

We should adapt to and accommodate the incoming generation

Representatives of Generation Z will be significant drivers of the future of the legal profession. Together with them, digitalization will also have a key role to play, say the guests on the latest episode of *Lawyers LIVE!* Cosmina Aron, Galyna Melnyk, and Agnieszka Sivińska from the Romanian, Ukrainian, and Polish offices of PETERKA & PARTNERS accepted the invitation to join the international panel.



Agnieszka Sivińska has been one of the two directors and a Partner of the Polish office of PETERKA & PARTNERS since 2016. Her professional practice focuses on mergers and acquisitions and corporate law. “During the day I am not only involved in law, but also in managing the office. Sometimes it is very difficult to prioritize and combine these two areas. I would compare it to juggling. You have to juggle both,” says Agnieszka with a smile. Cosmina Aron, who is a Partner and manages the Romanian office of PETERKA & PARTNERS, agrees. “There are moments when it is not easy at all. I have to admit that sometimes you have to sacrifice the legal work for the managerial one,” she says.

Galyna Melnyk, deputy director of the PETERKA & PARTNERS Ukrainian office, adds an important thought to the topic of managing people. “Being a good manager takes a lot of time and effort. I am certainly not a born manager either, but I am learning. I am interested in this area. It's the development of 'soft skills' that move a person forward,” she explains.

Another topic of discussion with the three female lawyers was the difference between the pay between

women and men. "I think the solution is transparency. If there is not enough of it, it is a problem. In Poland, the pay gap mentioned above is very different in the private and public sphere. In the private sector, the issue is much greater. Some surveys show that Poland is not doing the worst, but it really depends on what survey methods you use," explains Agnieszka Siwińska. According to Cosmina Aron, the opposite situation occurs in Romania, where the gender pay gap is quite low. "I don't think there are problems like in Poland. But I must also add that in the legal field, it is very difficult to calculate real data," Cosmina said.

How do these three lawyers see the future of the legal profession? "I believe it will only get better and brighter. Although I think it will be different. Generation Z is coming in, which is different from us. We have to adapt to it and understand its needs; meet them. Find a balance as well," says Cosmina Aron. Agnieszka Siwińska adds that the future will not only be about Generation Z but also about digital transformation, which is crucial for the development of the profession.

Is a legal career interesting for the upcoming generation? What makes these women feel unique? What qualities are key to the legal profession? All of this, and more, is what Cosmina Aron, Galyna Melnyk, and Agnieszka Siwińska talk about in the *Lawyers LIVE!* stream, which you can watch by following the link.