



Institute for African Women in Law

The Gender Scorecard 2023



Women's Excellence in Law & Leadership (WELL)
Women's representation in top law firms across Africa



**The Gender Scorecard is freely accessible on the website
www.africanwomeninlaw.com**

**We authorize our website visitors to read, download, and
reproduce the material provided the Institute for African
Women in Law is acknowledged as the source.**

**Institute for African Women in Law.
All rights reserved.**

Copyright © 2023



THE GENDER SCORECARD

The Gender Scorecard provides statistics on the representation of women in leadership and managerial positions in law firms. We profile law firms that meet the minimum threshold of ten to fifteen associates. The data gathered is pivotal in analyzing women's representation in positions of leadership, and in devising effective strategies to address the obstacles women in law encounter in their quest to leadership positions in the legal professions.

The legal field has traditionally been a male-dominated profession, with women being significantly underrepresented in leadership positions. Although progress has been made in recent years, the legal profession has ways to go in achieving gender equality. The underrepresentation of women in leadership positions affects society as a whole.

Studies conducted by the Institute for African Women in Law (IAWL) point to several factors accounting for women's underrepresentation in leadership positions in law. These include; different negotiation and networking skills, lack of institutionalized mentoring opportunities, gender biases and negative stereotypes of women.

The core mandate of IAWL is to enhance the capacity of women in law through four key pillars, namely training, advocacy, research and mentorship.

The Gender Scorecard is the first step towards achieving gender equality in leadership positions in law, as it will inform future interventions to support the advancement of women in law.

We sourced the information for this project from publicly available data found on the websites of the law firms profiled.

We recognize that gender is socially constructed and the meaning of the term "gender" varies between societies and changes over time. While acknowledging expansive gender identities, this project uses the binary division of male and female to classify the representation of men and women on the scorecards. For this project, we use the visual gender representation of the binary male and female and not the self-identified gender identity of the individuals.

Disclaimer:

The Gender Scorecard presents data collected at the end of the previous year. The data referenced in this edition were collected the preceding year. Therefore, some of the information presented may not reflect the updated numbers after the data were collected. Watch out for the release of the next compilation.





AT-A-GLANCE



WHAT

Statistics on the representation of women in leadership and managerial positions in law firms.



WHO

Eighty two (82) law firms with a minimum threshold of ten to fifteen (10-15) associates from nineteen (19) African countries.



SOURCE

Publicly available data on the websites of the law firms profiled.



RANKS

- Managing Partners
- Partners
- Senior Associates
- Associates

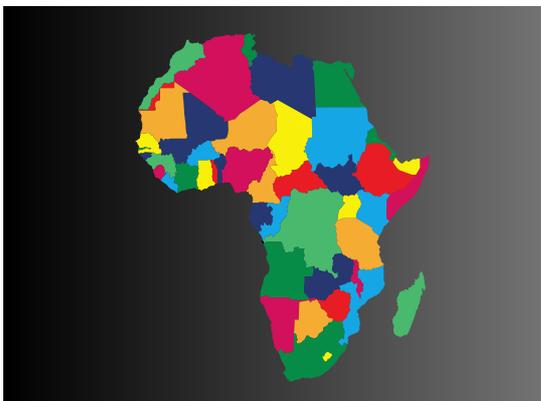


GENDER

Visual gender representation of the binary male and female and not the self-identified gender identity of the individuals.



AT-A-GLANCE



82

LAW FIRMS IN
AFRICA



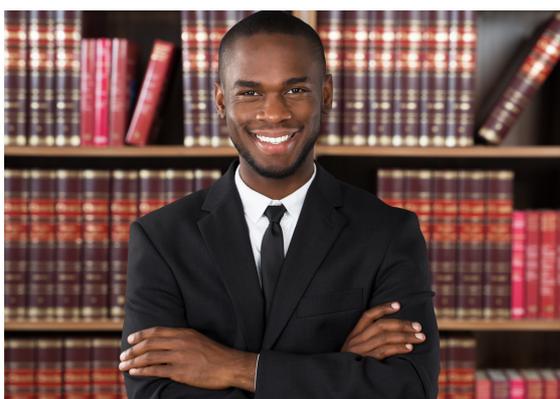
2175

LAWYERS



1035

FEMALE



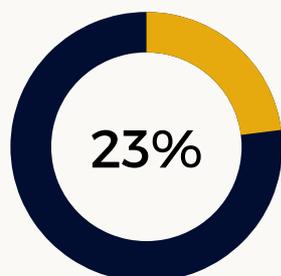
1140

MALE



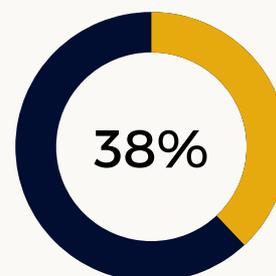
General overview of the number, diversity and ranking of the law firms covered in the Gender Scorecard

MANAGING PARTNERS



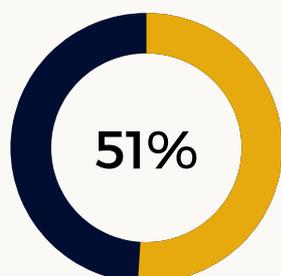
Total	56
Females	13
Males	43

PARTNERS



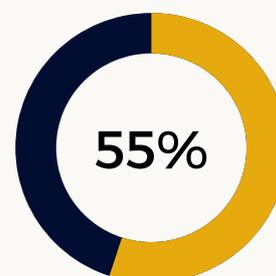
Total	717
Females	269
Males	448

SENIOR ASSOCIATES



Total	425
Females	216
Males	209

ASSOCIATES



Total	977
Females	537
Males	440



The Gender Scorecard project surveyed 82 law firms, focusing on the ranks of Managing Partner, Partner, Senior Associates and Associates. The total number of individuals surveyed at each law firm may not be reflective of the total number of individuals present in the law firms in positions such as Senior Partner, Of Counsel, among others. To ensure consistency across countries, these positions were not included in our methodology.



NORTH AFRICA



IN THE SPOTLIGHT

Dentons Sayarh & Menjra Morocco

MANAGING PARTNERS

0/1



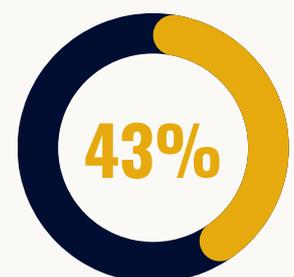
PARTNERS

0/3



ASSOCIATES

3/7



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Hajji & Associés Avocats Morocco

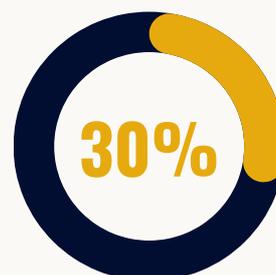
ATTORNEYS AT LAW

0/1



LAWYERS

3/10



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Kettani Law Firm

Morocco

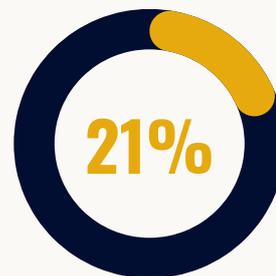
PARTNERS

2/2



ASSOCIATES

4/19



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Naciri & Associés, Allen & Overy Morocco

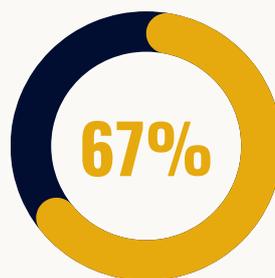
PARTNERS

0/3



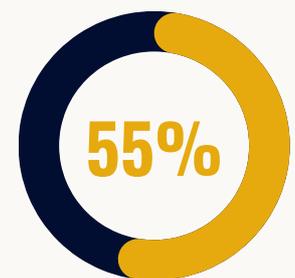
SENIOR ASSOCIATES

2/3



ASSOCIATES

6/11



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

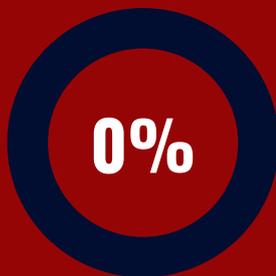


IN THE SPOTLIGHT

Alliance Law Firm Egypt

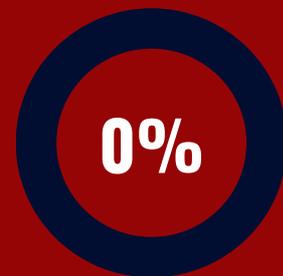
MANAGING PARTNERS

0/1



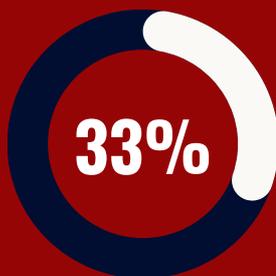
PARTNERS

0/3



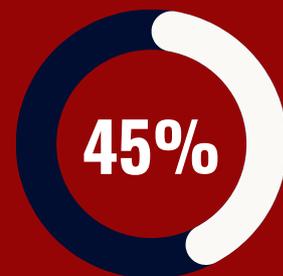
SENIOR ASSOCIATES

1/3



ASSOCIATES

5/11



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

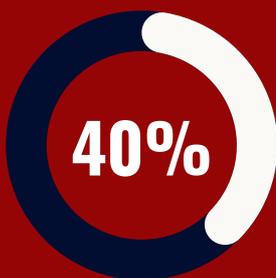


IN THE SPOTLIGHT

Helmy, Hamza & Partners; Baker McKenzie
Egypt

PARTNERS

2/5



ASSOCIATES

8/16



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

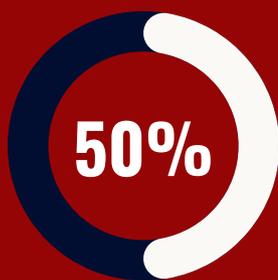


IN THE SPOTLIGHT

Youssry Saleh & Partners Egypt

PARTNERS

1/2



ATTORNEYS AT LAW

2/10



ASSOCIATES

1/1



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



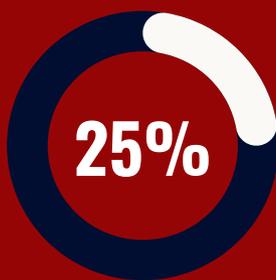
IN THE SPOTLIGHT

Zaki Hashem & Partners (ZH&P)

Egypt

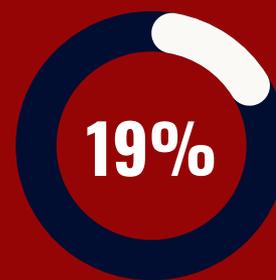
PARTNERS

5/20



ASSOCIATES

3/16



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

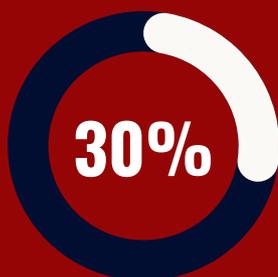


IN THE SPOTLIGHT

Zulficar & Partners Law Firm Egypt

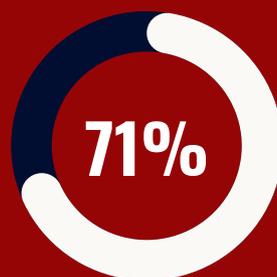
PARTNERS

3/10



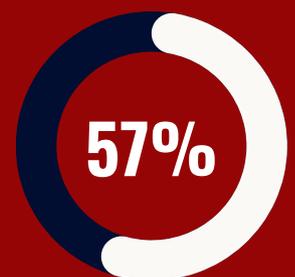
SENIOR COUNSEL

5/7



ASSOCIATES

8/14



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Berjeblawyers

Tunisia

MANAGING PARTNERS

0/1



PARTNERS

0/1



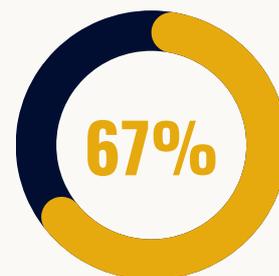
SENIOR ASSOCIATES

0/3



ASSOCIATES

2/3



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

El Ajeri Lawyers Tunisia

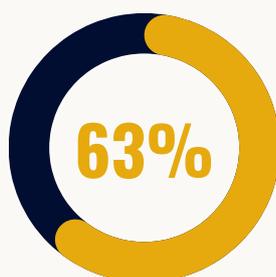
MANAGING PARTNER

0/1



SENIOR ASSOCIATES

5/8



LAWYERS

1/1



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Eversheds Sutherlands

Tunisia

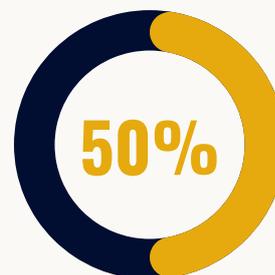
MANAGING PARTNERS

0/1



PARTNERS

1/2



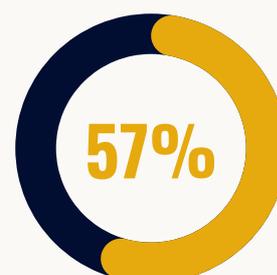
SENIOR ASSOCIATES

1/1



ASSOCIATES

4/7



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



WEST AFRICA

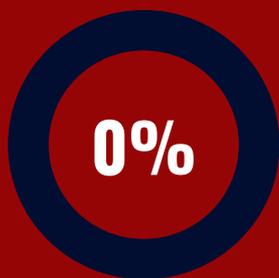


IN THE SPOTLIGHT

Aelex Nigeria

MANAGING PARTNERS

0/1



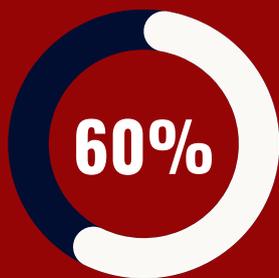
PARTNERS

3/12



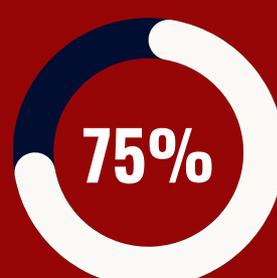
SENIOR ASSOCIATES

6/10



ASSOCIATES

12/16



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

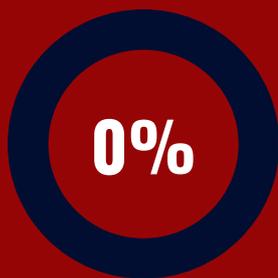


IN THE SPOTLIGHT

Ajumogobia & Okeke Nigeria

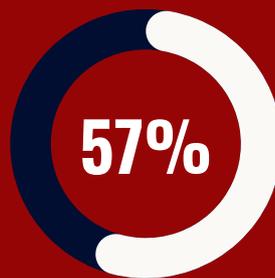
PARTNERS

0/3



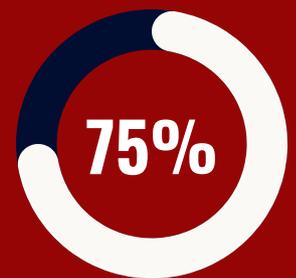
SENIOR ASSOCIATES

4/7



ASSOCIATES

9/12



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Aluko & Oyebode Nigeria

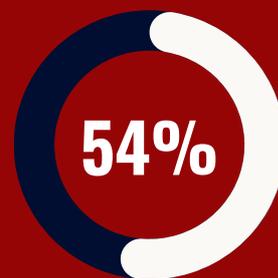
MANAGING PARTNERS

1/2



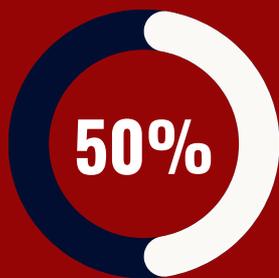
PARTNERS

7/13



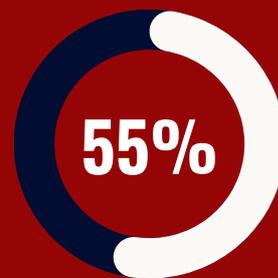
SENIOR ASSOCIATES

9/18



ASSOCIATES

23/42



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

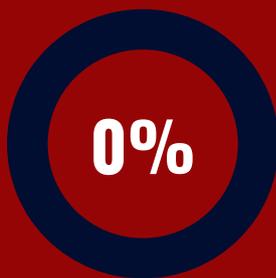


IN THE SPOTLIGHT

Banwo & Ighodalo Nigeria

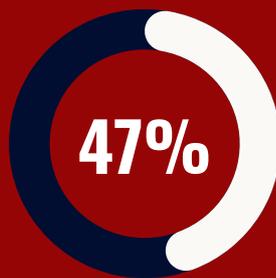
MANAGING PARTNERS

0/1



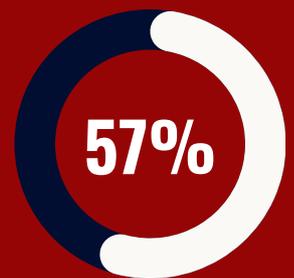
PARTNERS

7/15



ASSOCIATES

36/63



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

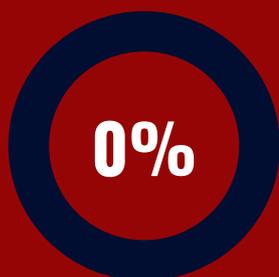


IN THE SPOTLIGHT

Bloomfield Law Practice Nigeria

PARTNERS

0/3



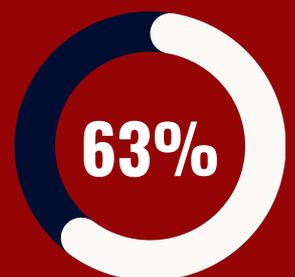
SENIOR ASSOCIATES

1/2



ASSOCIATES

5/8



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Dentons – ACAS Law Nigeria

MANAGING PARTNERS

1/1



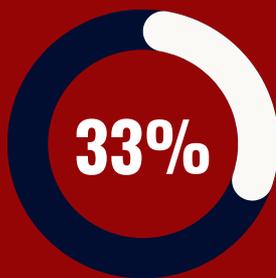
PARTNERS

5/10



SENIOR ASSOCIATES

3/9



ASSOCIATE COUNSEL

5/10



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

G. ELIAS

Nigeria

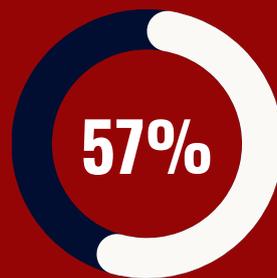
PARTNERS

2/9



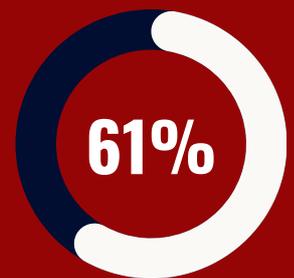
SENIOR ASSOCIATES

8/14



ASSOCIATES

23/38



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

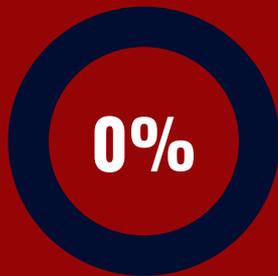


IN THE SPOTLIGHT

Olaniwun Ajayi Nigeria

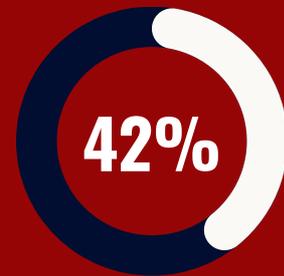
MANAGING PARTNERS

0/2



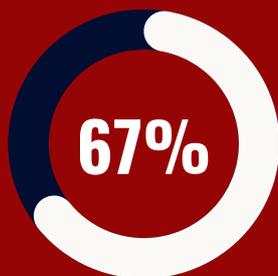
PARTNERS

8/19



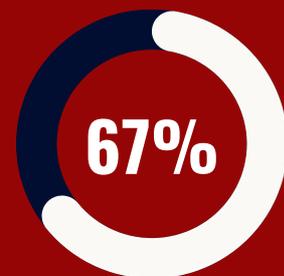
SENIOR ASSOCIATES

2/3



ASSOCIATES

4/6



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Olisa Agbakoba Legal Nigeria

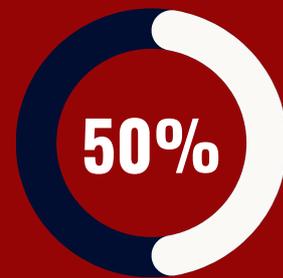
MANAGING PARTNERS

1/1



PARTNERS

1/2



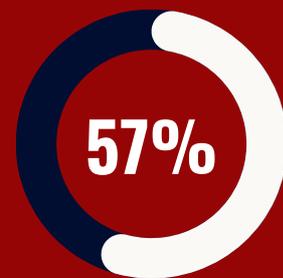
SENIOR ASSOCIATES

1/5



ASSOCIATES

4/7



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Punuka Attorneys & Solicitors Nigeria

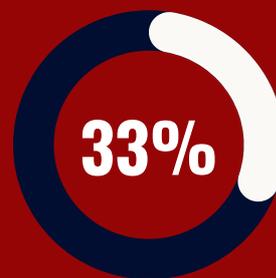
MANAGING PARTNERS

1/1



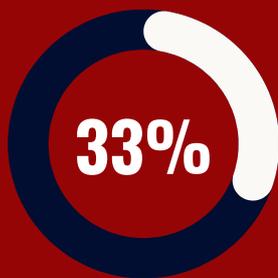
PARTNERS

3/9



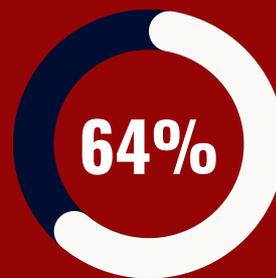
SENIOR ASSOCIATES

1/3



ASSOCIATES

7/11



Data source: Law firm's website based on 2022 data.

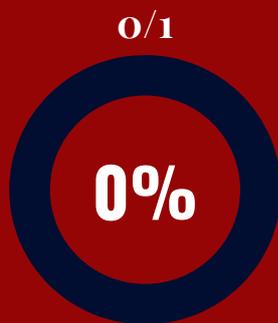
© Copyright African Women in Law. All rights reserved.



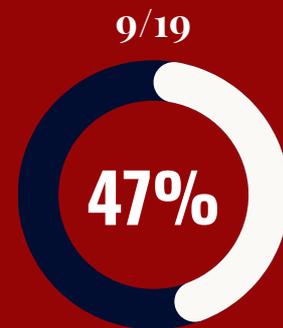
IN THE SPOTLIGHT

Templars Law Nigeria

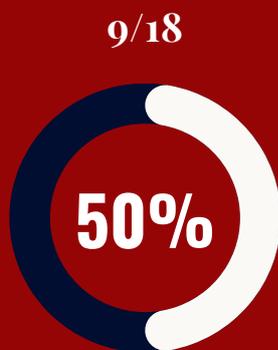
MANAGING PARTNERS



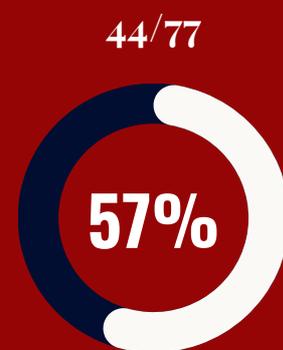
PARTNERS



SENIOR ASSOCIATES



ASSOCIATES



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

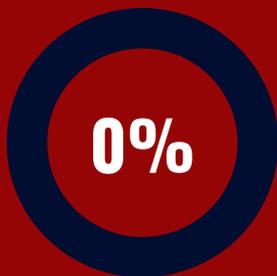


IN THE SPOTLIGHT

Udo Udoma & Belo-Osagie Nigeria

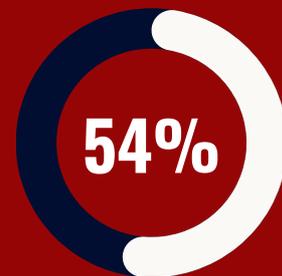
MANAGING PARTNERS

0/1



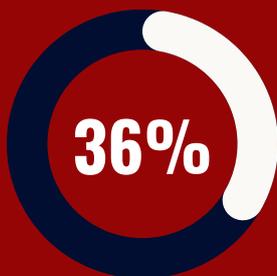
PARTNERS

7/13



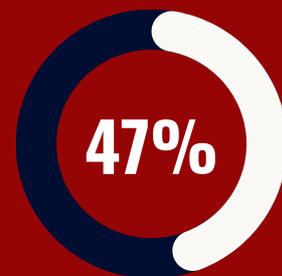
SENIOR ASSOCIATES

5/14



ASSOCIATES

17/36



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

AB & David Africa Ghana

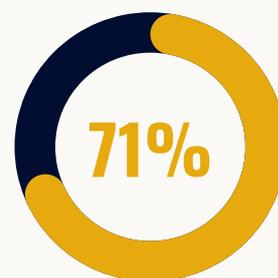
MANAGING PARTNER

1/1



PARTNERS

5/7



SENIOR ASSOCIATES

4/6



ASSOCIATES

4/4



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

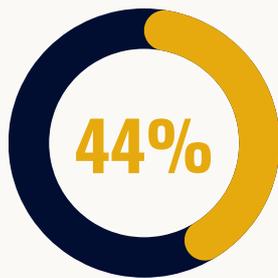


IN THE SPOTLIGHT

ENS Africa Ghana

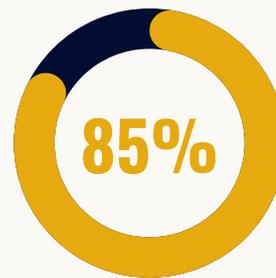
EXECUTIVES

4/9



ASSOCIATES

11/13



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Kulendi @Law Ghana

MANAGING PARTNERS

1/1



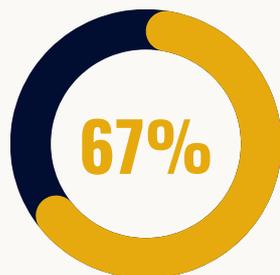
PARTNERS

0/2



SENIOR ASSOCIATES

2/3



ASSOCIATES

0/4



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Minka Premo & Co Ghana

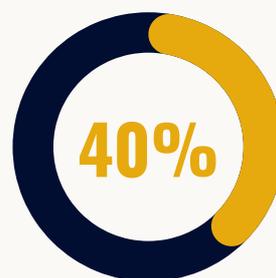
MANAGING PARTNERS

0/1



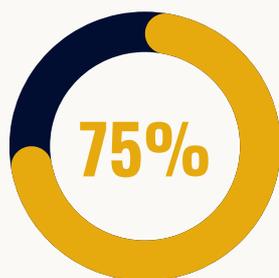
PARTNERS

2/5



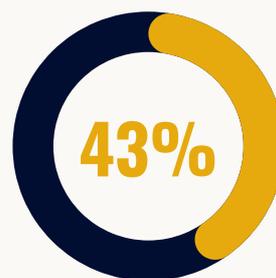
SENIOR ASSOCIATES

6/8



ASSOCIATES

6/14



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

N. Dowuona & Company Ghana

MANAGING PARTNERS

1/1



PARTNERS

2/2



ASSOCIATES

7/10



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

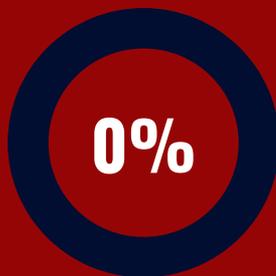


IN THE SPOTLIGHT

Gene & Kebe Lawyers; DLA Piper Senegal

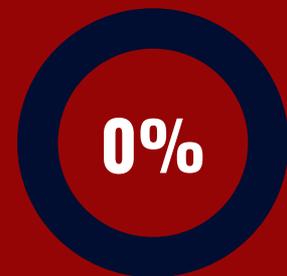
MANAGING PARTNERS

0/1



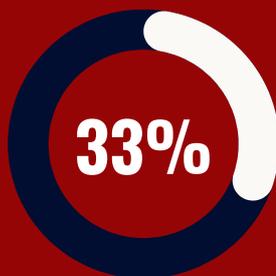
PARTNERS

0/1



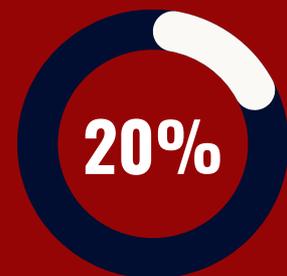
SENIOR ASSOCIATES

2/6



ASSOCIATES

1/5



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

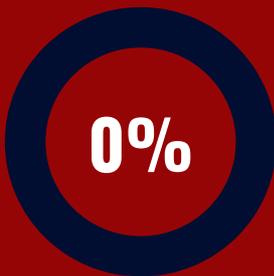


IN THE SPOTLIGHT

Mame Adama Gueye & Associé (MAGA) Senegal

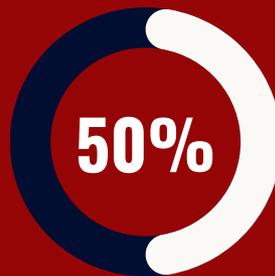
MANAGING PARTNERS

0/1



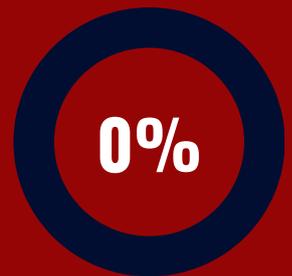
SENIOR COUNSEL

3/6



ASSOCIATES

0/2



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Bilé-Aka, Brizoua-Bi & Associés Ivory Coast

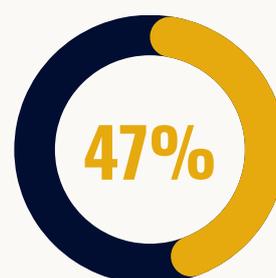
PARTNERS

0/2



ASSOCIATES

7/15



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

KS & Associés Ivory Coast

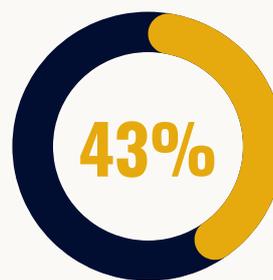
ASSOCIATE LAWYERS

3/4



LAWYERS

3/7



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

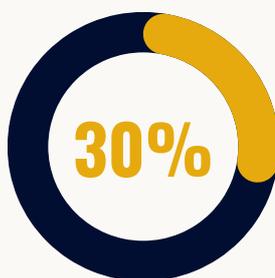


IN THE SPOTLIGHT

Lex Ways Ivory Coast

ASSOCIATES

3/10



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

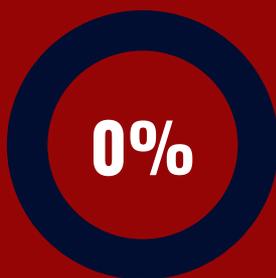


IN THE SPOTLIGHT

Heritage Partners and Associates Liberia

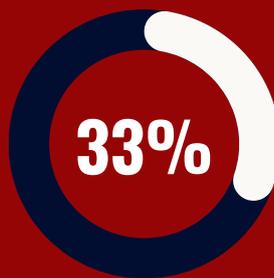
MANAGING PARTNERS

0/1



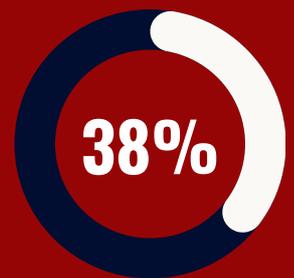
PARTNERS

1/3



ASSOCIATES

3/8



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

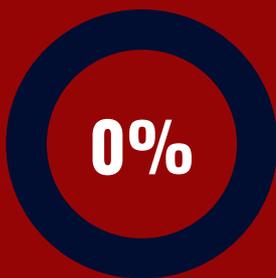


IN THE SPOTLIGHT

GPK Legal Sierra Leone

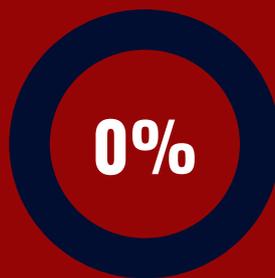
MANAGING PARTNERS

0/1



PARTNERS

0/2



ASSOCIATES

3/6



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



EAST AFRICA

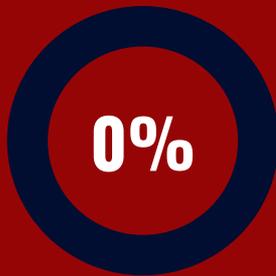


IN THE SPOTLIGHT

Aman & Partners Ethiopia

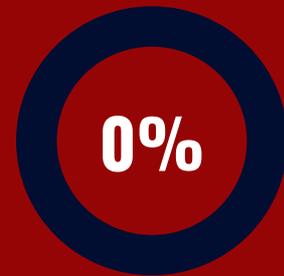
MANAGING PARTNERS

0/1



PARTNERS

0/3



SENIOR ASSOCIATES

3/3



ASSOCIATES

1/2



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



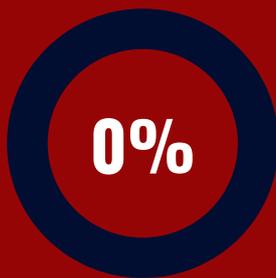
IN THE SPOTLIGHT

Fikadu Asfaw and Associates Law Office (FALO)

Ethiopia

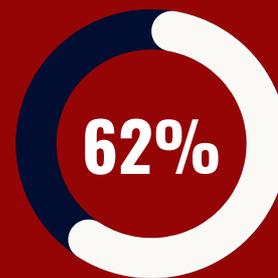
PARTNERS

0/3



ASSOCIATES

5/8



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

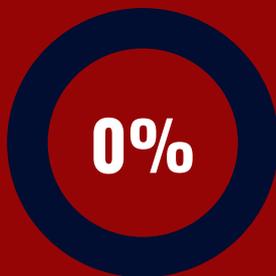


IN THE SPOTLIGHT

Mehrteab & Getu Advocates LLP Ethiopia

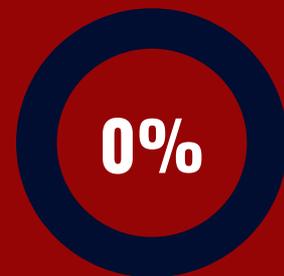
MANAGING DIRECTORS

0/1



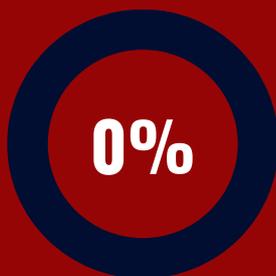
PARTNERS

0/1



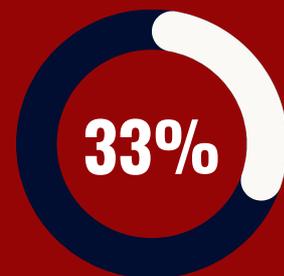
SENIOR ASSOCIATES

0/1



ASSOCIATES

3/9



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Bowmans: Coulson Harney LLP Kenya

MANAGING PARTNERS

0/1



PARTNERS

3/12



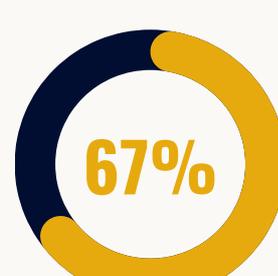
SENIOR ASSOCIATES

8/16



ASSOCIATES

18/27



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Dentons Hamilton Harrison & Mathews Kenya

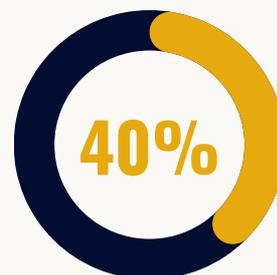
MANAGING PARTNERS

0/1



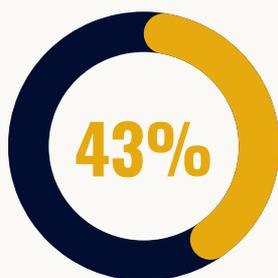
PARTNERS

4/10



SENIOR ASSOCIATES

3/7



ASSOCIATES

7/10



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

ENS Africa Kenya

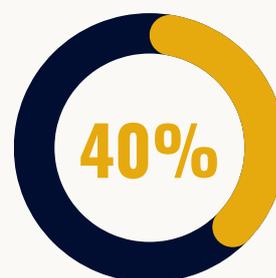
MANAGING PARTNERS

0/1



PARTNERS

2/5



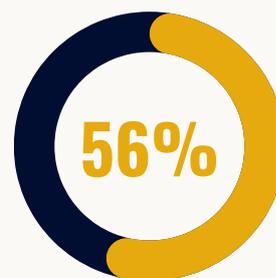
SENIOR ASSOCIATES

1/2



ASSOCIATES

5/9



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Iseme, Kamau & Maema Advocates (IKM) Kenya

MANAGING PARTNERS

0/1



PARTNERS

9/15



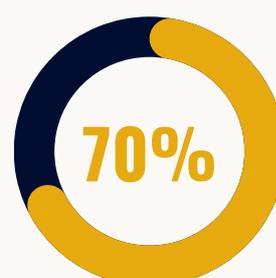
SENIOR ASSOCIATES

6/12



ASSOCIATES

21/30



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

MANAGING PARTNERS

1/2



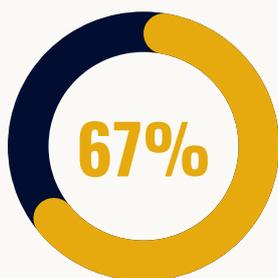
PARTNERS

3/6



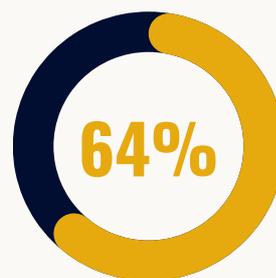
SENIOR ASSOCIATES

4/6



ASSOCIATES

7/11



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

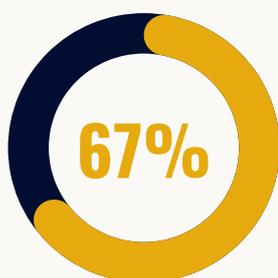


IN THE SPOTLIGHT

Triple OK Law Advocates Kenya

MANAGING PARTNERS

2/3



PARTNERS

1/5



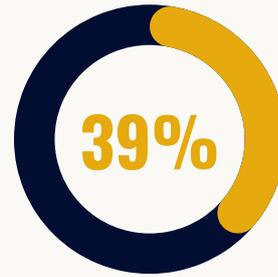
SENIOR ASSOCIATES

2/4



ASSOCIATES

9/23



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

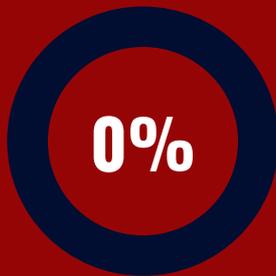


IN THE SPOTLIGHT

Kampala Associated Advocates Uganda

MANAGING PARTNERS

0/1



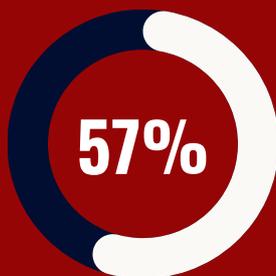
PARTNERS

1/5



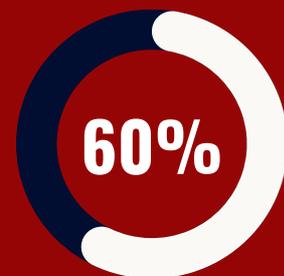
SENIOR ASSOCIATES

4/7



ASSOCIATES

3/5



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

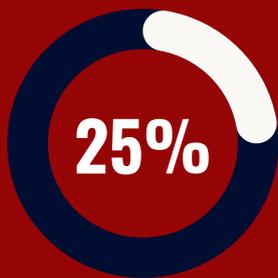


IN THE SPOTLIGHT

Katende, Ssempebwa Advocates Uganda

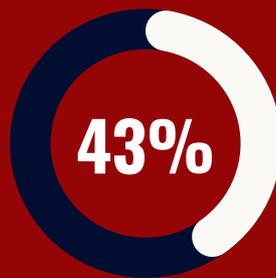
PARTNERS

2/8



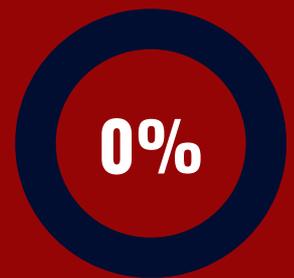
SENIOR ASSOCIATES

3/7



ASSOCIATES

0/2



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

KTA Advocates Uganda

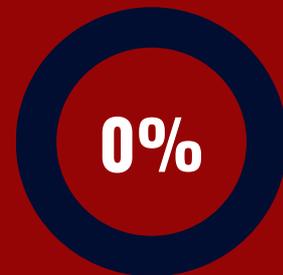
MANAGING PARTNERS

1/1



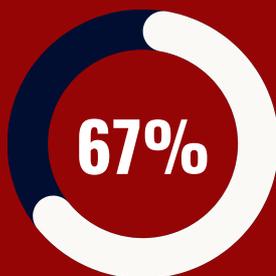
PARTNERS

0/4



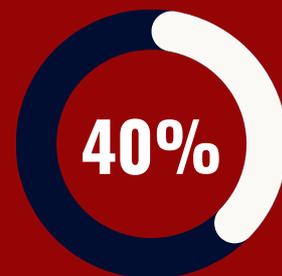
SENIOR ASSOCIATES

2/3



ASSOCIATES

2/5



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

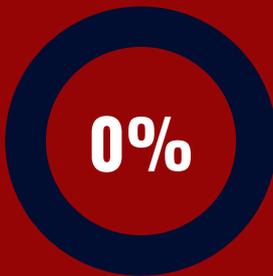


IN THE SPOTLIGHT

MMAKS Advocates Uganda

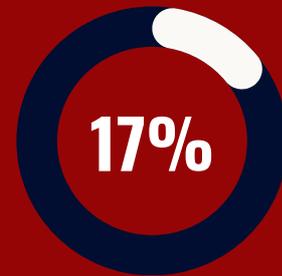
MANAGING PARTNERS

0/2



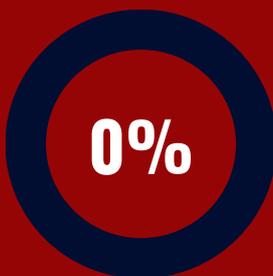
PARTNERS

1/6



SENIOR ASSOCIATES

0/2



ASSOCIATES

5/10



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

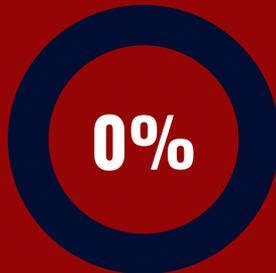


IN THE SPOTLIGHT

Shonubi Musoke & Co. Uganda

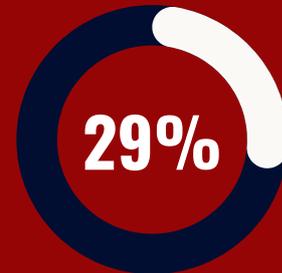
MANAGING PARTNERS

0/1



PARTNERS

2/7



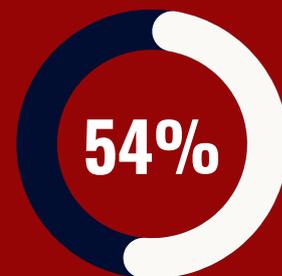
SENIOR ASSOCIATES

1/4



ASSOCIATES

7/13



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Aymak Attorneys Tanzania

MANAGING PARTNERS

0/1



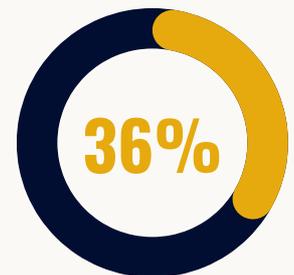
PARTNERS

0/3



ASSOCIATES

4/11



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Bowmans Tanzania

MANAGING PARTNERS

0/1



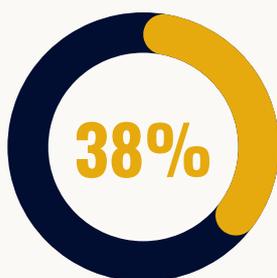
PARTNERS

0/3



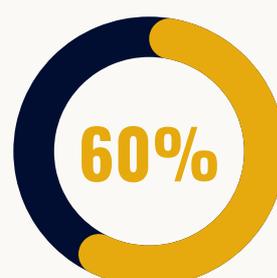
SENIOR ASSOCIATES

3/8



ASSOCIATES

3/5



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Breakthrough Attorneys Tanzania

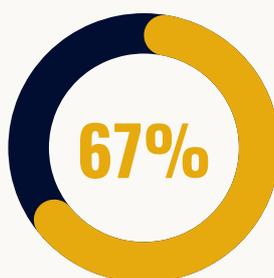
PARTNERS

1/1



SENIOR ASSOCIATES

4/6



ASSOCIATES

1/2



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Dentons Tanzania

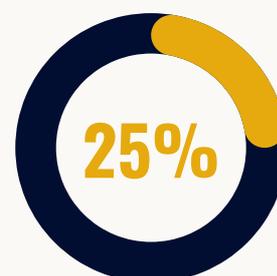
MANAGING PARTNERS

1/1



PARTNERS

1/4



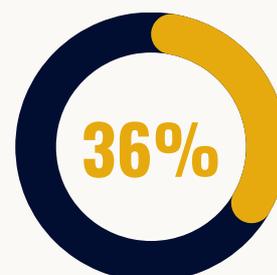
SENIOR ASSOCIATES

0/1



ASSOCIATES

4/11



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Fin & Law Tanzania

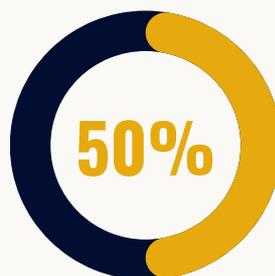
PRINCIPAL PARTNERS

0/1



SENIOR ASSOCIATES

1/2



ASSOCIATES

5/10



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Hallmark Attorneys Tanzania

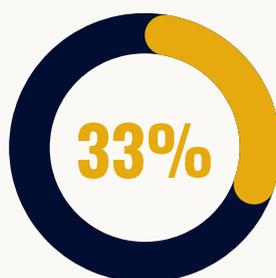
PARTNERS

1/2



SENIOR ASSOCIATES

1/3



ASSOCIATES

3/6



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

IMMMA Advocates Tanzania

MANAGING PARTNERS

0/1



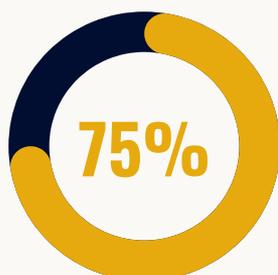
PARTNERS

4/5



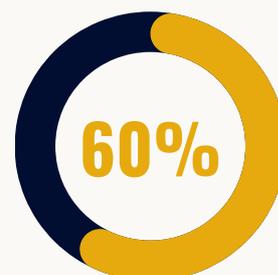
SENIOR ASSOCIATES

3/4



ASSOCIATES

3/5



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Mawalla Tanzania

MANAGING PARTNERS

0/1



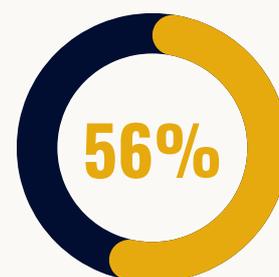
PARTNERS

0/3



ASSOCIATES

5/9



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Rex Attorneys at Law Tanzania

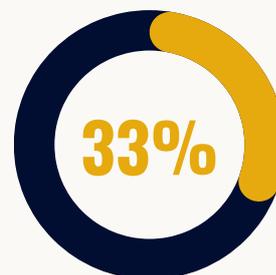
MANAGING PARTNERS

0/1



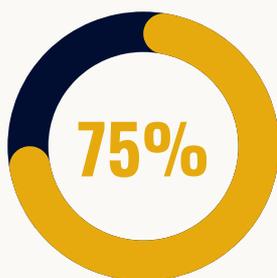
PARTNERS

2/6



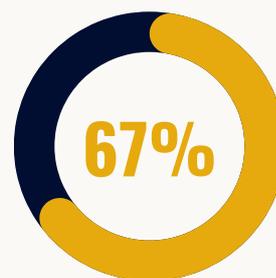
SENIOR ASSOCIATES

3/4



ASSOCIATES

6/9



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

SBN Attorneys Tanzania

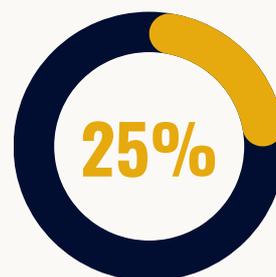
PARTNERS

0/4



ASSOCIATES

1/4



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



SOUTHERN AFRICA



IN THE SPOTLIGHT

Lexel Juridique & Fiscal Madagascar

MANAGING PARTNERS

0/1



PARTNERS

0/4



ASSOCIATES

2/2



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

John W Ffooks & Co Madagascar

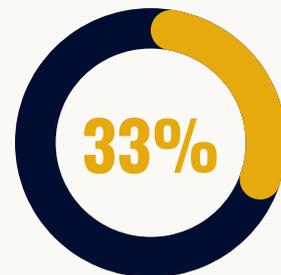
MANAGING PARTNERS

0/1



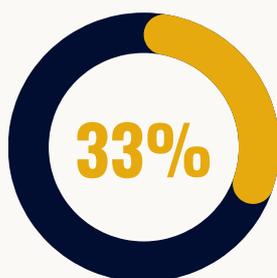
PARTNERS

1/3



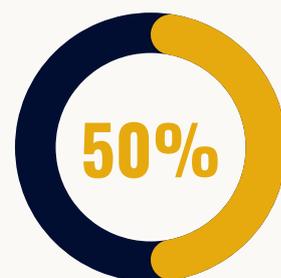
SENIOR ASSOCIATES

1/3



ASSOCIATES

2/4



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

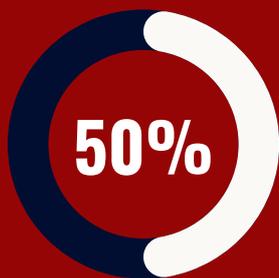


IN THE SPOTLIGHT

Dr Weder, Kauta & Hoveka Inc Namibia

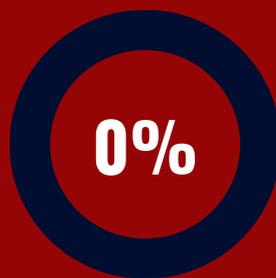
DIRECTORS

11/22



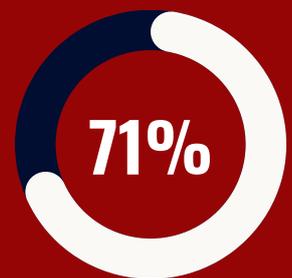
SENIOR ASSOCIATES

0/1



ASSOCIATES

5/7



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



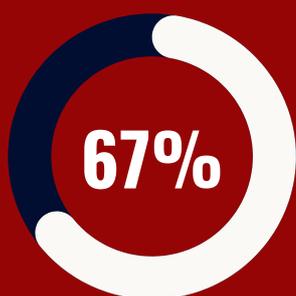
IN THE SPOTLIGHT

Ellis Shilengudwa Inc.

Namibia

DIRECTORS

4/6



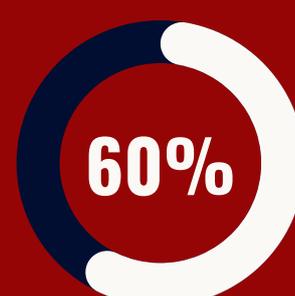
SENIOR ASSOCIATES

1/1



ASSOCIATES

3/5



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

ENS Africa Namibia

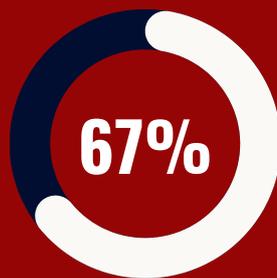
EXECUTIVES

2/7



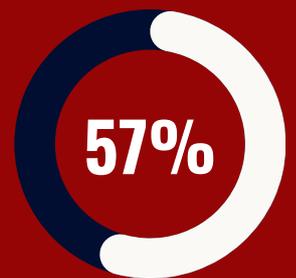
SENIOR ASSOCIATES

2/3



ASSOCIATES

4/7



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Keop Namibia

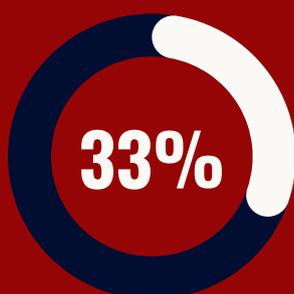
PARTNERS

1/4



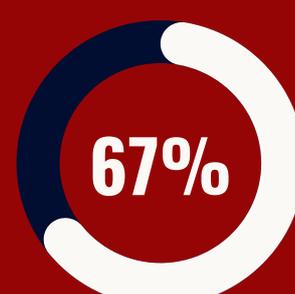
SENIOR ASSOCIATES

1/3



ASSOCIATES

4/6



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

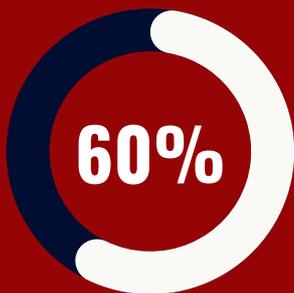


IN THE SPOTLIGHT

Sisa Namandje & Co Namibia

DIRECTORS

3/5



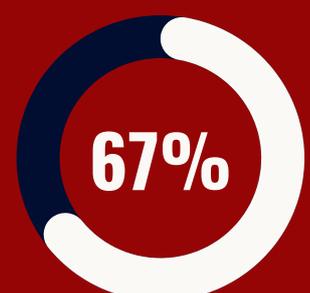
SENIOR ASSOCIATES

1/2



ASSOCIATES

2/3



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Chibesakunda & Company Zambia

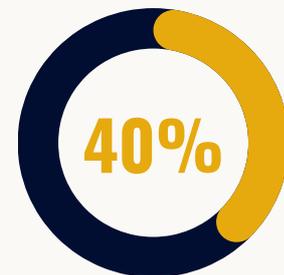
MANAGING PARTNERS

0/1



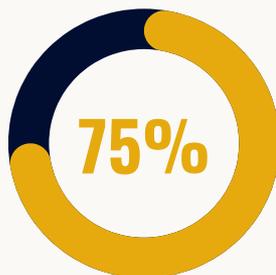
PARTNERS

2/5



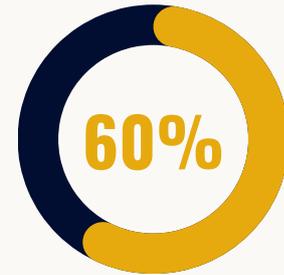
SENIOR ASSOCIATES

3/4



ASSOCIATES

3/5



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



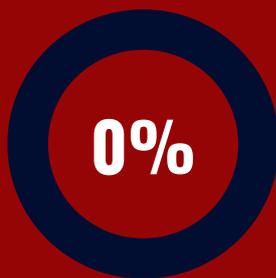
IN THE SPOTLIGHT

Clairwood Chambers – Mutamangira & Associates

Zimbabwe

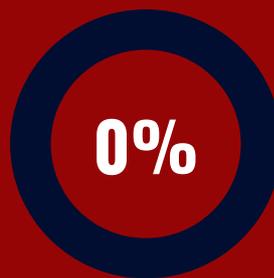
MANAGING PARTNERS

0/1



PARTNERS

0/2



ASSOCIATES

3/6



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



IN THE SPOTLIGHT

Coghlan, Welsh & Guest Zimbabwe

MANAGING PARTNERS

1/1



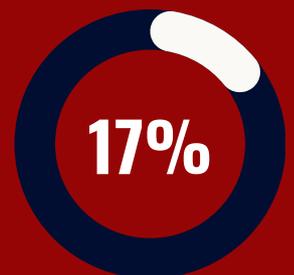
PARTNERS

3/6



ASSOCIATES

1/6



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

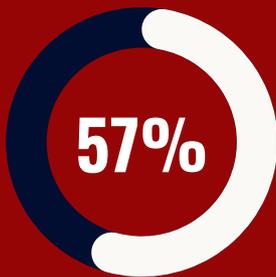


IN THE SPOTLIGHT

Honey & Blanckenberg Zimbabwe

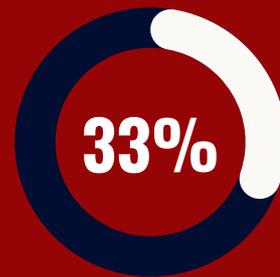
PARTNERS

4/7



ASSOCIATES

1/3



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

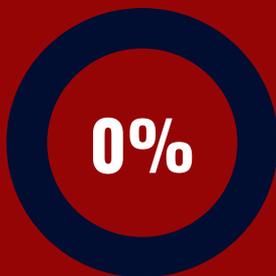


IN THE SPOTLIGHT

Manokore Attorneys Zimbabwe

MANAGING PARTNERS

0/1



PARTNERS

1/1



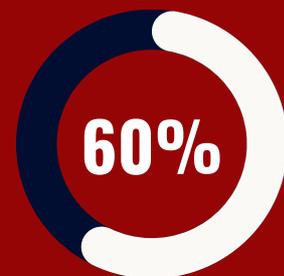
SENIOR ASSOCIATES

1/2



ASSOCIATES

3/5



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



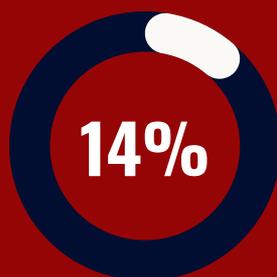
IN THE SPOTLIGHT

MawereSibanda

Zimbabwe

PARTNERS

1/7



ASSOCIATES

2/4



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

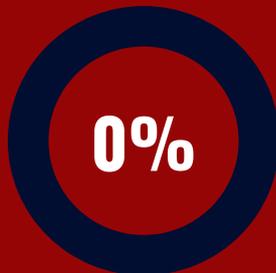


IN THE SPOTLIGHT

Muvingi Magadza Zimbabwe

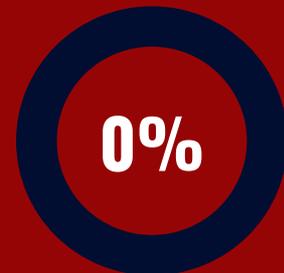
MANAGING PARTNERS

0/1



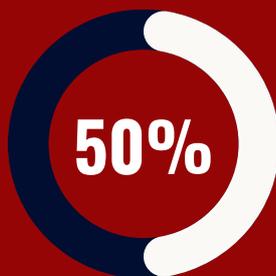
PARTNERS

0/3



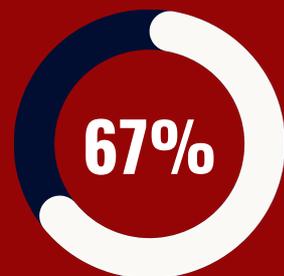
SENIOR ASSOCIATES

1/2



ASSOCIATES

2/3



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



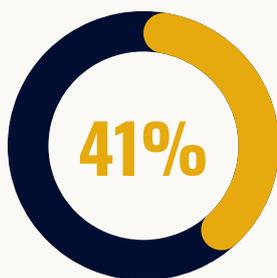
IN THE SPOTLIGHT

Adams & Adams

South Africa

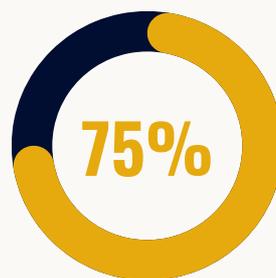
PARTNERS

28/ 68



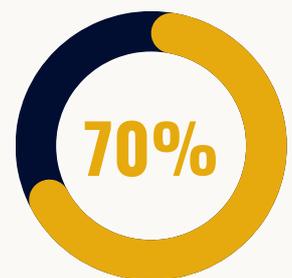
SENIOR ASSOCIATES

24/32



ASSOCIATES

23/33



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

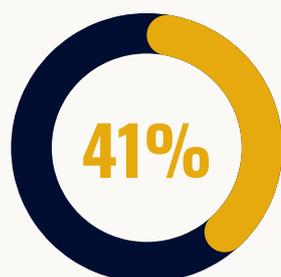


IN THE SPOTLIGHT

Bowmans South Africa

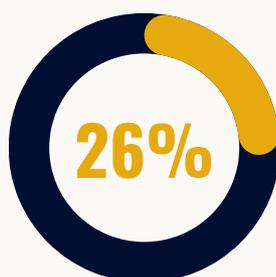
PARTNERS

32/79



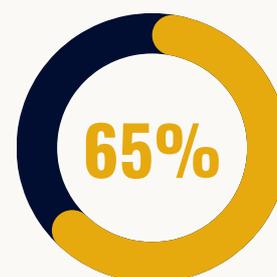
SENIOR ASSOCIATES

11/43



ASSOCIATES

20/31



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



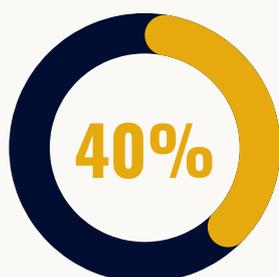
IN THE SPOTLIGHT

Cliffe Dekker Hofmeyr

South Africa

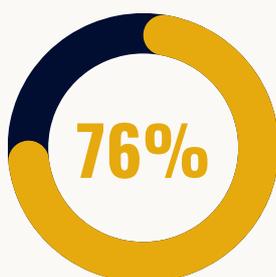
DIRECTORS

37/92



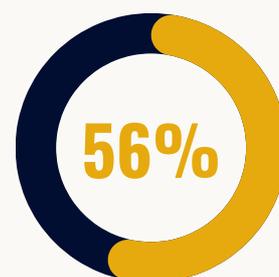
SENIOR ASSOCIATES

22/29



ASSOCIATES

29/52



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



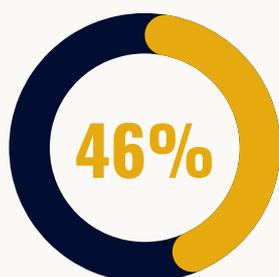
IN THE SPOTLIGHT

Lawtons Africa

South Africa

DIRECTORS

6/13



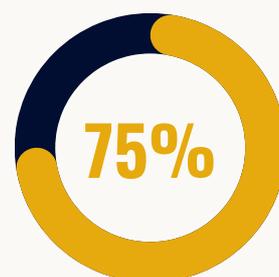
SENIOR ASSOCIATES

1/1



ASSOCIATES

3/4



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

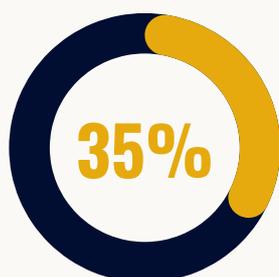


IN THE SPOTLIGHT

Spoor & Fisher South Africa

PARTNERS

14/40



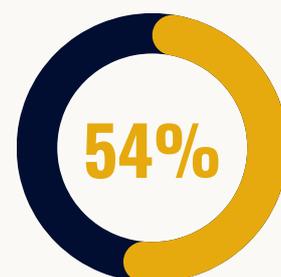
SENIOR ASSOCIATES

3/5



ASSOCIATES

7/13



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.



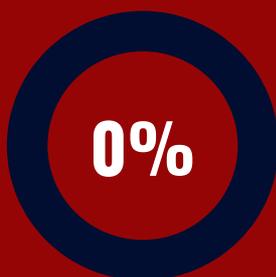
IN THE SPOTLIGHT

ABCC

Mozambique

MANAGING PARTNERS

0/1



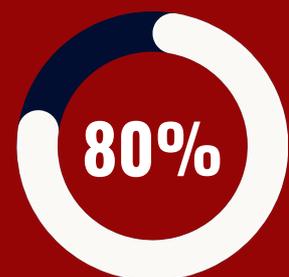
PARTNERS

1/2



SENIOR ASSOCIATES

4/5



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

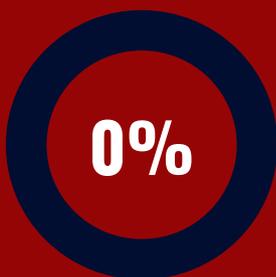


IN THE SPOTLIGHT

Cuoto, Graca & Associados Mozambique

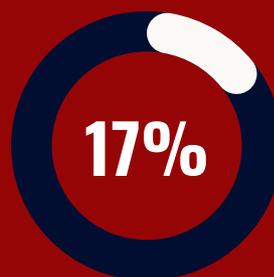
MANAGING PARTNERS

0/1



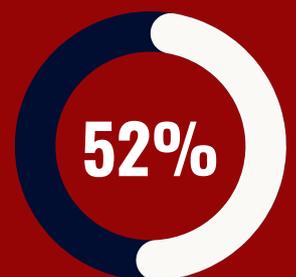
PARTNERS

1/6



ASSOCIATES

11/21



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

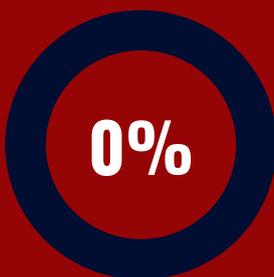


IN THE SPOTLIGHT

Sal & Caldeira Advogados, LDA Mozambique

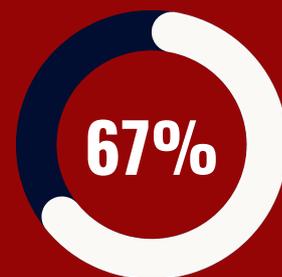
MANAGING PARTNERS

0/1



PARTNERS

2/3



Data source: Law firm's website based on 2022 data.

© Copyright African Women in Law. All rights reserved.

THE GENDER SCORECARD



Visit us at: africanwomeninlaw.com

Follow IAWL on:

Facebook | facebook.com/africanwomeninlaw

Twitter | [@AfricaWomenLaw](https://twitter.com/AfricaWomenLaw)

Instagram | [@AfricanWomenInLaw](https://instagram.com/AfricanWomenInLaw)

LinkedIn | linkedin.com/company/africanwomeninlaw