



Awards summary

In June 2024 the Women in Business Law Awards will present the winners of the 2024 Europe, Middle East, and Africa (EMEA) awards, celebrating the most ground-breaking achievements by the region's leading female lawyers and the most progressive law firms in terms of their gender policies, advocacy, and support of women in law.

The Women in Business Law Awards is a part of Delinian. The awards are researched and adjudicated by a dedicated awards team that works across a range of titles including [Benchmark Litigation](#), [International Financial Law Review](#), [ITR](#), [Managing IP](#), and [Asialaw](#). The team combines expertise in a wide range of practice areas, with deep experience in reviewing policies and initiatives that promote women in law.

For any information about the awards please contact head researcher, [John Harrison](#).

Methodology

The Women in Business Law Awards celebrates the efforts and achievements of law and professional services firms across the EMEA region in helping women to advance in the legal profession. It also strives to shine a spotlight on the most impressive achievements by women lawyers during the review period. Awards will be presented along individual, law firm, and in-house category lines.

Law firms and in-house teams are invited to make written nominations detailing their female lawyer numbers in relation to their male counterparts. Submissions will also include details of tangible, women-friendly working practices and policies as well as biographical information about their leading female lawyers.

A dedicated research team will review the written nominations and conduct interviews with leading market practitioners across the multiple areas of law and jurisdictions. The team will also incorporate other research from within the group, including relevant research and intelligence from across the brands.

Deadline

All nomination forms must be uploaded to the [awards portal](#) by **22 February 2024**.

Judging process

Final decisions will be made by the Women in Business Law Awards editorial team following an extensive research process. Decisions are entirely independent.

The firm initiatives will be judged by a panel of women in-house lawyers and senior Delinian research and editorial team members. The judges will review an anonymized summary of the initiatives in each category for each firm that will appear on the shortlist and vote on their choice for winners.

Individual winners are judged on their professional accomplishments as well as their advocacy and influence within their fields between January 1 to December 31 of the preceding year.

Firm and jurisdictional winners are judged on their ability to support the development of women in the legal profession and provide work/life programs to enable women to pursue legal careers to the very highest level. Criteria include the ratio of female-to-male lawyers (at all levels of seniority), the retention of women associates to partner level and diversity initiatives.

Note: We reserve the right to expand or limit awards categories.

Award categories

Firm awards

The awards will recognise the best law firms in the following categories:

- Career development International firm
- Career development National firm
- Diverse Women Lawyers International firm
- Diverse Women Lawyers National firm
- Gender diversity International firm
- Gender diversity National firm
- Innovative international firm
- Pro bono International firm
- Pro bono National firm
- Women in Business Law International firm
- Women in Business Law National firm
- Work-Life Balance International firm
- Work-Life Balance National firm

Lawyer of the Year

The lawyer of the year awards will be based primarily on the role an individual played on influential cases. The award will also take into consideration advocacy, influence and thought leadership during the period.

- **Professional accomplishments:** please include the nominee's key recent legal work (cases and/or deals) from calendar year 2023.
- **Advocacy:** please include examples that demonstrate the nominee's advocacy for women in the legal profession, outside of transactional work.
- **Influence:** please include examples that demonstrate the nominee's decision-making and leadership roles in influencing a positive change for women in the legal profession within and external to the firm.
- **Thought leadership:** please include examples of professional creativity and thought leadership, such as articles, publications, and speaking engagements that occurred during the research period.
- **ESG leadership:** please include examples of how the nominee engages in ESG activities and advocacy.

These awards will recognise the best practitioners in the following categories:

- Antitrust & competition
- Aviation
- Banking & finance
- Commercial arbitration
- Copyright
- Corporate governance
- Debt Capital Markets
- Energy, natural resources & mining
- Environment
- Equity Capital Markets
- Financial regulation
- Information Communications Technology (ICT)
- Insurance & reinsurance
- International trade
- Investment funds
- Labour & employment
- Life sciences
- Litigation
- Media & entertainment
- Mergers & acquisitions
- Offshore
- Patent
- Privacy & data protection
- Private equity (incl. venture capital)
- Product liability
- Project finance
- Real estate
- Restructuring & insolvency
- Securities Litigation
- Shipping & maritime
- Structured finance & securitisation (incl. derivatives)
- Tax
- Tax dispute resolution
- Technology
- Trademark
- Transfer pricing
- Trusts & estates
- White collar crime

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Thought Leaders & ESG Leaders of the Year¹

These categories will be based on the Thought Leadership and ESG Leadership data submitted through the Lawyer of the Year nominations. The award aims to recognise those individuals that are engaged in the most impactful work in pursuing thought leadership opportunities and ESG advocacy.

The awards will recognise winners in the following categories:

- Africa Thought Leader of the Year
- Middle East Thought Leader of the Year
- Europe Thought Leader of the Year
- EMEA Thought Leader of the Year
- Africa ESG Leader of the Year
- Middle East ESG Leader of the Year
- Europe ESG Leader of the Year
- EMEA ESG Leader of the Year

Rising Stars

A rising star must have under 15 years of professional experience, be under 40 years old and be acting at partner level.

Rising star lawyers will be awarded in the following categories:

- Arbitration
- Corporate
- Finance
- IP
- Litigation
- Tax

In-house team & General Counsel of the Year

There is a separate form for direct in-house submissions. In-house team awards will be awarded for the following categories:

- In-House Team Africa
- In-House Team Middle East
- In-House Team Europe
- In-House Team UK
- General Counsel in Africa
- General Counsel in Middle East
- General Counsel in Europe
- General Counsel in UK
- Rising Star in Africa
- Rising Star in Middle East
- Rising Star in Europe
- Rising Star in UK

Jurisdictional Firm of the Year

Jurisdictional firm of the year awards will be based primarily on the evidence of firm initiatives and demographics. The evaluation will focus on the impact and complexity of the initiatives, as well as the demographic balance between women and men within the firm. Jurisdictional firm of the year will be awarded for the following jurisdictions:

- Africa
- Austria
- Baltics
- Belgium
- Bulgaria
- Croatia
- Cyprus
- Czech Republic
- Denmark
- Finland
- France
- Germany
- Greece
- Hungary
- Ireland
- Israel
- Italy
- Kazakhstan
- Luxembourg
- Malta
- Middle East
- Netherlands
- Norway
- Poland
- Portugal
- Romania
- Slovak Republic
- Spain
- Sweden
- Switzerland
- Türkiye
- Ukraine
- UK (national firm)
- UK (international firm)

¹ Africa, Middle East, and Europe categories will recognise a lawyer from a national firm based in their respective sub-regions and the EMEA category will recognise a lawyer from an international firm based in the region.

Note: We reserve the right to expand or limit awards categories.

Definitions

Firm Awards

Career development

- This includes mentoring, sponsorship, coaching, and talent management
 - A mentor is a guide for you to get to your goals on your own
 - A sponsor actively tries to get you promoted
 - A coach is usually external to the company and sits with you one-on-one
- Please note that we include maternity and transition coaching in the mentoring category, NOT the work-life category. Work-life can contain elements of this type of coaching, but standalone projects are within mentoring
- Recruiting, retaining, promoting, and training initiatives
- Leadership development programs
- Other initiatives that find ways of hiring more women associates (using novel advertising campaigns or programs for lateral hires, including from other jurisdictions)

Diverse Women Lawyers

- Covers everything around diversity: race, LGBTQ, disability, social mobility; that also have a women's component
- Policies must be implemented in and targeted to the specified jurisdiction.
- Global initiatives with little local buy-in will be considered less relevant

Gender diversity

- Covers groups and networks (for example: women's groups with alumni, partners and clients present)
- Also covers gender-based events. These tend to be more social

Pro bono

- Pro bono and social engagement programs where the work is relevant to women and gender diversity issues, where possible
- For example, legal work involving disadvantaged women

Work-life balance

- Includes flexible working, maternity leave and groups for parents etc. at law firms (affinity groups)
- This category also covers childcare and any other innovative initiatives that support work-life balance

Innovation

- It is based on ALL other firm categories
- We look for interesting, new initiatives that are in the pipeline or recently launched
- Evidence that difference is being made

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Individual Awards

Advocacy

- The ways in which the nominee has advocated for women in the legal industry
- Mentorship, sponsorship, being a part of or leading groups that promote women in law

Influence

- The extent to which the nominee has influenced policy and change within or external to the firm for the promotion of women in the legal industry

Thought Leadership

- Examples of thought leadership activities, such as publishing articles or books, speaking engagements, panel memberships, within the nominee's practice area specialism or in reference to supporting women in law

ESG Leadership

- Examples of engagement and leadership in ESG initiatives and advocacy work:
 - Environmental – which includes waste and pollution, resource depletion, greenhouse gas emission, deforestation, and climate change issues.
 - Social – which includes employee relations and diversity (including and beyond what is requested regarding women under the advocacy and influence sections), working conditions, conflict, and local communities.
 - Governance – which includes executive remuneration, donations and political lobbying, corruption, and bribery, as well as board diversity and structure.

In-House Awards

In-house team

- Team awards recognises the teams for their contributions to business engagement, inclusion of new technologies, development of new specialisms within the team, the growth in team size, the relationship with the CEO, and engagement with the executive and around the company.

General Counsel

- General counsel awards recognise the best woman general counsels for their work in business enabling and thought leadership.

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