A WORD FROM THE PRESIDENTS

BY GIULIA GUAGLIARDI
BY VLADIMIR PALAMARCIUC

"EYBA has huge potential for all of us if we join our energy and skills"
(by Giulia)

"EYBA as a voice of young lawyers in Europe"
(by Vladimir)

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A WORD FROM THE IMMEDIATE PAST PRESIDENT

BY GIULIA GUAGLIARDI

"EYBA has huge potential for all of us if we join our energy and skills"

Being President of EYBA has been a true learning experience. I "inherited" the association in June 2021, after a terrible year and a half where COVID-19 disrupted every aspect of our lives with a strong impact on the legal profession, especially younger lawyers. I was afraid EYBA would lose the bond with its members due to the fact that we were not meeting in person. But no, EYBA is perfectly alive and even stronger.

The pandemic has forced EYBA to adapt and adjust and this has made us grow, focusing on projects aimed at guaranteeing concrete support to younger lawyers.

During the 2021-22 mandate we managed to have 3 in-person conferences, experiencing the hybrid approach for the first time. Moreover, 8 new organisation joined EYBA, also thanks to the cooperation with the Council of Europe in the context of the Regional Project "Strengthening the legal profession in line with European standards by supporting younger lawyers in Armenia, Georgia, Moldova and Ukraine".

We signed a cooperation agreement with the Academy of European Law (ERA) to guarantee discounts on training courses for our members and cooperated in submitting a project in response to the European Commission’s call for proposals on judicial training for young lawyers. We established contact with the CCBE, the European Criminal Bar Association and the European Association of Lawyers to expand our network and cooperate on common issues in the legal profession.

The EYBA board members attended almost 40 meetings in one year with institutions, associations and partners, representing EYBA and the needs of young lawyers. We contributed to the EU legislative process through the expertise of our members. We also launched a survey to explore the practice of unpaid legal internships in Europe.

We guaranteed an immediate support to Ukraine and Ukrainian colleagues through a donation and through our task force of 150 lawyers with expertise in refugee law from over 20 countries.

Working with 17 other people (including the EYBA committees), from 10 different countries, opened my mind and I’m grateful to my team for their support.

I’m not sad that I have concluded my mandate, rather I’m happy to pass the baton to Vladimir Palamarciuc who, I’m sure, will continue to make EYBA grow.

Long life to EYBA!

A WORD FROM THE CURRENT PRESIDENT

BY VLADIMIR PALAMARCIUC

"All we need is health and will"

Taking the presidency of EYBA is a great honor and an excellent opportunity to ensure continuity and development of important projects for the benefit of our professional network. EYBA expands its role in multiple directions, with partner institutions and associations and deservedly counts as a voice for young lawyers in Europe. The growing membership, with the recently joined Eastern European countries, is an important milestone for EYBA in its path as a leading young lawyers’ association in Europe.

We managed to expand EYBA’s role by teamwork over the past years and I am pleased to be involved in designing, bridging and strengthening this expanding regional cooperation. EYBA’s partnerships and international cooperation noticeably flourished in past years, impacted by my colleagues, past-presidents Giulia Guagliardi (2021-2022) and Joyce Herrent (2019-2021).

Succeeding as EYBA president is symbolic, since in 2022-2023 the organisation will celebrate its 30th anniversary and, I believe it’s an outstanding opportunity to underline EYBA’s international presence, meet many of our members and friends, past leaders and reinforce communication about EYBA’s history.

Notably, EYBA is a large professional network that creates unique opportunities for its members. The strength of our network lies in its growing diversity and active involvement. We feel this strength through ease of access to cross-border peer expertise, by helping our members and responding to their needs like the defence of human rights (i.e. refugees), participating in professional training activities (i.e. Council of Europe HELP courses), sharing expertise with partner institutions, and delivering benefits and professional opportunities to members in many other ways.

I invite EYBA members to continue to be driven in our growing professional family, keep initiatives flowing and rely on EYBA Board and myself as President whenever it is needed to pursue our common values and improve the situation of young lawyers in Europe.

Chisinau, 19 September 2022
GET TO KNOW EYBA MEMBERS

Young Lawyers Cluj

About us
Young Lawyers Cluj (YLC) was founded in 2013. The founding members are former college students who became lawyers, as well as advisers of the Bar Association from Cluj-Napoca, Romania. The purpose of the association is to facilitate the transition and adaptation of young lawyers in their profession, as well as to represent the interests of lawyers in general. The aim of the association is also to defend the legal profession in their city and Romania.

YLC works alongside the Cluj Bar Association. The association is composed of young lawyers, up to 40 years old. Those who reach the age of 40 automatically become honorary members. YLC is also a partner of the National Institute for the Training and Improvement of Lawyers (INPPA) in organizing events for lawyers.

YLC organized conferences that touched on the most disputed topics of the moment in civil and criminal law, including seminars on forced execution, a sensitive topic in the lawyer-bailiff relationship. YLC is focused on supporting young lawyers.

YLC fought against the phenomenon that has gained momentum in Romania regarding the abuse of victims of road traffic accidents by compensation companies. Their action was detrimental in stopping the phenomenon.

In addition to the professional goals, YLC also organized socialization events between professions, including seminars that had guests from each legal profession. YLC implemented an EU funded project along with the Faculty of Law of the Babes-Bolyai University in Cluj-Napoca, Romania.

YLC took an extremely important step and joined EYBA at the Strasbourg Conference in June 2022, being the only association of young lawyers from Romania that is currently part of EYBA.

„By joining EYBA we hope to be able to promote young lawyers from Romania and to maintain a good and healthy relationship between Romanian lawyers and those from all across Europe.”

Current Executive Members
Dominic-Alexandru Gidro – President
Anja Marginean-Cosma – Vice-president
Deac Denisa – Treasurer
Metesan Ioana, David Hordila Iulia – Secretary

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The 3 days event, organised by the French National Federation of Unions of Young Lawyers (FNUJA) and EYBA was dedicated to Human Rights and European Procedure.

As EYBA Summer Conference was initially planned to happen in Ukraine, it was important for FNUJA to show support and solidarity at the event.

After an initial welcoming evening, visiting one of Strasbourg’s canals, on the first day, the participants were trained to use the European Programme for Human Rights Education for Legal Professionals (HELP). The programme supports the Council of Europe (CoE) member states in implementing the European Convention on Human Rights (ECHR) at national level. It provides to anyone, after creation of an account (https://help.elearning.ext.coe.int/), online classes about European Human Rights Law and participates in the promotion and understanding of the role of the European Court of Human Rights. The training was provided by Ana Medarska-Lazova and Jules Ponthieu, both on behalf of the Rights Training Division of the Council of Europe.

They explained how to create the account, and how to navigate inside the platform to follow the courses. They are validated by several tests, and, after completion, a certificate is sent to the applicant, who successfully completed it.

After lunch, two specific topics were presented.

First, Maitre Julien Martin, French lawyer at the Strasbourg Bar, provided comprehensive guidance on the European Court of Human Rights’ procedure, from application to decision and in different chambers.
Then, Maitre Pauline Girerd, French Lawyer at Lille’s Bar, presented the topic of Judicial Reasoning in Human Rights. This topic is one of the many courses present in the HELP programme. The training was intended to recollect insights of the legal principle and its textual grounds in the wide jurisprudence of the European Court of Human Rights. The application of this principle interests as much practitioners in criminal as well as civil proceedings. The idea that any judicial decision must be grounded and comprehensible and must apply in all areas of law.

After the presentation, a debate took place with the participants focusing on jurisprudence and its different applications in countries party to the European Court of Human Rights. In this discussion, lawyers from different places could present specific questions relevant in their countries.

After training, participants were invited to continue the discussion and network at a cocktail party in one of the oldest hotels in Strasbourg.

On Saturday, participants were invited to attend the EYBA General Meeting.

The training and the General Meeting took place at the Erage, Strasbourg School of Lawyers, a beautiful place inside the city with rich history.

In the afternoon, a guided tour of the city was organised, by foot and then by boat. Strasbourg is an old city with a deep historic root, and is the quintessence of what a European city stands for.

The farewell dinner was organised in one of the oldest restaurants in the city, just next to Strasbourg’s Cathedral, that allowed everyone to take some nice night pictures before everyone goes back to their own country.

EYBA Summer Conference proved the importance of solidarity and union between young lawyers from all over Europe and beyond.

About the authors
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CONFIDENCE AND REJECTION IN YOUR LEGAL CAREER

BY JENNIFER O’SULLIVAN

The state of play

The legal profession is saturated with career progressions, doctoral candidates, 70-hour work weeks and a wholehost of other accolades that can make your own career seem minimal in comparison. You know the feeling; some days you feel on top of the world negotiating ‘like a boss’ full of confidence, and other days you wonder why you attended 3 rounds of interviews just to be rejected for someone with 10 years’ more experience than you.

Of course, we all feel differently and to varying degrees about the progression of our legal career. Some people are seemingly always confident and take rejection (on any level) in their stride. Others tend to obsess over the smallest of rejections and let it ruin their career, and their confidence. When I say ‘rejection’ by the way, I mean career rejection (otherwise this article would be too long!). This got me thinking. How do we harness confidence and minimise the impact of rejection so that we can have long successful careers as confident happy lawyers?

Perception

To begin, we know that perception is the lens through which we understand or interpret scenarios and is influenced by our beliefs and biases. Our perception may be skewed by the fear of rejection, which nowadays has become more transparent due to the internet. Did you see someone on LinkedIn make partner? Or another lawyer wins an award you think you should have won? Sometimes it feels like these posts are directed at you. They’re not! The feelings that are triggered by comparing yourself to others who you perceive as being more successful than you are the same feelings when you ‘lose’ in real life. We feel unsettled and lose our confidence. Confidence comes from our belief in our ability, and now we are not so sure! Our imagination and reality collide, and our ego is the collateral damage!

We start to fear that maybe ‘everyone else’ is progressing much faster than we are, and it is a painful thought. It is akin to your fellow cavemen and women leaving you behind at the carcass of a woolly mammoth because you cannot run fast enough to keep up. It is a primal fear that is thousands of years old (300,000 in fact). Fear comes from the need to preserve some status quo in a belief we have cultivated about ourselves (I thought I was doing ok?! I thought I would be promoted?). Losing your confidence because of the many posts on the internet about your colleague’s progression therefore isn’t your fault, is it?

Comfort zones

Well, now that we are armed with an awareness of perception, we know that our perception can be manipulated, and as Viktor Frankl so eloquently put it “between stimulus and response, there is a space”. That means that we can slow down and address our response to rejection and decide how we will perceive it. From my experience, the best course of action is to acknowledge that you are outside your comfort zone (or in the rejection zone) and realise that in that moment (however painful it may feel) there is an opportunity for growth.

Let me cast you back to learning how to ride a bike. You tried. You failed. Your ego (and knees) were bruised. But through practice and persistence you mastered and grew a lifelong skill! Your perception was not tainted by all the beliefs and biases you picked up as an adult. You concentrated on the process rather than the outcome and did not give yourself a hard time for failing. Instead, you laughed and got back up on the saddle. You taught yourself to push through. Aren’t children so wise? If you want to be a successful lawyer, you must adopt the same mindset. There will be times of immense discomfort! There is nothing you can do about the rejection. It’s how you perceive and learn from rejection is what matters.

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Accepting rejection as part of success

Thankfully, examples of rejection are found in the biggest success stories. If you don’t believe me, google how many rejections J.K. Rowling experienced in her quest to have the first Harry Potter novel published. Or even Elon Musk, Jeff Bezos, Steven Spielberg, Walt Disney, Albert Einstein (I could go on). The pain of rejection will eventually subside. You bank the experience and use it to your advantage in the next attempt. This is called being resilient, and harnessing resilience will give you confidence. Indeed, it was Thomas Edison who said: “I am not discouraged, because every wrong attempt discarded is another step forward” after 10,000 failed attempt to refine the light bulb.

Practical tips when you are rejected!

1. Ultimate goal? Look at where you are going in your career. What is the ultimate goal? If this rejection is in line with your ultimate goal, reflect on it, get feedback. Identify your knowledge or experience gaps.

2. Are you really motivated? Are your rejections an indicator that you are not passionate or interested enough in the subject matter you are practising? Would you be better off pivoting to another area of law? Speak to people who have a role you would love to do or speak to your manager about varying your work. You may just stumble upon the right answer!

3. Professional development? If you feel you are falling behind your colleagues, maybe now is the right time to speak with your manager about possible career progression pathways. Maybe do a professional diploma or speak to a mentor outside of your law firm or business. Maybe do a secondment so that you can get a different perspective on the law!

4. Be kind to yourself! You do not know the full story behind other lawyer’s success, that much I can promise you. There are multiple factors of which you may be unaware such as connections, family or relationship sacrifices; varying levels of competition in a law firm; right place/right time; or financial/economic reasons. Ultimately, it doesn’t matter. Your career is what you make of it, and you cannot let other people’s path dictate yours!

The final word

Rejection is not a reflection of reality but rather of a perceived reality which we can change through choosing to interpret rejection as a lesson in growth. On a broader scale, rejection is integral to success. Inner confidence comes from knowing that rejection means you are moving forward by learning about yourself even when it does not outwardly appear so. Best of luck on your journey!

About the author

Jennifer O’Sullivan - Legal Counsel, Volkswagen Group and Financial Services Ireland Founder, Law Hero Member, EYBA Research Committee Member, Young Members Committee, Law Society of Ireland
PRIVACY AND SECURITY IN LIGHT OF THE EUROPEAN DIGITAL AGENDA

BY IGOR SEROTILA

The digital world is our world

This is the motto which inspired me and my colleague Konstantinos Kouroupis, assistant professor of law at Frederick University, Cyprus to write the book we are presenting you.

Technology adoption nowadays is moving at a faster rate than law regulators can react to it. There is a consistent delay between technology use and legislation being introduced – called the regulatory gap.

Taking into account the adversities that Europe has been facing lately with the Covid-19 pandemic and the burst of military conflict at its borders, this gap, eminently, will grow bigger, making room for rights and liberties infringement by use of such technologies as artificial intelligence, cryptocurrencies, digital markets and services, ecommerce, chatbots, etc. By engaging in writing this book, we would like, first and foremost, to shed more light on the subject of security and privacy within the digital world and contribute to reducing this regulatory gap.

In the book we analyse the novel legislative acts that the European Union is drafting, such as the proposals for an Artificial Intelligence Act, Digital Service Act, Digital Markets Act and NIS 2 Directive, as not only instruments for the advancement of the digital agenda, but as mechanisms to safeguard security and privacy of individuals.

We hope that this book will be a notable contribution to the academic body of work, spearheaded by excellent researchers and leaders from across the world. Nevertheless, this book is not only addressed to the academic community. We envision that also judges, lawyers and other law practitioners from European institutions and national competent authorities could ideally use it as an instrumental tool in order to implement the European Digital Agenda.


About the authors

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WHAT'S NEXT? INTERNATIONAL WEEKEND 22-25 SEPTEMBER 2022

Lawyers meeting in London

International Weekend is an annual collaboration between the Law Society’s Junior Lawyers’ Division, Middle Temple Young Barristers’ Association, the London Young Lawyers Group, the Young Barristers’ Committee of the Bar Council and the European Young Bar Association.

The event is a chance to hear from an incredible array of speakers and to network with junior lawyers from across the globe.

A 3-day programme that will allow participants to live the Legal London by visiting the Law Society, the Bar Council Offices, the Honourable Society of the Middle Temple and the Royal Courts of Justice.

A glimpse of the programme

Attendees will meet on Thursday evening for a welcome reception, sponsored by 3 Paper Buildings, at "the Drift". A great opportunity to network, socialise and enjoy the evening in an "island of calm" in the heart of the City.

On Friday, after the welcome address at the Bar Council Offices, members of the EYBA will participate in the General Meeting. After lunch, guests will join a tour at the Royal Courts of Justice. Opened by Queen Victoria in December 1882, it lies in the Greater London borough of Westminster, on the boundary with the City of London.

In the afternoon, participants will have the chance to visit the Law Society for a drinks reception, followed by a dinner at "Boulevard Brasserie".

On Saturday, guests will spend all the day at Middle Temple. The day will start with a private tour followed by a conference with great speakers on thought-provoking topics.

Guests are invited to a pre-dinner reception, with a speech by Ravi Madasamy (Singaporean lawyer, activist, writer), and a black-tie dinner in the Parliament Chamber.

About the author

Giulia Guagliardi is Immediate Past President of the EYBA