



WORLD MEDIATION FORUM | Xth CONFERENCE | LUXEMBOURG

*The development of ADR skills in lawyers
as a path to overcome the obstacles faced
by the Brazilian Justice System*

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The present research aims to argue that the institutionalization of conflict Mediation, especially in the Judiciary is important but insufficient to solve all of Justice System's problems.



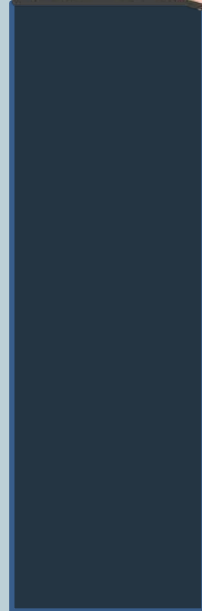
There are currently 79 million law suits in the Justice System. More than 60% of them are conflicts **of civil and family nature**, suitable for a negotiated resolution, and the adjudication is unnecessary. It is possible to estimate that 1 new law suit is created every 5 seconds, while 1 judge is able to decide on 5 law suits each day.

Source: Brazilian Magistrate Association, 2015



> 1mi
lawyers

Brazilian Federal Bar
Association, 2019

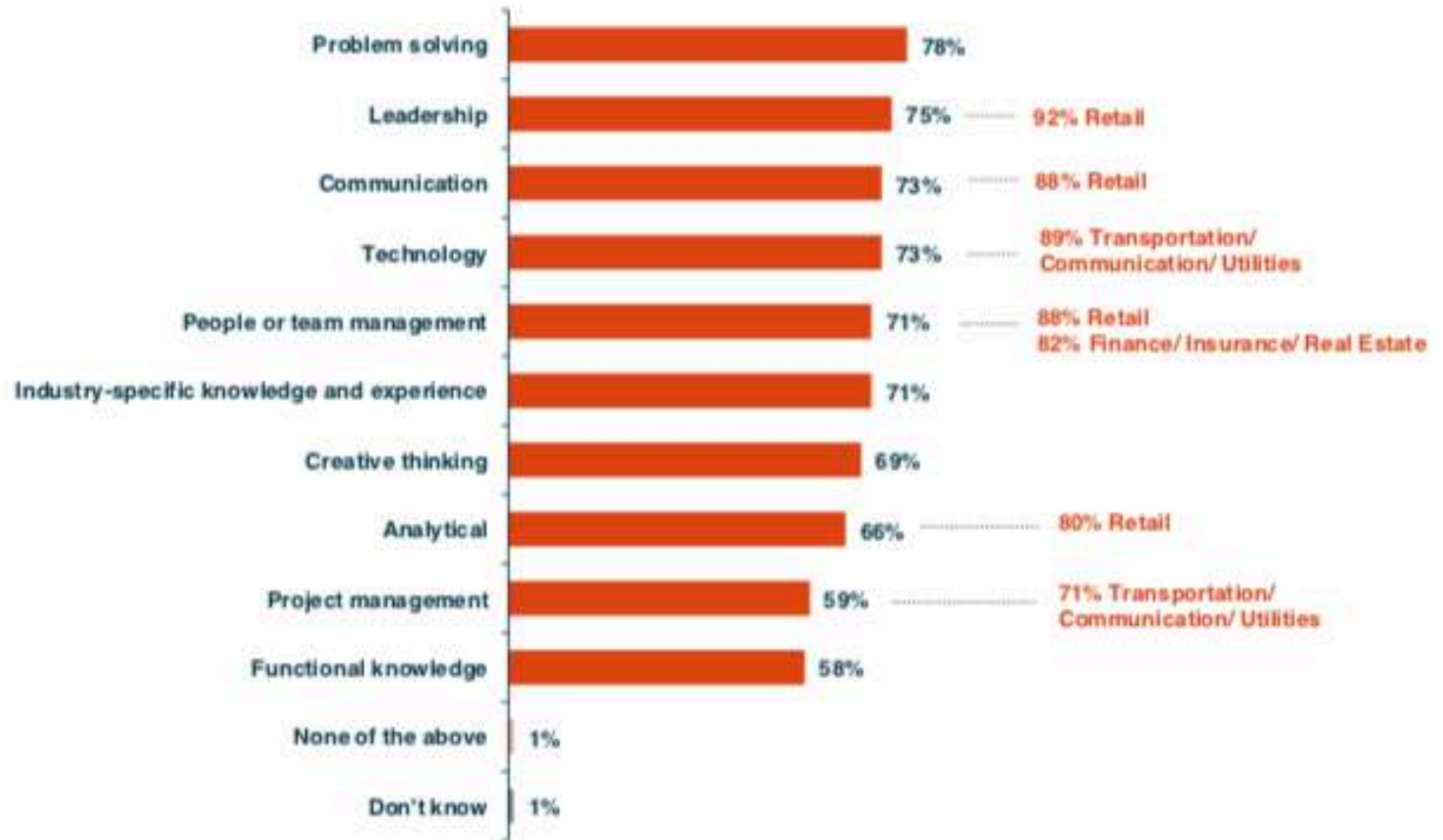


18 thousand
Judges

National Justice
Council, 2018

Company Skills Needed Most

Which of the following skill sets do you believe your company needs most in employees? *(Choose all that apply)*



Most needed skills for the 21st century

TOP SKILLS IN 2020 (IN PARENTHESIS = POSITION IN 2015)			
01	Complex problem resolution (1)	06	Emotional intelligence (-)
02	Critical thinking (4)	07	Decision making (8)
03	Creativity (10)	08	Service drive (7)
04	Human Resources (3)	09	Negotiation (5)
05	Interpersonal relationship (2)	10	Cognitive flexibility (-)

WORLD ECONOMIC FORUM - THE FUTURE OF JOBS

Most scarce skills on the brazilian job market

Skills	Scarcity index (0-5)
Complex problem solving	4,03
Critical Thinking	3,63
Enterpreunial attitude	3,56
Creativity	3,56
Working in a multicultural environment	3,52
Communication	3,48
Logical thinking	3,39
Interpersonal relationship	3,34
Ease to learn	3,28
Math and numerical thinking	3,08

A group of four people in a meeting room are high-fiving. The room has large windows with a grid pattern and a sign that says "mashroom". There are laptops and a water bottle on the table. The overall tone is positive and collaborative.

The case of University of Fortaleza's Law School

Unifor's Law School Case

The design of the philosophy and methodology
“Leaders who Transform”

- 1) Transversal Courses to develop 21st century most needed skills, including negotiation skills
- 2) Technical specific training – Inclusion of Conflict Resolution training to each specific field (i.e. conflict resolution in tax, family, criminal issues)
- 3) Final project – Students are encouraged to develop projects or products aiming to find innovative solutions to Justice System challenges
- 4) Development and implementation of a Masters' Program in Law and Conflict Resolution



Thank you!

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