International Women's Day 2023 – Spotlight on: Theo Nicou

To close our International Women's Day celebrations, BDBF Senior Associate Theo Nicou, discusses his thoughts on promoting equity in the workplace.

What does International Women's Day mean to you and why is it important?

International Women's Day is about equality. It is about celebrating women and their achievements and being conscious that we still have a long way to go to eliminate discrimination, both conscious and unconscious.

In your opinion, what more can be done to promote equity in the workplace?

It is mind-boggling that in 2023 pay parity does not exist. Greater transparency is required to eliminate the gender pay gap which casts a long shadow over women's careers and unjustifiably disadvantages them.

What do you think has been the most positive step forward for gender equity over the last few years?

The normalisation of flexible working, largely enforced due to

the pandemic, has meant that there is greater understanding of how well working from home or at non-standard times can work, in some cases removing barriers for women who can be disproportionately disadvantaged by old requirements of full time, in person attendance.

Finally, tell us about a professional goal that you are proud of?

I have always been motivated to represent individuals, be it to advise them as they embark on an exciting new opportunity or to help defend them in their hour of need, and everything in between! The fact that I can do this on a daily basis is very satisfying and enhanced by the excellent lawyers I have the good fortune to work with.