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A WORD FROM THE PRESIDENT

BY SERGIY BARBASHYN

With a focus on collaboration, we are dedicated to supporting young lawyers globally and, going forward, foster new projects and partnerships in our journey.

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A MESSAGE FROM THE EYBA PRESIDENT

BY SERGIY BARBASHYN

"With a focus on collaboration, we are dedicated to supporting young lawyers globally and, going forward, foster new projects and partnerships in our journey."

With great pleasure and a sense of accomplishment, I address to you as the European Young Bar Association President. I am pleased to report that, over the past months, we have diligently worked towards advancing common goals.

Our foundational mission revolves around championing the multifaceted needs of young lawyers. At the heart of our efforts lies a commitment to elevate their interests, contribute to their education and safeguard their well-being.

We firmly believe in the power of shared experiences, fostering a dynamic cross-cultural dialogue among colleagues worldwide.

In this collective journey, we not only provide valuable mentorship opportunities but also actively promote the principles upon which the EYBA is founded.

Currently, our association unites 33 organizations and individual members, including national bar associations, young bars, committees, and structures from more than 25 countries. Our participant network continues to expand, with negotiations involving more than 5 organizations that hopefully will be our new members in the future.

Some highlights of our past and ongoing projects:

- In our commitment to foster meaningful collaborations, EYBA proudly maintains a strong partnership with CCBE and the Council of Europe, reflecting our dedication to engaging with influential institutions, contributing to legal discussions, and staying abreast of evolving legal frameworks.
- Our joint efforts include a recent call for applicants to the Young European Lawyers Academy (YELA) project of the Academy of European Law - ERA. Moreover, we remain actively engaged with our members, addressing the challenges faced by young lawyers.



■ Noteworthy among these initiatives is the recent workshop titled “Recognition Accelerator: Empowering Young Lawyers in Rankings and Recognition”. The workshop was held in partnership with the Youth Committee UNBA NextGen and key players in the rating system, this workshop exemplifies our dedication to providing practical support and insights to our members.

■ In our commitment to innovation, we have initiated new traditions, exemplified by the successful launch of the EYBA Members Meeting at the Web Summit in Lisbon. This initiative provides an invaluable space for interaction, collaboration, and the exchange of ideas among our members.

As we reflect on these achievements, I extend my gratitude to the EYBA Board, committees and all members for their unwavering support and active participation. Together, we have not only sustained, but enhanced our organization's impact and I look forward to continuing this journey of growth and collaboration.

Embracing our cherished traditions, EYBA proudly jointly hosts three pivotal annual conferences, each offering unparalleled opportunities for networking and the exchange of valuable experience among colleagues.

I extend a warm invitation to all members to actively participate in our upcoming events:

- the Spring conference in Istanbul, scheduled for 7-10 of March 2024
- the Summer conference in Copenhagen, set for 20-23 of June 2024
- the International Weekend in London, with further dates announcement

Your presence at these conferences plays a vital role in shaping the vibrant and collaborative spirit of the European Young Bar Association.



HIGHLIGHTS OF THE INTERNATIONAL WEEKEND IN LONDON



International Weekend is an annual event organised by EYBA in partnership with the London Young Lawyers Group, Young Barristers' Committee of the Bar Council and the Law Society's Junior Lawyers' Division.

EYBA members participated in the General Meeting and endeavoured in a workshop dedicated to working as a European lawyer in the UK.

During the International, EYBA members took on seminars at the Mishcon de Reya LLP and, of course, enjoyed the traditional Gala dinner. This year the dinner took place in the historic Old Hall of Lincoln's Inn.



TO INTERNATIONAL WEEKEND AND BEYOND: CHAMPIONING PROFESSIONAL DEVELOPMENT AT THE YOUNG BAR OF ENGLAND AND WALES

BY AMRIT KAUR DHANOA

Professional development is arguably the single most important issue for a junior lawyer and a crucial ingredient to building a successful practice. From Copenhagen to Chişinău, London to Lisbon, the aim is the same: to grow as a legal practitioner, as a professional, and as a person. I have experienced firsthand how opportunities to step outside of my comfort zone, stretch myself, and sharpen my skills can make a real difference to my work at the Bar. Through such opportunities, I have been able to grow my network at home and abroad and have been encouraged to see things from a different perspective.

The United Kingdom remains the largest market for legal services in Europe. As a market worth £43.9 billion as of 2022, it contributes just under a third of Europe's entire legal services market (valued in 2022 at approximately £144.71 billion). Good relations with colleagues in Europe remain, as they say, a 'no brainer'.

But international professional development is not transactional. A belief in the power of professional development across borders comes from an idea that we are stronger together than we are apart; it is confidence in the power of networks and ideas, and it is underpinned by a philosophy of mutual respect.

Over the course of last year, the Young Barristers' Committee (YBC) of the Bar Council of England and Wales worked hard to develop new pathways for junior barristers to grow professionally. In September, the YBC hosted a delegation of European young Bar leaders in London as part of International Weekend. International Weekend has been held in London for as long as anyone can remember and is a key opportunity for the young Bars of Europe to come together and discuss the most pressing issues we have in common. When I joined our friends from across Europe for dinner, we were privileged to hear from then-President of the CCBE, Panagiotis Perakis, and then Vice and now Chair of the Bar Council, Sam Townend KC. Both declared their commitment to working together in the interests of justice. In the European context, it is ever more vital that we stand up for the rule of law and for the right to practice law without the risk of persecution. This is something on which I am proud to stand shoulder to shoulder with the President of the EYBA.



Last summer, we welcomed a delegation of young Dutch lawyers to London, Manchester and Cardiff as part of the Anglo-Dutch Exchange. Building on a tradition that stretches back to 1966, they enjoyed an enriching three-day programme of seminars, networking receptions, and learning about legal history across three cities, culminating in a gala dinner at the historic Honourable Society of the Middle Temple. So successful was the exchange that both our Bar associations have agreed it should now take place annually, as opposed to bi-annually as was the case before.

It is not only conferences and exchanges that light the pathway to a successful career; for junior practitioners to grasp these opportunities, they need proper funding. The Bar Council's [International legal and professional development grants programme](#) provides a way for those who may not be able to self-fund travel abroad to still be able to take advantage of what is on offer. With the help of our match-funded scheme administered by the Bar Council and funded by the Bar Council Scholarships Trust and Specialist Bar Associations (SBAs), we are proud that the programme has helped 16 barristers attend events overseas since it was re-launched in the autumn of 2022.

Further afield, the YBC's joint programme with the Law Society of Kenya has seen 10 junior Kenyan lawyers engage with 10 barristers in England and Wales as part of a 12-month mentoring scheme, a model which I hope can be used and repeated by other jurisdictions to encourage professional development across borders. True professional development can only foster if lawyers can count on a happy, healthy working environment. [The Bar Council's recent report](#) of December 2023 showed that 44% of respondents had experienced or observed bullying, harassment, or discrimination as part of their working lives in the last two years. Just under one third of respondents said they had personally experienced bullying or harassment in person at work; 16% had experienced discrimination in person at work. What is more, these statistics are getting worse, not better, and a systemic problem exists. The Bar Council has developed a suite of resources to help tackle these issues, including our reporting tool [Talk to Spot](#), and encouraging those who observe such behaviours to informally take steps to call out such incidents as being unacceptable. In this way, the Bar must work together to achieve the change we desire. The sense of feeling isolated, singled out or targeted is never acceptable. The YBC is working closely with the Bar Council on a new strategy to tackle bullying, discrimination, and harassment, and I am keen to offer help and advice to those young Bar associations that need it.

The legal profession has always been about standing with colleagues in support of what we all do. The EYBA's programme, and our own programme here in England and Wales, is about providing the support junior lawyers need to be the best lawyers they can be. This is why our priorities for 2024 include consolidating the Anglo-Dutch Exchange and International Weekend, continuing to secure funding for grants programmes, and looking towards greater engagement and partnership with the EYBA by working alongside it on new initiatives.

About the author

Amrit Kaur Dhanoa, Chair of the Young Barristers' Committee of England and Wales.

If you would like to take part in any of the programmes mentioned in this article, please contact the Young Barristers' Committee at YBC@barcouncil.org.uk.

REGULATION OF ARTIFICIAL INTELLIGENCE: RESULTS OF 2023 AND PROSPECTS FOR 2024

BY SERGIY BARBASHYN

Artificial intelligence technologies are rapidly finding application in various spheres of our lives, ranging from chatbots for generating images to healthcare diagnostics systems.

Such technologies reflect significant progress in the field of artificial intelligence, but at the same time raise a number of questions about ethics, confidentiality, and the potential for misuse. Legal regulation in this context becomes an urgent task, as society faces challenges associated with a high level of computerization and automation in almost all areas of life.

In 2023, the legal regulation on AI experienced a transitional phase. Legislators from various countries actively worked on defining strategies and principles that should form the basis for further regulation of this technology at the state and regional levels.

Currently, it is difficult to predict the introduction of a single international standard on this issue. However, despite the diversity of approaches, there is a common desire to ensure safety and protection of human rights in the context of rapid technological development.

Undoubtedly, the European Union prevails in the formal regulation of artificial intelligence by law. A significant milestone was achieved when the European Parliament and the Council negotiators reached a preliminary agreement on the Artificial Intelligence Act in early December 2023. Since then, the Act's text has been further refined and adjusted during technical discussions.

On February 2, 2024, EU countries approved the political agreement reached in December 2023. To enact the Artificial Intelligence Act, the next steps involve the European Parliament's approval. It is expected that the European Parliament will hold its full plenary vote in April. It is likely to come into force by summer and is expected to be applicable as early as 2026, although certain aspects of it may take effect earlier.

The act aims to ensure the safety and transparency of the use of artificial intelligence systems in the European Union. It is specified that such systems should be traceable to avoid discrimination and negative consequences. As stated by the EU Parliament, the control over these systems should be in the hands of humans rather than automated processes, which will help prevent potential harmful effects of artificial intelligence usage.



The new rules entail various obligations for providers and users, depending on the level of risk associated with AI usage. AI systems will be categorized into systems of limited risk and those posing high risk. It is also planned to introduce specific rules for general purpose and generative AI.

Additionally, some AI systems may be prohibited. For instance, artificial intelligence used in real-time biometric identification systems may face prohibition due to its specific risks and potential consequences.

Other countries also don't stand aside from AI regulation. For example, Ukraine is not lagging behind global developments in the legal regulation of artificial intelligence. Indeed, by the end of 2023, a roadmap for regulating artificial intelligence in Ukraine had been developed. The document is structured based on a two-stage approach to regulation.

During the first stage, government will provide businesses with tools to prepare for future AI regulation. Plans include publishing recommendations and a White Paper that will address questions regarding current opportunities in the field of artificial intelligence and provide forecasts and plans for the future. The second stage involves developing and adopting relevant legislation, similar to the European AI Act. This law will establish the legal framework for using and developing artificial intelligence technologies in Ukraine.

Furthermore, Ukraine has taken initial steps to regulate the issue of copyright for works created by artificial intelligence. In the new 2023 copyright legislation, it is defined for the first time that works entirely created by AI are protected by a sui generis right. Individuals who hold proprietary rights or possess licensing authorizations (authors of the AI program, their heirs, or lawful users of the program) can be subjects of sui generis rights. According to the law, they acquire personal proprietary rights to the work created by AI.

In addition to the EU and Ukraine, over 30 other countries, including major players on the international stage such as the US, UK, China, India, and Japan have already committed to creating legislative frameworks to regulate artificial intelligence. This signifies a global movement towards establishing standards and norms for the use and development of AI.

We are undoubtedly facing an exciting year filled with challenges and the establishment of rules in the field of artificial intelligence.

For businesses, it is crucial to start preparing for changes now. Our goal, as young advocates, is to assist and protect the interests of businesses.

Even though it is still early to determine which approach – direct regulation of the sector or general principles – will prove to be the most optimal, time will undoubtedly reveal the better path. It is essential to continue monitoring developments and prepare for the challenges that this exciting stage in history may bring.

About the author

[Sergiy Barbashyn](#) is the EYBA President, Chair of the UNBA NextGen, owner of the [Barabashyn Law Firm](#) and practicing attorney in IP, IT and AI law

GET TO KNOW EYBA MEMBERS

Istanbul Bar Association Young Lawyers Center

About us

The Istanbul Bar Association Young Lawyers Center, established in 2018, is dedicated to addressing the professional challenges faced by young lawyers and finding potential solutions. The Center along with a robust Executive Committee, is a dynamic segment of the Istanbul Bar Association. This center aligns itself with the principles, philosophies, and values of the Turkish Revolution, inspired by Atatürk's vision. It focuses on addressing the issues faced by young lawyers in Istanbul, conducting research, proposing solutions, and ensuring their implementation in collaboration with the Istanbul Bar Association's Management Council.



Our activities and initiatives

Leadership and Collaboration:

We continuously spearhead initiatives to establish similar entities in bar associations outside of Istanbul.

Problem Identification and Resolution:

We consistently identify challenges faced by young lawyers in their professional activities and develop significant strategies for solving these issues.

Educational and Networking Events:

We regularly organize educational events, conferences, panels, and networking events.

Publications and Announcements:

We are engaged in publishing activities for communication and announcements related to the Center's work.

Support and Advocacy:

We are actively involved in supporting colleagues who face legal challenges or injustices. This includes providing visits and legal support to lawyers subjected to unfair treatment.

Community Engagement and Social Responsibility:

We participate in various social responsibility projects.

Representation and Participation:

We represent young lawyers in national and international forums, ensuring their voice is heard in broader legal discussions.

Training and Development:

We facilitate training sessions and workshops for legal professionals and law students.

Solidarity and Support Network:

We maintain a strong support network among young lawyers, facilitating mentorship, professional guidance, and collaborative opportunities.

Active Online Presence:

We maintain an active social media presence, engaging with a broader audience.

GET TO KNOW EYBA MEMBERS

Istanbul Bar Association Young Lawyers Center

Istanbul Bar Association Young Lawyers Center is instrumental in continuously advocating for the interests of young lawyers, promoting legal education, and fostering a sense of community and solidarity among legal professionals in Istanbul. Their ongoing comprehensive approach in addressing the challenges faced by young lawyers is making a significant impact on the legal community.

Istanbul Bar Association

The Istanbul Bar Association is the oldest and at the same time the largest bar association in Türkiye. The Istanbul Bar Association, whose main duty is to defend the rule of law, has carried the Istanbul Bar Association to the present day with its struggles in every field of law and its attitude and culture in the face of important events that changed the agenda of Türkiye.

The Istanbul Bar Association has always been at the forefront of important social cases in Türkiye and has demonstrated its upright stance.

For 145 years, the Istanbul Bar Association has been the symbol of the struggle for rights in Türkiye. The Republic, independence, Atatürk's principles and revolutions, modern, secular and democratic Türkiye are the red lines of the Istanbul Bar Association.

In 2022, the Istanbul Bar Association elected its first woman president, Att. Filiz Saraç.



WINNING AWARDS AND RECOGNITION: TIPS FROM A MULTIPLE AWARD WINNER

BY MARTIN WHITEHORN

Award-winning junior lawyer Martin Whitehorn shares his advice on how young lawyers can best hone their award applications in order to stand out from the competition and enhance their brand.

Have someone else nominate you

When junior lawyers approach me to discuss how they should draft their nominations, this is the first thing I tell them. Before being named a Legal Hero by The Law Society of England and Wales in 2023, I won Rising Star of the Year at the regional Surrey Law Society awards in 2021. When I prepared for the Rising Star application, I researched other lawyer awards and particularly remembered a tip from an award judge, which was to not nominate yourself but have someone nominate you. This made a lot of sense to me because while anyone can praise their own triumphs, having someone else do it helps to provide independent evidence of your accomplishments.

On a brief tangent, there is also a special pleasure to be had in reading what someone else writes about you for an award. For Legal Heroes I therefore particularly liked that you could not nominate yourself but had to be nominated by someone else.

I asked a variety of junior lawyers (whom I had either worked with or helped) to nominate me and it was a joy just to read the nominations they submitted, while also providing strong proof that I had positively changed peoples' lives.

Make it easy for your nominators

To assist my Legal Heroes nominators I:-

- explained The Law Society's Legal Heroes initiative and asked them nicely if they would nominate me;
- gave them the link to the nomination webpage and neatly summarised what the judges were looking for so they could tailor their nominations accordingly, along with giving examples of where I thought I fitted with what the judges were looking for; and
- prepared a list of additional relevant points I thought they might include from our interactions together with links to my LinkedIn posts so that they could easily provide contemporaneous evidence.



These might sound like obvious points but I have been approached by others to nominate them for awards without these steps being taken. If you are in this situation, then I recommend you ask that person to draft the nomination for you to review, so that you can be sure you are not missing anything they might have wanted included.

Record your accomplishments

Maintaining an up-to-date record of your activities will make it easier for your nominators to include these in an award nomination. This can be as simple as posting on LinkedIn about your achievements so that you can then look back at your posts and provide your nominators with links to relevant ones, like I did with Legal Heroes.

Naturally some acts are not easily expressed in a LinkedIn post, so do note these elsewhere. For the Rising Star award, I asked aspiring and junior lawyers for LinkedIn recommendations on my profile, which I then took screenshots of in order to provide evidence for the nomination.

Answer the question

For the Rising Star award, I did not think I would get it when the shortlisted candidates were announced because of their professional achievements: one had recently become a partner at her firm and another had billed almost twice what he had been expected to bill in a year. However, when talking to shortlisted candidates it became clear that while their nominations had demonstrated how they had 'risen' in their career, they did not go into as much detail on the other key requirement for the award, which was that the candidate must have demonstrated a sizeable level of involvement in the wider legal profession, ideally helping others in their community.

In contrast, when drafting my nomination, I provided reminders to my nominator of the help I had given aspiring and junior lawyers during the COVID-19 pandemic, in addition to how I had risen professionally.

Consider your audience

Continuing on the subject of helping others, this is an increasingly frequent requirement in lawyer awards. Even if this is not explicitly stated as an element to be judged, consider whether the judging panel want their profession or industry represented by someone who has not demonstrated this.

On a different note, even if a certain award may be prestigious in the legal world or in a client's industry, it does not mean that your prospective and existing clients will be familiar with it. An advantage of winning Surrey Law Society's Rising Star of the Year in 2021 is that it is easy to identify that the award is for the best out of other lawyers in the Surrey area.



Don't focus on who you are but what you have done

When looking at draft nominations, it is apparent that some people consider talking about their diverse characteristics as the key aspect to focus on. The disgraced George Santos is perhaps the clearest example of a person who cynically used this to initially great effect, as infamously in his election campaign he falsely claimed all manner of diverse characteristics and that he had suffered through various experiences. His actions demonstrate an understanding that people can treat characteristics and suffering as comparable with good ideas and relevant accomplishments, a tribalism that he took advantage of.

While your background and lived experience can provide vital personal context that helps the judges to understand your motivations, these are not achievements in themselves. For example, I am autistic but it is not remarkable that I help others as an autistic solicitor. Instead, it is my actions that matter. The judges reviewing your nominations will be focusing on your actions.

The Law Society of England and Wales' Legal Heroes initiative

Recognises the solicitors who have brought distinction to the legal profession by making a demonstrative, lasting and tangible difference to the lives of others, their local community or society as a whole. The individual must have demonstrated the values at the heart of the profession: helping others in need, putting the interest of others first, outstanding leadership and strong teamwork.

Surrey Law Society's Rising Star of the Year award

Recognised Surrey Law Society members who demonstrated how they had risen and shown a sizeable level of involvement within the legal profession and their practice area.

About the author

Martin Whitehorn is a residential property solicitor at Julie West Solicitors in England, Legal Hero of The Law Society of England and Wales, National Representative of Surrey Junior Lawyers Division, and Projects & Campaigns Co-Lead of the Legal Neurodiversity Network.

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