humanity.



The 17 goals are:



1. No **poverty**: End poverty in all its forms everywhere.



2. Zero **hunger**: End hunger and malnutrition, achieve food security and improved nutrition and promote sustainable agriculture.



3. Good **health**: Ensure healthy lives and promote well-being for all at all ages.



4. Quality **education**: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



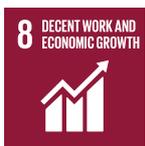
5. **Gender equality**: Achieve gender equality and empower all women and girls.



6. **Clean water** and sanitation: Ensure availability and sustainable management of water and sanitation for all.



7. Renewable **energy**: Ensure access to affordable, reliable, sustainable and renewable energy for all.



8. Decent work and **economic growth**: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



9. Innovation and **infrastructure**: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation..



10. **Reduced inequalities**: Reduce inequality within and among countries.



11. **Sustainable cities and communities**: Make cities and human settlements inclusive, safe, resilient and sustainable..



12. **Responsible consumption**: Ensure sustainable consumption and production patterns.



13. **Climate action**: Take urgent action to combat climate change and its impacts.



14. **Life below water**: Conserve and sustainably use the oceans, seas and marine resources for sustainable development.



15. **Life on land**: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification and halt and reverse land degradation and halt biodiversity loss.



16. **Peace, justice and strong institutions**: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.



17. **Partnerships for the goals**: Strengthen the means of implementation and revitalise the global partnership for sustainable development.

Whereas, under article 9 of the Articles of Association, the Association's functions include "a) (...) to work to promote and defend human rights and public freedoms", "q) Ensure that the exercise of the legal profession serves the needs of society and correctly defends their interests" and "r) Ensure the proper administration of justice and promote improved legislation and the development of a legal culture"

Whereas, under article 74.1 of the Articles of Association, the Board of Governors has the power to "l) create, modify and eliminate any Association committees or sections that may be of interest with respect to the functions and purposes of the Corporation and grant them any powers it deems appropriate".

Whereas article 85 of the Articles of Association sets out the regulations governing the Board of Governors' executive committees and, in section 1, establishes that "the Board of Governors may set up any committees it deems necessary to assist it in its tasks [...] and delegate any powers it deems appropriate".

On 26 February 2019, the Board of Governors adopted the following agreements:

FIRST.-

To set up the **Executive Committee for the Promotion of the United Nations' Sustainable Development Goals**, the purpose of which is to:

1. Work to actively incorporate the Sustainable Development Goals into the professional values and culture of the ICAB.
2. Promote the Sustainable Development Goals within the field of legal practice in Barcelona and civil society in the local area.
3. Cooperate with other legal sector or interprofessional, academic or social initiatives aimed at promoting the Sustainable Development Goals at local, Catalan, Spanish, European and international level.

4.

Support the Board of Governors in its goal of positioning the ICAB as a leading institution in the promotion of the Sustainable Development Goals.

5.

Foster discussion and the sharing of experiences within the ICAB regarding the Sustainable Development Goals.

6.

Organise talks, colloquia, seminars, courses, workshops, conferences or any other training, research or dissemination activity related to the purposes of the Committee.

SECOND.-

To establish the following Sustainable Development Goals as areas requiring particular attention from the new committee during the 2019-2020 period:

SDG 5.-

Gender equality:

Achieve gender equality and empower all women and girls.

SDG 16.-

Peace, justice and strong institutions:

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

In this regard, any actions carried out by the ICAB in support of gender quality in the near future will be done so within the framework of United Nations Sustainable Development Goal number 5.

Barcelona, 8 March 2019

