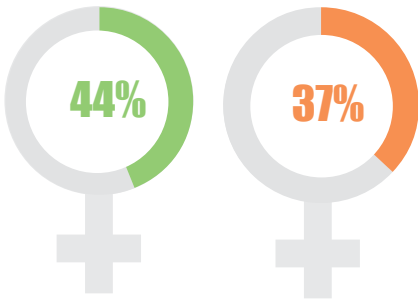


Main findings: Brazil



Gender representation across the legal profession:

44 per cent of all lawyers are female.

37 per cent of all lawyers in senior roles are female.



The judiciary stands out as the sector that has recently implemented, at a national level, initiatives to establish quotas and targets for leadership positions, with the opening of exclusive vacancies for women for the composition of courts and the occupation of **50 per cent** of women in leadership positions.

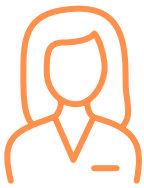
Gender parity monitoring

87%

of participants monitor gender parity in general.

71%

of participants monitor gender parity across senior levels.



In the public sector, women make up **43 per cent** of lawyers and **28 per cent** of legal professionals in senior leadership positions.



In the corporate sector, women make up **34 per cent** of lawyers in senior leadership positions.



Women represent **55 per cent** of the total number of members in law firms, and occupy **43 per cent** of senior positions.



Offering flexible working arrangements is the most popular initiative across all sectors, implemented by **64 per cent** of participants.

Monitoring by sector:

- **83 per cent** of participating law firms monitor across the board, and **74 per cent** monitor at seniority levels.
- Almost all public sector institutions monitor parity in all positions, and **50 per cent** monitor it in senior leadership positions as well.
- The judiciary monitors gender parity in both aspects.



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