



Women's IP Lunch

Women's IP Today

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"BECAUSE TOGETHER WE GO FURTHER"

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A Country at a Time: The History of Women in the Legal Profession

By *Luciana Eugenia Noli, NOLI IP SOLUTIONS PC*

To the surprise of most people in our field, I am not a licensed attorney but technically an intellectual property agent admitted to practice before the *Instituto Nacional de Propiedad Intelectual in Argentina (INPI)*. However, I dare to say that I know lawyers pretty well coming from a family of attorneys. Inspired by many stories my sister Mariana shared with me over the past decade and encouraged by her and the other co-founders of the Women's IP Lunch™ group, I decided to write this article.

It has been quite a journey to get where you are today, ladies. Females in the legal profession didn't always have it as "easy" as we have it these

days. While it is true that there is still a long way to go in this journey towards gender equality in the legal profession, you should certainly thank the many women before you for overcoming many obstacles and opening so many doors.



After much thought and discussion, it seemed a good idea to take a moment to honor those pioneers who fought for gender equality and write this

article. Truth be told, it was not easy to complete this research but it was fun going through the history of these females in a profession that even today is considered male dominated.

We love and admire strong women, like you. It is interesting when you think that it was not until late 20th century before the law became a profession with a substantial number of women. The tough decision was to decide who to include, from over 100 bios of female attorneys. From Argentina to South Africa, from Hungary to China, from India to Brazil, all these women had a few things in common: passion for their profession, strength to pursue their dreams and the discipline and courage not to give up. So here they are some of those wonderful pioneers who redefine the gender roles in law.

ARGENTINA: Maria Angélica Barredas graduated from *the facultad de Ciencias Jurídicas y Sociales de la Universidad*

Nacional de la Plata in 1909 swearing as an attorney the following May at the same place where members of the *primera junta* did years before. She is considered the first woman admitted to practice law in Argentina in 1910 while **Margarita Argúas** is the first woman to be appointed judge of the Supreme Court in Argentina in 1970. Today, **Elena Highton de Nolasco** is the only woman member of the seven-member Supreme Court, after the death in 2014 of Carmen Argibay, the first woman appointed to the Supreme Court.

BRAZIL: **Myrthes Gomes de Campos** was the first woman to graduate from law school in Brazil in 1898, however, it was not until 1906 that she was admitted to the Institute of Brazilian Lawyers (*Instituto dos Advogados do Brasil*) and authorized to start practicing law. In 1954 **Thereza Grisólia Tang** took and passed the exam becoming the substitute judge of the 12th circuit of the state of Santa Catarina and the first woman to become judge in the country.



CHILE: An attorney, a jurist and Chilean politician, **Elena Caffarena Morice** is

considered by contemporary historians and humanists, one of the most important 20th century public figures in Chile. Born in Iquique to Ana Morice and Blas Caffarena, an Italian immigrant, she devoted much of her life to the struggle for women's emancipation. Caffarena and Olga Poblete were the founders of "*Movimiento Pro-Emancipacion de las Mujeres de Chile*" in 1938.



Elena Caffarena

MEXICO: **María Asunción Sandoval de Zarco** was the first woman to graduate from law school in Mexico in 1898 and **Luz María Perdomo Juvera** was the first female federal judge appointed in 1974.

CANADA: According to the Ontario Bar Association, **Clara Brett Martin** was the first woman lawyer in Canada. Born of Abram and Elizabeth Martin, a well-to-do Anglican-Irish family, opened the way for women to become lawyers in Canada by being the first in the British Empire in 1897. **Mary Ann Shadd Cary** was an american-canadian anti-slavery

activist, journalist, publisher, teacher and lawyer. She was the first black woman publisher in North America and the first woman publisher in Canada.

UNITED STATES: **Arabella (Babb) Mansfield** was admitted to the Iowa bar in 1869. She had not studied at a law school but rather had studied in her brother's office for two years before taking the bar examination. The same year **Ada H. Kepley** became the first woman in the United States to graduate from law school. A year later, in 1870, **Esther Morris** was appointed as a justice of the peace in Wyoming Territory – the first woman in the United States appointed to a judicial position. The western states of the U.S. accepted some of the very earliest women lawyers, often with little formal record-keeping, while bar associations and law schools of the eastern states kept women out longer.



CHINA: According to the history of the legal profession in the early years of the PRC, women have never been excluded from law schools,

legal practice, or judgeship, however, the legal profession was not formally established until 1979-1980. In fact, there were women law graduates and lawyers even prior to the founding of the PRC in 1949. **Ms. Liang Shi** was China's first Minister of Justice of the People's Republic of China from 1949 to 1959 in addition to being a famous lawyer and social activist. She was born in Changzhou, Jiangsu in 1900 and was educated in Shanghai where she became a lawyer.

JAPAN: Meiji University became the first school to admit female students to study law in 1929. **Masako Nakata**, who later became the director of the Japan Federation of Bar Associations; **Yoshiko Sanfuchi**, who became the first female judge in 1949; and **Ai Kume**, who was one of the founding members and the first chairperson of the Japan Women's Bar Association established in 1950 and later a delegate to the United Nations.

THAILAND: The first law student was **Khunying Ram Phrommobon Bunyaprasop**, who attended the first law school in Thailand in 1927 (B.E. 2470) and was admitted as the first woman barrister in 1930 (B.E. 2473).

EGYPT: **Naima Ilyas al-Ayyubi** was the first woman lawyer in Egypt to graduate with a law degree from Cairo University in 1933. The daughter of a Syrian Christian historian who had converted to Islam, postponed the career issue by going on for a Belgium doctorate after becoming the

university's first female law graduate in 1933. By 1940 the National Bar Association had five women lawyers by judgeships remained beyond their grasps. In 2003, **Tahani al-Gebali** became the first woman to hold a judicial position in Egypt when she was appointed by former President Hosni Mubarak to be the Vice President of the Supreme Constitutional Court; a position that she held until 2012.



PAKISTAN: In 1994, Justice Majida Rizvi was appointed as the first woman judge of a High Court in Pakistan. In December 2013, Ashraf Jehan became the first female judge to be appointed to Pakistan's Federal Shariat Court.

ISRAEL: Although **Rosa Ginossar** (1890-1979) was actually the second woman admitted to the bar, a few weeks after **Freda Slutzkin**, she was *"reportedly the first – and for years, the only – woman to actually practice law in Mandatory Palestine."* Ginossar immigrated to Israel in 1908 and later received her law diploma from the University of Paris on October 19, 1913. In 1922, she returned to Palestine, where her request to take the examination for foreign lawyers and be

admitted to the Palestine bar was initially rejected. She later petitioned to the High Court of Justice and was granted permission in a groundbreaking decision rendered by the Court on February 15, 1930. She received her bar license on July 26, 1930.

INDIA: **Cornelia Sorabji**, a Parsee, defended a murder charge in the Indian courts in 1896 but was denied to full legal credentials on a variety of technicalities all her life.

FRANCE: **Sarmiza (o Sarmisa) Bilcescu** (later Bilcescu-Alimănișteanu) appears to be the first woman to graduate from a French university with a law degree in 1884, though she was actually from Romania. She obtained her licentiate in 1887 and a doctorate in 1890. Upon her return to Romania, she was admitted to the bar becoming Europe's first woman attorney. **Olga Petit** and **Jeanne Chauvin** are considered the first women to be admitted to the bar in France, who were respectively sworn in on December 6 and 19, 1900. It would not be until 1946 that women could become judges in France.

GERMANY: Since the early 1900s, women were admitted to universities in Germany and by 1913, there were 51 women among 9,003 students. Prior to the passage of the Law on the Admission of Women to the Offices and Professions of Justice on July 11, 1922 [*Gesetz über die*

Zulassung der Frauen zu den Ämtern und Berufen der Rechtspflege], women graduates were not permitted to take the state examination necessary for the practice of law in Germany. Germany's first woman judge was **Maria Hagemeyer** in 1927, however, all judges were dismissed by the Nazi regime. In 1977, **Gisela Niemeyer** was the first woman to be appointed as a justice of the Federal Constitutional Court.

GREECE: The first woman admitted to practice law in Greece was **Efharis Petridou**, who became a member of the Athens Bar Association in 1925. Women were not able to become judges until 1955.

ITALY: **Lydia Poet** had the qualifications by 1883 and was allowed to practice law in 1885 but Italian women were denied formal access to the legal profession until after the First World War.



UNITED KINGDOM: No women formally became English barristers or solicitors until 1921-1922 but **Elizabeth Orme** had all the credentials except the formal call and effectively practiced law from

1875. She was the first woman to graduate with a bachelor of laws (LLB) from the University of London in 1888. The first female law graduates in Scotland were **Eveline MacLaren** and **Josephine Gordon Stuart**, who both obtained a bachelor of laws from the University of Edinburgh in 1909. The 1919 Sex Disqualification (Removal) Act paved the way for women to become admitted into the legal profession. Women were first admitted to the Law Society in 1922.



RUSSIA: **Ekaterina Fleischitz** was the first Russian female criminal defense lawyer. She graduated from the Sorbonne University law school in 1907 and passed the exams for the full law course of St. Petersburg University in 1909. On November 5, 1909, she was allowed by the court to represent a client but was later removed from the case by the Minister of Justice. In 1911, women were allowed to be admitted to Russian law

schools; however, they could not practice law until 1917.

NEW ZEALAND: **Ethel Benjamin** was called to the bar in 1897 but was largely isolated by her colleagues despite her acknowledged skills. She became New Zealand's first woman lawyer when she was admitted as a barrister and solicitor of the Supreme Court of New Zealand in May 1897. She was formally awarded a bachelor of laws degree in July 1897. Her admission to the bar followed the passage of the Female Law Practitioners Act, 1896. The first woman judge was Dame Augusta Wallace, who was appointed to the district court bench in 1975. New Zealand's current chief justice is Dame Sian Elias, who was appointed to the position in 1999.

SOUTH AFRICA: Between 1909 and 1912, **Madeline Wookey** unsuccessfully challenged in court the Cape Law Society's refusal to admit her to practice law. Women were allowed to join the legal profession from March 1923 following the passage of the Women's Legal Practitioners Act 7 of 1923. In May of that year, **Irene Antoinette Geffen** became the first woman to be admitted to the bar.

ABOUT THE AUTHOR

Ms. Luciana Eugenia Noli is an IP agent at her family business, NOLI IP Solutions, PC in Buenos Aires, Argentina since 2014. After working at several international companies, Lucy decided to join the family business to join efforts with her sister and continue her father's legacy at the firm he founded in 1977. Feel free to email Lucy at luciana@noli-ipsolutions.com

Family & Personal Life

By Caroline Casseli, CASSELI LAW FIRM

So many times I thought that I had no personal life when I opened my own Firm, which was way different from working 9 to 5 job at the largest IP law firm in Paraguay.

No more secured pay check at the end of each month, nor the security net of having your bosses "boss" you around for you to do your best, nor the relaxed coffee break with your team or after hour gatherings for drinks. No, that was all gone once I decided to leave and started my own practice. People can think those things that I took for granted may be superficial, but let me tell you that they took a toll on me.



I had a kid to raise on my own and no security net, no secured or guaranteed paycheck at the end of each month and at the time I left, it was me, myself and I doing all the job. So my personal life just

stopped... from the happy hours to going to the gym and the chatty coffee breaks. I was on my own. And I felt like I had suffered a second divorce...after 12 years of working at the same place I suffered emotional trauma and yes, in some ways I missed being bossed around.

I worked from home for the 1st year in my own private practice. Please do not take me wrong, but if you can prevent working from home, do it. You never disconnect from work, your computer is always on and no matter at what time that email comes in, you will answer even with your pajamas on. So after a year, I moved into a small office and my assistant. I felt in heaven to be out of the house but also guilty for leaving my only son at home. As we well know, we women carry on their forehead a "guilty" sign as the luminous red light of Las Vegas.

Truth be told he was never left "alone." He went to daycare and I was always there to pick him up and went back home to have lunch with him, but it was not the same. I felt guilty for leaving my child to make money, to pursue a career and most of all to miss the opportunity to be there every moment making him a better man. And how wrong was !!!!!



Many times our personal life is shattered, bruised and even forgotten due to our "careers" but I have come to the conclusion that they both go together, and if one is missing, then the puzzle is not complete. My son is now a grown up adult and has never ever shown a sign of being upset for being taken from one point of the city to another, for changing schools as my economy allowed it and every morning since year 2006, he has been asking me "how is work, mom?"

So don't judge yourself too hard if you leave your kids at home, we all have been doing it for years and children will grow and they fly because they are meant to be free. You should also be able to have life, a personal life full of interesting hobbies, good friends and after-hour cultural and educational activities, as well as time for dating if you are single or time to take care of your marriage if you are married. It took me time to reach this understanding but I am a deep believer that everything happens when the timing and the circumstances are right which may be different for each one of us.

ABOUT THE AUTHOR

Since 2006, Ms. Caroline Casseli is the founder and managing partner of **Casseli Law Firm** in Asuncion, Paraguay. She is a proud mom of a young adult man Alejandro of 19 years old who graduated with honors as the best student in his high school and currently studying Agricultural Engineering in the Universidad Nacional de Asuncion. He is by far her biggest treasure, as Caroline shared with us. Ms. Caroline Casseli can be reached via email at ccasseli@cassellilawfirm.com

What about a man writing in our **Women's IP Today™** Newsletter? How come an IP man sneaked into one of our publications? Should we let him participate, girls? I say YES! We should give him a chance, especially he is about to talk to us about his amazing, wonderful *abuelita*, his IP Grandma Rosita, one of the first female intellectual property agents in Argentina.



Here is the story of Rosita, a talented IP woman that was forced by life to enter the workforce and defy the male dominated IP world of the past century. Rosita does not only deserve to be acknowledged but also honored among us, for opening many doors to women after her time. On behalf of all of us, at **Women's IP**

Rosita, an Argentine IP Woman of the Past Century

By Ricardo M. Gordo Llobell(h), GORDO LLOBELL & ASOCIADOS

Lunch™, gracias Rosita. So here is her story which I surely believe will inspire and motivate many of us.

Ricardo M. Gordó Llobell (h), is partner at GORDO LLOBELL & ASOCIADOS (Argentina):

Thank you **Women's IP Lunch™** and Mariana, as the editor of the **Women's IP Today™** newsletter for letting me into the Women's IP world, and give me the chance to talk about my grandma!

When you asked me about the Argentine IP women of the past century, I thought at first about a few of them since our firm has been in the IP world for over 70 years... but after further thought, I decided I should honor my grandma, Rosita, who following the steps of her deceased husband, picked herself up to raise her child, my father, and our firm giving an example not only to her young child, but also to her grandchildren, my sister and I.

Rosa Llobell Ahuir de Gordó Sola, was not a lawyer, but she was an intellectual property agent. She studied hard, took and passed the exam in 1966 when the INPI was not known as the "INPI" but as the old *National Industrial Property Direction*. Even though in the sixties Rosita didn't travel all

over world to attend conferences like we do these days, she was very well known in many countries other than Argentina. She was very much respected by her colleagues in our country and I venture to say, she was loved by many because of the woman she was.

Rosita had what an entrepreneur has to have, that inner strength, force and power to push forward, almost like moving mountains. Imagine she had to face alone the loss of her husband at a quite young age (she was only in her forties), she had to take his place managing the firm of her father in law while raising a very young son, and to make these tasks more challenging she was not a lawyer in an IP world that was surely of MEN!

She worked hard, very hard and inspired her son, my father, who built up the firm to be what it is known today, GORDÓ LLOBELL & Associates.



After her love's death, Rosita decided to win at any cost in his memory, and with much sacrifice and passion lead the firm to obtain its current reputation and very important clients in our country. She obtained as her client one of the main food companies in Argentina, GRUPO ARCOR, directly dealing with its founder Fulvio Pagani.

Rosita was not only the motor and heart of our firm, but she also acted as a receptionist when needed, answering the phone calls in her sweet and charming Spanish accent from Alicante. She is the reason we adopted the slogan

"Commitment with the client".

Rosita led us to be who we are with her example. Nowadays it is funny to me when a few old firm clients will say *"Come on Ricky, I started with your firm directly with your grandma, she answered immediately to every request and even didn't ask to pay for the searches!"*

A word to describe Rosita, apart from passion, is *"TRACTOR."* She moved forward and push, forcing everyone to move forward, not in a manner that we felt obligated to do so but by her example. Rosita worked hard up until the end of her life. She was in her eighties', when I had the privilege of working with her, and of course, learn from her.

Thanks again for letting me honor my Rosita. As you can see, I am definitely very proud to be the fourth generation of the family in the IP business

started by my bisgrandfather in 1946. And to the **Women's IP Lunch™** ladies, thanks for admitting this guy to be a writer of the **Women's IP Today™** newsletter, if nothing else, I appreciate the opportunity to show myself as Rosi's proud grandson.

ABOUT THE AUTHOR

Mr. Ricardo M. Gordo Llobell(h) is not only partner at Gordo Llobell & Asociados but also a dear and esteemed friend and colleague to many of us. Ricky is an experienced intellectual property attorney working for the intellectual property family law firm in Bs.As., Argentina. He is the proud grandson of this amazing IP woman of the past century. Thank you Ricky for sharing her story. He may be contacted at rmgll@globell.com.ar

One Final Message

Thank you, thank you, and thank you from the bottom of our hearts for helping us in this amazing project. Many beautiful things have happened in the past year and we can anticipate many more interesting changes in the near future, but one thing that we can promise it is not going to change is our gratitude for all of you for participating of the Women's IP Lunch™.

As we always do, we encourage to continue to participate of these

events and actively get involved in our group.



In this edition, we send a thank you note to Luciana Noli (Noli IP), Caroline Casseli (Casseli Law Firm), and Ricardo Gordo Llobell (Gordo Llobell & Asociados) for taking the time to write these great articles, special thank you to the marketing team at Arochi & Lidner for providing us with a list of venues for the events and a special thank you to Erica Verdin (Noli IP) for negotiating the contract with the venue, processing all the payments, and planning all the small details. We are excited about the future event in Orlando, counting down the days for what it promises to be another incredible gathering: we reached 100+ ladies.

*Until next time, ladies!
-Cecí, Flor & Mariana*



Survey: What makes a good law firm for women?

- 1. Give us a little background about yourself and the types of trademark issues you handle in your current position.*
- 2. What career successes are you most proud of having accomplished?*
- 3. What obstacles have you overcome to get where you are today (professional or personal) and what essential lessons have you learned from some of your mistakes?*
- 4. In your opinion, what makes a good law firm for women?*
- 5. What are some business development challenges you have faced as a female trademark attorney?*
- 6. How do you strike for a good work/life balance?*
- 7. Does your firm offer official mentoring opportunities? If not, have you initiated your own mentoring opportunities?*
- 8. What are some of the best practices for retaining and promoting women trademark attorneys?*
- 9. Gender Diversity: According to a recent Law360 article, women make up about 33% of all attorneys. The same article surveyed well-known IP boutique firms and found women made up about 24% of their attorneys. Do you agree that the IP field is lagging in gender diversity and what makes the IP field different?*
- 10. Do you find the United States, Canada and Europe are better off, worse or about the same in terms of gender diversity in the legal profession as compared to other countries?*
- 11. What advantages do you have over your male counterparts in intellectual property? Any disadvantages?*
- 12. Any advice to others interested in the trademark law field?*