



CAM's commitment for an equal representation in arbitration – Gender-based statistics

In line with the commitment undertaken in 2016 by signing the [Equal Representation in Arbitration "Pledge"](#), the [Milan Chamber of Arbitration-CAM](#) hereby provides the reader with a general overview of the statistics on the appointment of women in arbitral proceedings administered by CAM with regard to the years 2017 and 2018. This overview will allow the tracing of the current trend on this matter and draw some tentative conclusions therefrom. This paper therefore constitutes the continuation of the previous contribution relating to the years 2015 and 2016, which is here referenced to and can be found at the following [link](#).

Appointment of arbitrators in 2017 and 2018 – A gender-based overview

In 2017, 195 arbitrators were appointed by different appointing authorities: CAM, the parties, the co-arbitrators and other authorities. Out of 195 arbitrators, 29 (14,87%) were women, while the remaining 166 were men.

In 2018, out of 226 appointed arbitrators, 28 (12,39%) were women, and 198 were men.

Compared to the data gathered in 2015 (13% appointed arbitrators were women) and 2016 (14% appointed women), the initial percentage was stable at around 14%, nearly 15%, in 2017, but then the following year the percentage dropped to 12%.

CAM's appointments of women as arbitrators

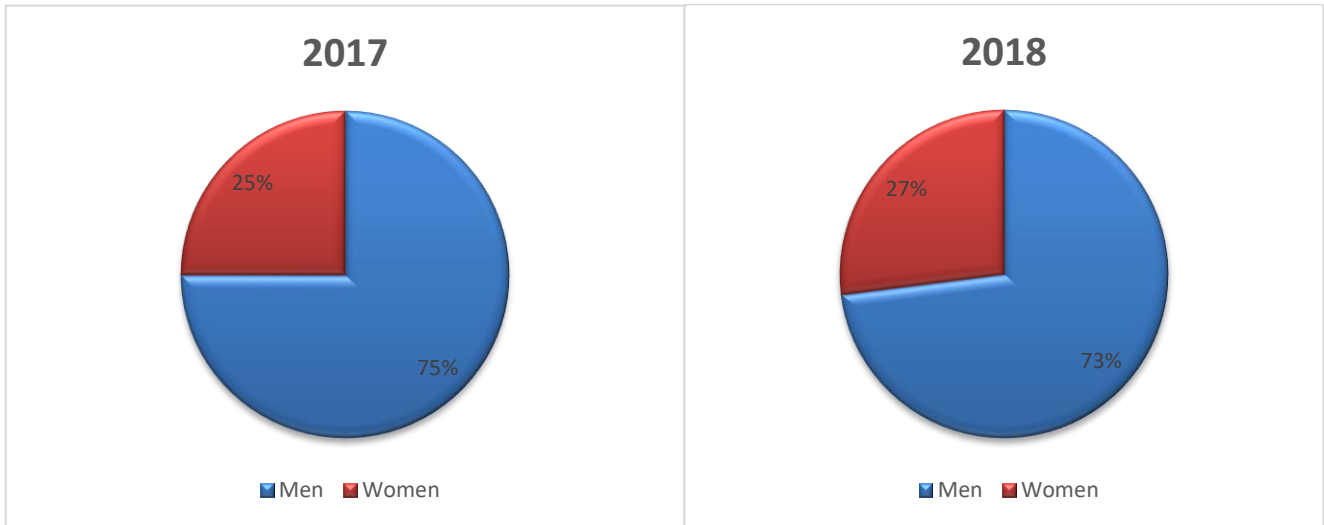
Focusing on the arbitrators appointed by CAM, further information can be obtained on the presence of women in arbitration.

The following graph shows that in 2017, out of 195 appointed arbitrators, CAM appointed 102, and among these:

- In 25% (26 arbitrators) of the cases women were appointed, while
- In the remaining 75% (76 arbitrators) case men were.

In 2018, out of 226 appointed arbitrators, CAM appointed 95, and among these:

- The number of women appointed as arbitrators reached 27% (29), while
- 73% (66) were men.

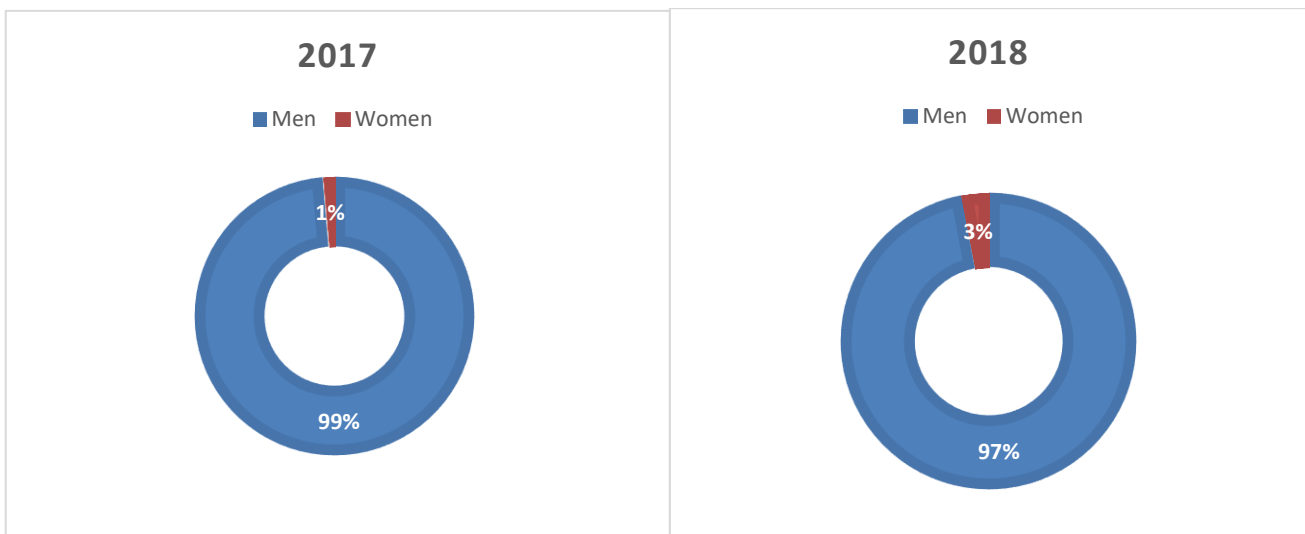


Considering that initially (recording of gender-based appointment began in 2015) CAM appointed women as arbitrators in the 17% of cases, it is quite evident that the Institution is moving in the direction of constantly increasing the number of women in the Arbitral Tribunals. Thus, CAM is implementing the commitment to the *Pledge* with the aim of an actually equal representation of women in arbitration.

Women appointed as arbitrators by the parties

The appointment of women by the parties is displayed in the graph below, which represents the following scenario:

- In 2017, out of 74 arbitrators, 1 (1%) was a woman.
- In 2018, the number of women amounted to 3 (almost 3%) out of 101 appointed arbitrators.



Unfortunately, in this context the percentage has significantly dropped compared to the data obtained in 2015 (9% of the arbitrators appointed by the parties were women) and 2016 (6%). The data therefore



show that parties are less prone to appoint women to sit at the Arbitral Tribunals deciding their cases.

Arbitrators nominated by co-arbitrators and other appointing authorities

As for the arbitrators appointed as presidents by the co-arbitrators, their number amounted to 12 in 2017 and 14 in 2018. Just as it was in 2015 and 2016, all these appointed presidents were men.

Furthermore, while in 2017 other appointing authorities (different from the parties, the co-arbitrators and CAM) appointed 2 women, in 2018 none among these other authorities appointed a woman.

	2017	2018
Male presidents appointed by co-arbitrators	12	14
Female presidents appointed by co-arbitrators	0	0
Female presidents appointed by other appointing authority	2	0

Sustaining gender diversity: drawing some tentative conclusions

Since the signing of the *Pledge*, that occurred in the spring of 2016, it can be noted that the number of female arbitrators appointed by CAM has steadily grown, in accordance with the commitment undertaken. On the other hand, the trend of female arbitrators appointed by the parties, the co-arbitrators and other appointing authorities remained unvaried, if not lowered over the last year. As can be inferred from the data above described, the reduction of the women appointed by these other appointing authorities, although not suggestive of a definitive change in the trend, must not be overlooked.

Statistics show the urgency of the commitment undertaken and put into practice by CAM in adhering to the *Pledge*. Nevertheless, institutions do not account for the arbitration scenario in its entirety, and the other players can have an impact on the target market. In that direction, it must be here underlined that the parties play a key-role in the implementation of a more equal gender representation in arbitration proceedings.

In conclusion, it is desirable that at the time of appointing the arbitrators, parties, counsel and co-arbitrators bear in mind the added value, not only in terms of quantity but also in terms of quality, that can be derived from tribunals that are more representative of the female participation in the arbitration arena.