



EYBA JOURNAL

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A WORD FROM THE PRESIDENTS

BY SHANNON GAWLEY

As we embark on this year, I am hopeful that the EYBA will continue to be a driving force in shaping the next chapter of the legal profession.

BY SERGIY BARBASHYN

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A WORD FROM THE PRESIDENT

BY SHANNON GAWLEY

As we embark on this year, I am hopeful that the EYBA will continue to be a driving force in shaping the next chapter of the legal profession.

It is an immense honour to be elected as President of the European Young Bar Association ("EYBA"). As I noted during the Summer Conference in Copenhagen, my journey with the EYBA began back in 2018 at the Spring Conference in Paris. I remember attending that conference with a sense of curiosity and excitement, eager to connect with fellow legal professionals from across Europe. Little did I know that six years later, I would be entrusted with the responsibility to lead this incredible organization.

As I reflect on my journey, I am filled with gratitude for the experiences, friendships, and professional growth that the EYBA has afforded me.

It is a testament to the power of this association to inspire and elevate young lawyers, fostering a community that is both supportive and forward-thinking.

With this ethos in mind, I am delighted to share that my theme for my year of Presidency will be "The Future of the Profession." This theme is not only timely but also deeply resonant with the core values of the EYBA. Our profession is at a pivotal point, facing rapid technological advancements through AI, evolving societal expectations, and new challenges in upholding justice and the rule of law. As young lawyers, we are the stewards of this future, and it is our duty to shape it with vision, integrity, and innovation.

During my year of Presidency, we will be continuing our series of key conferences designed to provide our members with invaluable opportunities for networking, learning and collaboration. Beginning with the International Weekend in London, followed by the Spring Conference in Rome and culminating with the Summer Conference in Amsterdam, these events will bring together young professionals from across Europe. Each conference will feature a diverse array of panels, workshops and social events, allowing members to engage with contemporary legal issues, build international connections and exchange ideas with peers from around the world.



I am excited to continue the great work already undertaken by the EYBA Board, particularly with our collaborations with the Council of Europe and the Council of Bars and Law Societies of Europe (CCBE) to name a few. These efforts have laid a strong foundation for us to build upon, ensuring that our members are well-equipped to navigate and lead in this ever-changing landscape. I also look forward to working with the new EYBA Board in the continued pursuit of this initiative.

As we embark on this year, I am hopeful that the EYBA will continue to be a driving force in shaping the next chapter of the legal profession. Through our conferences, continued engagement with European institutions, and a commitment to addressing the challenges and opportunities ahead, we will aim to empower our members to lead with innovation, integrity and a vision for a more just and equitable future.

In closing, I would like to thank each member for your trust and support. The EYBA is not just an association; it is a family. And together, as we look towards the future of our profession, I am excited about the journey ahead and the incredible milestones we will reach together.



REFLECTING ON A YEAR OF PROGRESS: A MESSAGE FROM THE EYBA IMMEDIATE PAST-PRESIDENT

BY SERGIY BARBASHYN

In the face of numerous challenges - unity is more than just an idea. By coming together and sharing our experiences, we harness the collective strength needed to support and guide young lawyers.

I was privileged to serve as the EYBA President during the past year, and reflecting back, I can surely say it was a great journey. The year of the presidency was full of new opportunities, working meetings, workshops, legal discussions and conferences. That time was also really demanding: our organization's growing challenges, worldwide processes like the ongoing war in Ukraine and supporting Ukrainian colleagues, AI and technology's influence on the world, etc. But we prevailed and did our best by uniting our forces.

We have achieved incredible results, and I would like to highlight some of them:

- We approved the EYBA Costs Policy that allows us to predict expenses and fire permanent staff in the future.
- We agreed on the EYBA Representative Project that allows us to share information about and between members, ask for information about events, and see each other at our members' events.
- We did not stay aside from the global processes and supported our colleagues worldwide, including membership fee cancellation for Ukrainian lawyers during martial law.
- We've launched new traditions, such as the Recognition Accelerator workshops. A series of lectures aimed at providing practical insights and guidance to our members and helped us be closer to each other, bar leaders, and guided young lawyers on their professional journey, empowering them to make impactful contributions to the legal community. Also, started the EYBA members' meeting during the Web Summit in Lisbon. This initiative provided an invaluable space for interaction, collaboration, and exchanging ideas among our members.
- We launched a comprehensive survey to explore the impact of Artificial Intelligence on the legal profession, particularly focusing on young lawyers, and in July 2024 presented the full report. Representatives from over 15 countries participated in the European Young Bar Association's survey. We plan to establish an AI Working Group to coordinate efforts and provide a unified voice on AI-related matters. More details will be provided soon.



- We continued our ongoing and annual traditions, including:
 1. International Weekend in London, expertly organized by the Young Barrister Committee of the General Council of the Bar of England and Wales, the Junior Lawyers Network of The Law Society of England & Wales, and the London Young Lawyers Group.
 2. Spring Conference in Istanbul, efficiently coordinated by the Istanbul Bar Association and the Istanbul Bar Association Young Lawyers Centre.
 3. Summer Conference in Copenhagen, superbly managed by the Danish Bar and Law Society, and Djøf Lawyers.
- We maintained our valuable partnerships with the CCBE, the Council of Europe, the Academy of European Law (ERA), and other collaborative efforts, strengthening our connections with our members.

Thank you to all the EYBA Board members, partners, colleagues, and active participants for your unwavering support and involvement. It is a great honor to continue my role as the Immediate Past-President of the 2024-2025 Executive Committee. I extend my heartfelt congratulations to Shannon Gawley, our newly elected President, and the entire Executive Committee. I wish you all the best as you lead EYBA, striving to represent and advocate for young lawyers across Europe. I am confident we will continue to build on our successes, tackle emerging challenges, and amplify the voices of young legal professionals.



About the author

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

HIGHLIGHTS OF THE SUMMER CONFERENCE



The event commenced with a Rooftop Reception at Djøf Lawyers, an exceptional venue that set the tone for the proceedings, organized by Djøf Lawyers and the Danish Bar and Law Society. The reception provided attendees with the opportunity to network, exchange greetings, and plan for the days ahead.

The educational segment of the conference, held under the theme “The New Legal World Order”, featured distinguished speakers that offered invaluable insights and sparked vibrant discussions.

During the EYBA AGM, association members summarized the annual activity, engaged in discussions on vital matters, and reached a consensus on strategic decisions for the organization's future steps.

As per EYBA tradition, the Gala Dinner served as the perfect conclusion to the conference, providing participants an opportunity to reflect on the insightful sessions, engage in meaningful conversations, and make plans for the future. The social aspect allowed everyone to connect, exchange ideas, and experience the hosting country's culture and traditions.

Beyond serving as a platform for knowledge sharing and deepening interactions, the conference acts as a catalyst for advancing the international legal field. Specialists collaboratively address pressing issues and foster the dissemination of innovations.

EXECUTIVE COMMITTEE MEMBERS FOR 2024 - 2025

Following the Annual General Meeting held in Copenhagen during the EYBA Summer Conference 2024, new members were elected to the Executive Committee. They are legal professionals leading the way in shaping the future of our association.

President: Shannon Gawley - an Associate in the Commercial team at Carson McDowell.

Immediate Past-President: Sergiy Barbashyn - a Ukrainian attorney-at-law, owner of the Barbashyn Law Firm

Vice-President: Chiara Palombi - an Italian lawyer working as Manager in the labour department of EY Studio Legale e Tributario.

Secretary: Yuliia Serhet - a Ukrainian attorney-at-law, owner of the "Serget&Partners" Law Firm

Treasurer: Bianca-Lucretia Tomescu, a dedicated lawyer hailing from Cluj-Napoca, Romania

Executive Officers:

Roberto Luz Vieira - trainee attorney at José Bulha International Law Firm

Fatih Özdemir - a seasoned Legal and Compliance Counsel, Coordinator at YASED International Investors Association

Ross White - a Solicitor with GRAHAM Group



The image displays the Executive Committee members for 2024-2025, arranged in a grid. Each member's portrait is accompanied by their name, title, and a small flag of their country. To the right of the portraits is the EYBA logo and the text 'Executive Committee 2024-2025'.

Member	Title	Country
Shannon Gawley	President	United Kingdom
Sergiy Barbashyn	Immediate Past-President	Ukraine
Yuliia Serhet	Secretary	Ukraine
Chiara Palombi	Vice-President	Italy
Bianca-Lucretia Tomescu	Treasurer	Romania
Roberto Luz Vieira	Executive Officers	Portugal
Fatih Özdemir	Executive Officers	Turkey
Ross White	Executive Officers	United Kingdom

EYBA
European Young Bar Association
Executive Committee
2024-2025

A REFLECTION ON THE ETHICAL AND SOCIETAL IMPLICATIONS OF ROBOTICS OUTLINED IN ENISA'S PAPER

BY STEPHANIE NESS

While reflecting on the ENISA paper on the ethical and societal implications of advanced distributed ledger technologies (DLTs) in the robotics industry and the comprehensive analysis of Myriam Dunn Cavelty and Max Smeets about the European Union Agency for Cybersecurity (ENISA) and, it is evident that the intersection between security governance, technology governance and ethics is a complex maze of problems and opportunities for the European Union (EU) as well as beyond.

This reflexive essay aims to discuss these challenges and opportunities by mainly focusing on the ethical and social implications identified by ENISA, which are placed within the context of changes in cyber-security governance in the EU, according to Dunn Cavelty and Smeets.



Evolution of the significance of both ENISA as an agency and Cybersecurity in Advanced Technologies like Robotics:

Dunn Cavelty & Smeets describe in detail how ENISA has grown from its humble beginnings into a central player in the EU's cybersecurity landscape today. This transition becomes especially important when considering the agency's work on disruptive technologies like DLTs that, according to the agency, form part of the "threat landscape" for the robotics industry. The transformation of ENISA from being a marginal player fighting for relevance within the EU into one that got tasks set out in law under Article 5 of the EU Cybersecurity Act provides a valuable viewpoint through which to understand challenges associated with governing advanced technologies powered by digital assets. The agency's eventual acquisition of a more explicit mandate since its temporary broad mandate to secure the EU's "network and information systems" and role within the EU's cybersecurity framework underscores the necessity of robust, adaptable governance structures capable of addressing the multifaceted challenges posed by technological advancements.

Ethical and Societal Implications of DLTs in Robotics

Using Digital Ledger Technologies with robots is a relatively novel idea. It could change how people connect with peers. DLTs make robots safer and better: They can improve supply chains up to self-driving cars.

However, ENISA says there are challenges, too. DLT is the underlying technology of cryptocurrencies that raises privacy and security issues, yet it will eventually replace existing systems, leading to "two different popes with distinct legal features for a defined period". The use of robots needs careful rules and watching data privacy, weak system points, and using autonomous robots ethically.

The Role of Cybersecurity Governance

The role change of ENISA, as illustrated through Dunn Cavelty and Smeets, displays the wider challenges of cybersecurity governance in a technology of rapid technological change. ENISA's initial struggles with setting up "epistemic authority" and relevance parallel the problems in governing emerging technology like DLTs in robotics. Just as ENISA had to navigate a complicated landscape of EU institutions, member states, and personal stakeholders to claim its position, the governance of DLTs in robotics needs a multifaceted technique that balances those fast-developing technologies with safety, ethical considerations and societal impact.

Towards a Framework for Ethical and Secure Technological Advancement

Upon examining ENISA's growth and examination of DLTs used in robotics, a significant theme surfaces concerning ethical and security considerations.

Firstly, instituting defined governance structures and directives, as displayed in ENISA's journey to a critical player in the EU's cybersecurity strategy, is incredibly vital. These frameworks must evolve by adapting to emerging difficulties and prospects present in DLTs.

Secondarily, grasping "epistemic authority"'s necessity, emphasised by Dunn Cavelty and Smeets, accentuates expertise's worth and well-informed decision-making when governing sophisticated technologies. Ensuring entities like ENISA both possess the knowledge and competencies to tackle DLTs in robotics' complexities is pivotal for ethical and secure governance.

Lastly, the ENISA paper emphasises societal and ethical implications of DLTs in robotics, highlighting the need for a holistic governance approach. This comprehensive strategy should seamlessly blend technical security measures with ethical guidelines and societal considerations. Only then can technological progress contribute positively to societal well-being, avoiding exacerbation of existing vulnerabilities or inequalities.

Conclusion

To summarise, exploring ENISA's role in EU cyber security governance, along with their thoughts on ethics and society's view of DLTs relevant to the robotics industry, reveals valuable insights. These help understand challenges and chances when governing futuristic tech. As the EU and the world face complexities with innovations like robotics and DLTs, lessons from ENISA's journey provide a roadmap. This roadmap balances progress with security, ethics, and societal benefit.

About the author

[Stephanie Ness](#) is a CISO/CTO & Legal Counsel Specializing in Cybersecurity, Privacy, Data Protection, Expert in AI-Enabled Security Solutions, Consultant
Driving Digital Transformation

THE USE OF ARTIFICIAL INTELLIGENCE IN DAILY LEGAL PRACTICE

BY BORJA LLONIN

The aim of the following lines is to try to explain – without being apocalyptic or excessively enthusiastic – the relationship between the development of artificial intelligence (AI) and the practice of law. Firstly, it's important to note that AI has been around much longer than the past two years. Lawyers can use various AI systems similarly to other technological developments over the decades. Each lawyer can choose to use AI to become more efficient or stick to traditional methods. However, AI is not just a passing trend. Significant resources are invested in AI development, and the human element is crucial for successfully integrating AI solutions into daily legal activities.

Is it necessary to know how an AI system works? The answer would be yes, although we should stick to our field.

Understanding AI is essential to assess how to incorporate it into our activities, understand its risks, and because AI is part of daily actions for individuals and organizations, affecting the cases that reach our offices.

AI tools can assist with tasks like drafting legal documents. Although generative AI systems like ChatGPT are still evolving, they have already made a significant impact. These tools, trained on vast amounts of data, can generate drafts based on user descriptions. It's important to focus on the data used for training and the user prompts. Currently, tools like ChatGPT rely on publicly accessible data, as they don't have unlimited access to legal databases. Meanwhile, the usability of AI systems developed by legal companies and startups depends on the development stage. The landscape is rapidly changing, and future advancements are inevitable.

In many cases, AI can help overcome blank page syndrome, but subsequently, supervision and the contribution of our value to the generated content are essential. Beyond drafting documents, AI can automate processes, create meeting minutes, and review extensive documentation.

Legal practice involves many more tasks in the daily routine, including business planning, setting objectives, researching legislative or jurisprudential developments, or developing a marketing strategy.



In these tasks, where we have less knowledge and the "blank page syndrome" can be greater, providing appropriate instructions to the generative AI system and starting a process of conversation and collaboration can make a difference. We are in a profession where time management is a priority, so incorporating elements that can improve this aspect is necessary. AI can significantly enhance business planning by analyzing large volumes of data to identify trends and make predictions. For example, AI tools can help law firms develop initial business plans or refine existing ones. By analyzing past performance data and market trends, AI can suggest realistic goals and strategies to achieve them. Setting monthly or annual objectives becomes more precise and data-driven, allowing firms to allocate resources more effectively and measure progress accurately.

Staying updated with new laws and jurisprudence is crucial for legal professionals. AI can automate the monitoring of legislative changes and court rulings, providing timely updates and summaries. This allows lawyers to focus on analyzing the implications of these changes rather than spending hours sifting through documents. Additionally, AI can assist in conducting comprehensive legal research by quickly retrieving relevant case laws, statutes, and legal opinions from vast databases.

In the realm of marketing, AI can analyze client data to identify patterns and preferences, helping law firms tailor their marketing strategies. AI-driven tools can create targeted marketing campaigns, manage social media presence, and analyze the effectiveness of various marketing channels. By understanding client behavior and preferences, firms can better position their services and improve client engagement.

As mentioned earlier, AI is increasingly present in everyday activities, impacting areas like responsibility, supervision, transparency, and control, which need to adapt according to AI regulations. These regulations affect civil and criminal responsibility, corporate compliance programs, data protection, and intellectual property, among other legal areas.

AI's influence on civil and criminal liability is profound. Lawyers need to understand how AI-generated decisions and actions can impact legal responsibility. For instance, if an AI system makes a decision that leads to a legal dispute, determining liability can be complex. Understanding the technology behind AI systems helps lawyers navigate these challenges and provide informed advice to clients.

Corporate compliance programs can benefit from AI by automating monitoring and reporting processes. AI can analyze financial transactions, communications, and other activities to identify potential compliance violations. This proactive approach helps companies prevent legal issues and maintain regulatory compliance. Lawyers play a crucial role in interpreting AI-generated reports and advising on necessary actions.

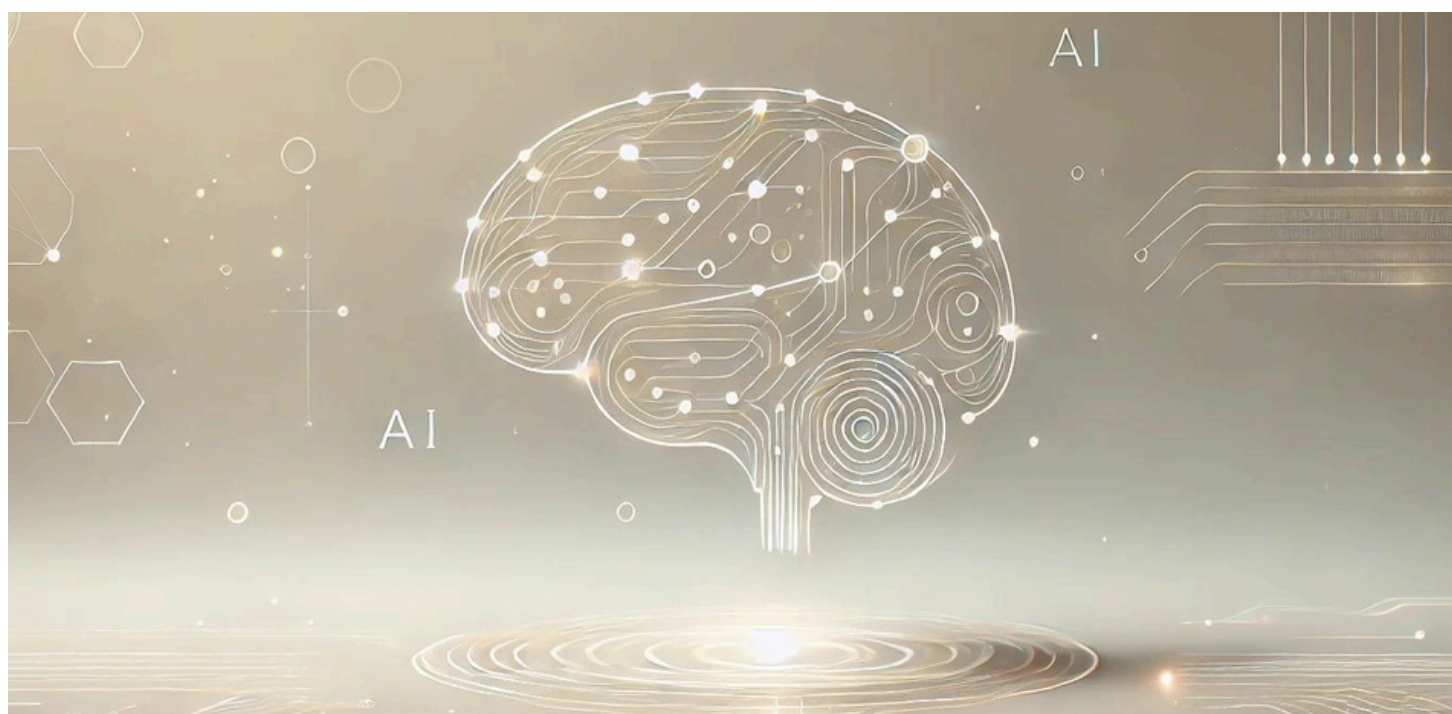
Data protection is a critical concern when using AI, especially in handling sensitive client information. Lawyers must ensure that AI systems comply with data protection laws and maintain client confidentiality. Additionally, AI-generated content raises questions about intellectual property rights. Lawyers need to understand the legal implications of AI-created works and advise clients on protecting their intellectual property.



The integration of AI in legal practice can significantly transform roles and responsibilities within law firms. Some routine tasks may be automated, allowing lawyers to focus on more strategic and complex aspects of legal work. For example, document review, due diligence, and legal research can be streamlined with AI, freeing up time for lawyers to engage in high-value tasks like client counseling and courtroom advocacy. Preparing for this transformation and managing the transition to maximize benefits for all involved is crucial.

While automation may reduce the need for certain traditional roles, it can also create new opportunities in areas such as data management, predictive analysis, and cybersecurity. Lawyers who develop skills in these emerging areas will be better positioned in the job market. For instance, expertise in managing AI systems and understanding their legal implications can become highly sought after in the legal industry.

In conclusion, AI will widen the gap between those who adopt it to enhance task management efficiency and those who prefer traditional methods. For AI to be truly useful, it requires human collaboration and consistent effort. AI is not a replacement for lawyers but a powerful tool that, when used correctly, can significantly improve the practice of law. Lawyers must stay informed about technological advancements, continuously update their skills, and adapt to the evolving landscape to remain competitive and provide the best service to their clients. The future of law is undoubtedly intertwined with the development and integration of artificial intelligence, making it essential for legal professionals to embrace and harness its potential.



About the author

Borja Llonin is a practicing attorney in criminal law, compliance and AI, member of the Confederación Española de la Abogacía Joven and member of the EYBA Research Committee

GET TO KNOW EYBA MEMBERS

Dutch Young Bar

About us

What do Adele, Homelander and the Australian Aboriginal tribes have in common? "Not much," we hear you say. And you are absolutely 100% right, as in the Netherlands we say: "It ain't much, if it ain't Dutch!"

Since 1976, Stichting Jonge Balie Nederland (the "Dutch Young Bar") unites all the 13 local Young Bar Associations of the Netherlands, all the way from the far Northern lands in Groningen to the Southern hills of Limburg – which according to Google Maps is a respectable 336 kilometre distance.



Dutch Young Lawyers

To become admitted to the Bar of the Netherlands, Dutch lawyers have to follow a three-year post-academic program in which they will gain experience as a professional lawyer at a law firm and will follow several cognitive and soft skill courses that will help them in their development to become lawyers. This three-year program is called the "advocaat-stage" (roughly translated as "lawyer traineeship") and at the beginning of this program, the Dutch young lawyers will inter alia join the Young Bar Association of their District Bar. Their membership to the Young Bar Associations will end six years after their admission to the Dutch Bar.

Intermediate

Young Dutch lawyers are connected to the Dutch Young Bar through their local Young Bar Association.

Several times per year, the boards of the local Young Bar Associations come together with the Dutch Young Bar to discuss the developments, challenges and opportunities Dutch young lawyers face on a regional, national and international level. After gathering all the relevant information, the Dutch Young Bar presents and discusses these issues with several national institutions such as the Dutch National Bar and the Educational Institutes. Additionally, the Dutch Young Bar holds a close connection to Lawyers 4 Lawyers.

Activities

In addition to its intermediate role, each year the Dutch Young Bar organises several interesting and social activities for young Dutch lawyers, such as an online Business Development Course, an In House Day at a legal institution, a Board Networking Event, and on top of it all, the Dutch Young Bar Seminar.

GET TO KNOW EYBA MEMBERS

Dutch Young Bar

During this two-day event, the Dutch Young Bar welcomes about 1,000 young Dutch lawyers and hosts interesting speakers who offer several presentations on current legal topics. And at the end of the day, obviously there is plenty of opportunity to relax, network (and party!). This year, the Seminar will take place on 31 October and 1 November and the topic will be “The Future’s Lawyer, Innovation: Friend or Foe?”.

European Young Bar Association

Due to the legislation from the European Union and many other and international treaties, the legal landscape in the Netherlands is not limited by its national boundaries. The Dutch Young Bar therefore also focusses on the international developments that apply to the young Dutch lawyers.

For this reason, the Dutch Young Bar values their membership to EYBA very much, as EYBA provides the ideal platform for young lawyers in Europe to network and discuss about the impact of international developments on the national legal landscapes. The Dutch Young Bar are present at almost every conference organised by EYBA hope to continue their collaboration for many years to come!

Meet us!

Are you excited to learn more about the Dutch Young Bar? Meet us at the next EYBA event or contact us through our website: <https://www.sjbn.nl/contact/>. We certainly can't wait to meet you too!



QUALIFYING IN THE UK FROM OVERSEAS

BY MARTIN WHITEHORN

Incoming Council member of The Law Society of England and Wales and English solicitor at Burley Geach LLP Martin Whitehorn talks to fellow junior lawyers across the United Kingdom on where lawyers looking to qualify in the various countries of the UK can learn more.

A key thing to bear in mind is that most lawyers in the UK are either solicitors or barristers. We start with Northern Ireland and who better to give an introduction than Northern Irish solicitor at Carson McDowell and EYBA President Shannon Gawley:

"Northern Ireland offers numerous advantages for lawyers due to its unique legal landscape and strategic location. The jurisdiction blends common law with local legislation, offering legal professionals a dynamic environment to practice in. Lawyers benefit from handling cross-border matters due to Northern Ireland's proximity to the Republic of Ireland and its special post-Brexit trade arrangements with the EU. This jurisdiction is also known for its emphasis on human rights, providing opportunities for meaningful advocacy work. Moreover, Northern Ireland's growing economy and legal tech innovation create demand for expertise in commercial and corporate law.

To qualify as a solicitor in Northern Ireland, candidates must complete a traineeship under a Master after obtaining their law degree and complete the Postgraduate Diploma in Professional Legal Studies at the Institute of Professional Legal Studies (IPLS). Aspiring barristers must complete the Bar Postgraduate Diploma in Professional Legal Studies at the IPLS and undergo a 12-month pupillage. This rigorous training ensures that legal professionals are well-prepared to meet the jurisdiction's unique challenges and opportunities".

For more information go to: <https://www.lawsoc-ni.org/solicitor-admitted-overseas>.

Barrister and Past Chair of the Northern Ireland Young Bar Association Sarah Minford gave further insight:

"The Bar of Northern Ireland is home to over 600 self-employed barristers. Unlike in England and Wales, the chambers system does not operate in Northern Ireland, meaning that each



Barrister may have an extremely varied practice. Barristers in Northern Ireland are reliant on solicitors instructing them directly, where adherence to the Cab Rank rule is of utmost importance.

The breadth and variety of work in Northern Ireland is exciting: in June this year, during one week, I appeared in the Magistrates' Court, the County Court, the High Court and the Supreme Court of the United Kingdom, where each appearance in each Court related to different areas of practice. I would highly recommend practising in Northern Ireland".

For more information call the Clerk to the Under Treasurer of the Inn of Court of Northern Ireland on 4428 9056 2349.

Moving on to Scotland now, Past President of the Scottish Young Lawyers' Association and solicitor at CMS Chiara Pieri had this to say:

"The Scottish jurisdiction is renowned for its distinct legal system, akin to European civil law practice in many ways while rooted in both common law and civil law traditions. Edinburgh and Glasgow stand out as prominent legal hubs, offering a wealth of opportunities for legal professionals.

Of particular interest to those in the field of dispute resolution, Scotland offers a neutral, affordable, English-speaking venue for international arbitration: the Scottish Arbitration Centre (SAC) in Edinburgh. The SAC is a renowned institution that provides efficient and cost-effective dispute resolution services, further enhancing the appeal of the Scottish jurisdiction for arbitration proceedings.

With its rich legal heritage and modern infrastructure, Scotland presents an attractive destination for overseas lawyers seeking to practise in a dynamic and respected legal environment. Scotland welcomes applications from qualified lawyers from all over the world. For more information, please visit "Requalifying into Scotland" on the Law Society of Scotland website: <https://www.lawscot.org.uk>".

Indeed when talking to European lawyers who have had the opportunity to practise in Scotland, they often talk about how similar they find court procedure to European jurisdictions out of other UK countries.

For more information on the Scottish Bar, go to: <https://www.advocates.org.uk/about-advocates/life-at-the-scottish-bar/information-for-other-lawyers-not-practising-in-scotland>.

Finally we come to England and Wales, with Young Barristers' Committee Chair Amrit Kaur Dhanoa and barrister at 4-5 Gray's Inn Square:

"For qualified lawyers from other jurisdictions, the allure of practising as a barrister in England and Wales can be a compelling career move.



Renowned for its prestigious legal system and rich history, the English Bar offers unique opportunities for legal professionals seeking new challenges and experiences.

However, navigating the process of transitioning from a lawyer in another jurisdiction to a barrister in England and Wales requires careful planning and understanding of the regulatory framework. The Bar Standards Board (BSB) is the regulatory body responsible for setting the education and training requirements for becoming a barrister. Depending on your qualifications and experience, you may be exempt from some or all of the requirements for training for the Bar”.

For more information go to: <https://www.barstandardsboard.org.uk/training-qualification/becoming-a-barrister/transferring-lawyers.html>.

Concluding on the solicitors’ profession in England and Wales, I should point out that you can combine the advocacy of a barrister with the work of a solicitor by becoming a solicitor advocate. With enough advocacy you can even apply to join one of the Inns of Court even though you are not a barrister, joining their libraries, initiatives and communities.

For more information on qualifying as a solicitor in England and Wales, go to: <https://www.sra.org.uk/solicitors/guidance/registered-foreign-lawyers/>.



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.

BREAKING THE SILENCE AND ADDRESSING MENTAL HEALTH CHALLENGES INCURRED BY YOUNG LAWYERS

BY CRISTIAN PAPANAGA

Why is the topic of mental health relevant?

The topic of mental health is particularly relevant for young lawyers due to the unique challenges they face. Like many young professionals, they are significantly impacted by global stressors such as global inflation and rising prices on goods, services and real estate, the effects of the COVID-19 pandemic, the increasingly frequent use of devices, and the lack of genuine human interaction. These factors mainly contribute to rising mental health concerns among young lawyers, who also face intense professional stress from heavy workloads, complex legal issues, and the pressure to excel in a highly competitive environment.

Young lawyers often struggle to maintain a balance between their professional and personal lives due to insufficient information on the topic. The stigma surrounding mental health issues and the pursuit of excellence further aggravate their challenges, particularly as they adapt to the demands of their careers. Various studies highlight the severity of these issues:

- A 2023 study by the Law Society of England & Wales found that 96% of respondents experienced negative stress affecting their health, with 39% of junior lawyers needing time off due to stress.
- Realm Recruit's 2023 study revealed that two-thirds of legal professionals have experienced burnout.
- IBA's 2021 report noted that one in three lawyers globally felt their work had a negative impact on their wellbeing.
- The WHO reported a 25% increase in anxiety and depression in the first year of the pandemic.

I conclude that there is a lack of comprehensive data at the EU level reflecting the situation of mental health among young lawyers. Therefore, I consider that all stakeholders such as professional organizations, advocacy groups shall be keen on constant monitoring, data collection, and implementation of necessary measures that are essential for ensuring long-term well-being and success in careers of young lawyers.

What are the most common effects of neglecting mental health among young lawyers?



Neglecting mental health among young lawyers can have serious repercussions, including burnout, decreased job performance, and physical health problems. It may also trigger personal relationships, increase the risk of substance abuse, and lead to higher rates of depression and anxiety. Such neglect can result in career dissatisfaction as well.

Moreover, the neglect of mental health among young lawyers not only affects their personal well-being and professional effectiveness but also has significant economic implications for the young lawyers and their families, law firms and Governments.

Main measures to prevent issues associated with mental health among young lawyers are...

Young lawyers have an active role in maintaining their mental health. They should actively seek support when needed, practice self-care, and set healthy boundaries to manage their workload effectively. Engaging in open communication with supervisors and utilizing available resources can help address challenges and reduce stress. Regularly taking breaks, using vacation time, and participating in wellness programs can also support overall well-being.

Parallely, to address mental health concerns among young lawyers, law firms should also prioritize creating a supportive and balanced work environment. Promoting work-life balance through flexible working hours and manageable workloads is crucial for reducing stress and preventing burnout. Additionally, providing mental health education and ensuring access to counselling and support services can help young lawyers recognize and address issues early.

What could professional organizations for young lawyers do to improve mental health among young lawyers?

Professional organizations for young lawyers can significantly impact mental health issues by applying a range of supportive measures such as:

- Educating members through mental health awareness campaigns and wellness workshops.
- Establishing peer support groups and mentorship programs would provide young lawyers with opportunities for shared experiences and guidance from experienced professionals.
- Furthermore, advocating for training on mental health for young lawyers and supporting flexible work arrangements and other benefits for young lawyers can create a more understanding and accommodating work environment.
- Regular mental health check-ins and providing resilience-building resources are also crucial in ensuring young lawyers receive the necessary support to thrive in their careers.

Further, I want to present the recent initiatives implemented by my organization, the Moldovan Young Lawyers Organization, which addresses aspects related to the mental health of young lawyers.



In 2023, as part of a comprehensive project the “Academy of Young Lawyers” we provided workshops and advice to our target audience on this sensitive topic. What was particularly remarkable was discovering how open participants were to sharing their experiences and their strong motivation to learn more from local experts.

For 2024, we aim to move beyond theory and create opportunities for practicing Pilates, CrossFit, Yoga, meditation, breathing techniques and other useful instruments to maintaining wellness as part of the local project “Legal Wellness”. These are just a few of the actions we are taking, as the Moldovan Young Lawyers Organization is committed to delivering tangible benefits to the community we represent.

I am truly confident that all we, young lawyers and young professional organizations, have sufficient determination and resources to work for our common goal – wellness of young lawyers!



About the author

Cristian Papanaga is the President of the Moldovan Young Lawyer Association.

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INTERNATIONAL WEEKEND 26 - 29 SEPTEMBER 2024

Lawyers meeting in London

International Weekend is an 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.

The event is a chance to network with junior lawyers from across the globe. It encompasses a 3-day programme that will allow participants to live the Legal London experience. This year's theme was Navigating Uncertainty: The Role of Lawyers in the Evolving International Legal Landscape.

The attendees had the chance to delve into enlightening sessions on law and climate action, gain insights into legal challenges and opportunities in AI, and understand the rise of corporate accountability.



A glimpse of the programme

Attendees met on Thursday evening for a welcome reception. A great opportunity to network, socialize and enjoy the evening.

On Friday, after the welcome address at the Bar Council of England and Wales, EYBA members participated in the General Meeting. After lunch, guests were taken on a tour of the Law Society. In the evening the attendees had time to network at Davy's Wine Bar.

On Saturday, EYBA members had the opportunity to attend seminars and, of course, enjoy the traditional Gala dinner. This year the dinner took place at the Honourable Society of the Inner Temple. Attendees also had the opportunity to entertain several other social activities.

THE TEAM BEHIND THE JOURNAL

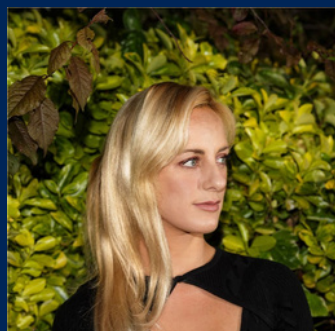
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