



2006 Profile of the Solicitors of NSW

Final Report

Prepared for: Law Society of NSW
170 Phillip St
Sydney NSW 2000

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Snapshot of Solicitors in 2006

On 4th October 2006:

- 20,330 solicitors held current NSW Practising Certificates
- 8,618 (42.4%) of solicitors in NSW were female
- 11,712 (57.6%) of solicitors in NSW were male
- 14,873 solicitors worked in private practice (73.2%)
- 2,295 solicitors worked in government (11.3%)
- 3,162 solicitors worked in corporations (15.6%)
- 10,862 solicitors worked in the Sydney CBD (53.4%)
- 5,929 solicitors worked in the suburbs of Sydney (29.2%)
- 2,772 solicitors worked in country areas of NSW (13.6%)
- There were 4,259 private law firms
- There were 140 government employers
- There were 1,123 corporate employers
- 30.2% of NSW solicitors in private practice (4,185) worked in firms with 21 or more partners
- 18.7% of solicitors working in private practice (2,502) worked in firms between 2 and 4 partners
- 39.2% of solicitors in private practice (5,385) worked in sole practitioner firms
- Sole practitioner firms constituted 84.4% of all firms
- Firms with more than 20 partners constituted 0.5% of all firms
- The average age of NSW solicitors was 41.1 years, with around half of the profession (49.2%) aged under 40 years
- 13.1% of solicitors had been admitted for less than one year
- 35.7% of solicitors had been admitted for 5 years or less.

In the twelve months since October 2005:

- the profession grew by 2.6%
- the number of female solicitors increased by 6.0%
- the number of male solicitors increased by 0.3%
- 2,661 solicitors were issued with a Practising Certificate for the first time; 41.5% of these were male and 58.5% were female.

1 Introduction

1.1 The Role of the Law Society

The Law Society of New South Wales is the professional association representing the solicitors of New South Wales. The Law Society has two primary responsibilities: it acts as the licensing and regulatory authority by maintaining professional standards of conduct and investigating complaints against its members; it also represents the interests of practising solicitors. The role of the Society is summarised by the objectives set out in the Memorandum and Articles of Association, which include:

- to consider, originate and promote reform and improvements in the law;
- to remedy defects in the administration of justice;
- to make improvements in administration of legal practice;
- to represent generally the views of the profession;
- to preserve its integrity and status;
- to suppress dishonourable conduct or practices; and
- to consider and deal with all matters affecting the professional interests of members of the Society.

The Law Society is governed by an elected Council of 21 members. The Council provides policy directions for the Law Society. It is assisted by a network of committees made up of volunteers from the profession and the public. Further information about the Law Society can be found on the Law Society's web page at <http://www.lawsociety.com.au>.

1.2 Objectives

The purpose of this report is two-fold:

- (a) to collect and analyse information about the demographic profile of the practising profession in 2006; and
- (b) to identify and monitor any trends in this profile by comparing this year's data with information from previous years.

1.3 Methodology

The information contained in this report is obtained from two sources. The first is the annual census data drawn from the Law Society's membership database on 1 October (or nearest working day) each year. The data used in this report was drawn from the database on 4 October 2006. This information relates only to those solicitors who held a current Practising Certificate on that day. As membership fluctuates over the course of the year, the Law Society uses October data to measure the profession for the reporting year, since October is the most stable month. While the Law Society has retained the records of solicitors for many years, this report relies on information collected and stored in the membership database since 1988. From that year forward, the coding of information has been reliable and consistent.

There may be many people in NSW who are working in law-related fields (some of whom hold law qualifications and may have been admitted to practice) who do not need to hold a Practising Certificate. Information about people working in these occupations is not collected or reported by the Law Society. The information contained in this report does not include solicitors practising under the national practising scheme.

The second source of information for this report is the annual Practising Certificate surveys that the Law Society has conducted since 1993/94. Each year, as part of the Practising Certificate renewal process, solicitors are invited to complete a voluntary survey. In addition to collecting a range of demographic data, the survey also gathers information about dominant areas of practice, income, hours of work and other issues relevant to the professional lives of solicitors. Response rates to the survey have generally been around 35-50% of all practising solicitors in NSW. Some of the results of these surveys are described in this report. The Practising Certificate survey (and the data collected from the survey) is anonymous. The Law Society does not and cannot link the information collected through the surveys to individual solicitors or the organisations for whom they work. Separate volumes of the Practising Certificate survey reports are available to members of the Law Society on request. Monthly updates on the Law Society's membership statistics are published on the Law Society web site at <http://www.lawsociety.com.au>.

1.4 Further information

For further information about this report and other statistical information held by the Law Society please contact:

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2 Gender and Growth

On 4 October 2006 there were 20,330 solicitors with current New South Wales Practising Certificates. Of these, 8,618 (42.4%) were female and 11,712 (57.6%) were male. Figures from 1988 to 2006 for the number of solicitors in NSW by gender are given in Table 2.1. Figure 2.1 compares the number of male and female solicitors since 1988, while Figure 2.2 compares the annual growth rate over the same period.

Since 1988, the profession has grown by 107% (from 9,808 to 20,330), with an average annual growth rate of 4.1%. The number of female solicitors rose by 336% during the same time period (from 1,979 to 8,618). The number of male solicitors grew by only 50% (from 7,829 to 11,712).

The growth rate between 2005 and 2006 was 2.6%, with the number of female solicitors rising by 6.0% and male solicitors by 0.3%. The average annual growth rate for female solicitors since 1988 was 8.5%, and 2.3% for males.

FIGURE 2.1: NUMBER OF SOLICITORS 1988–2006

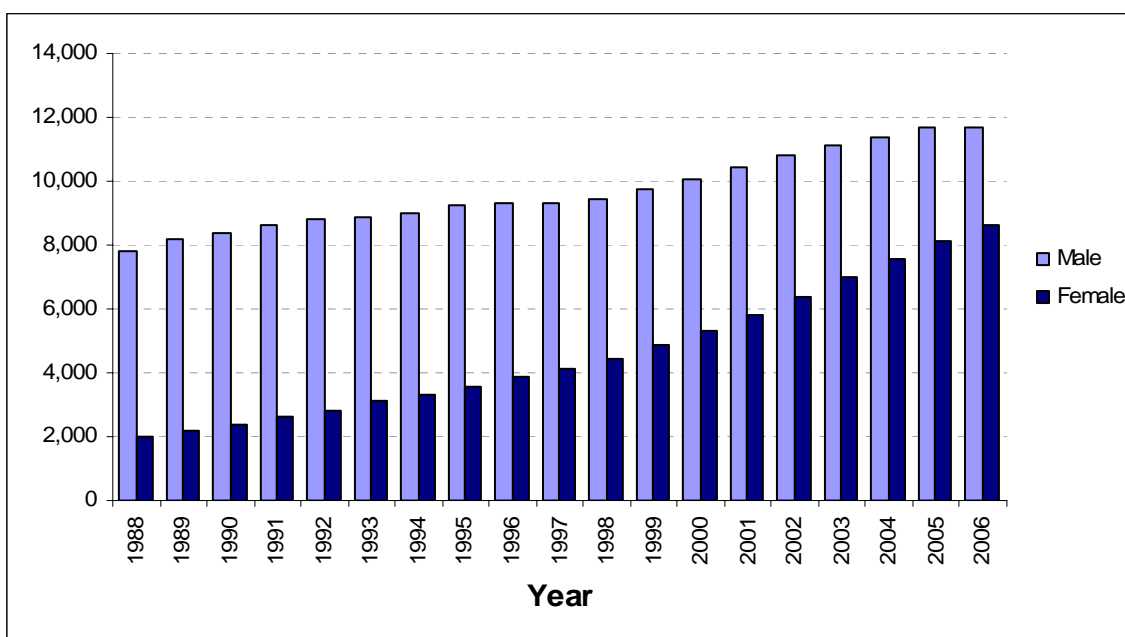
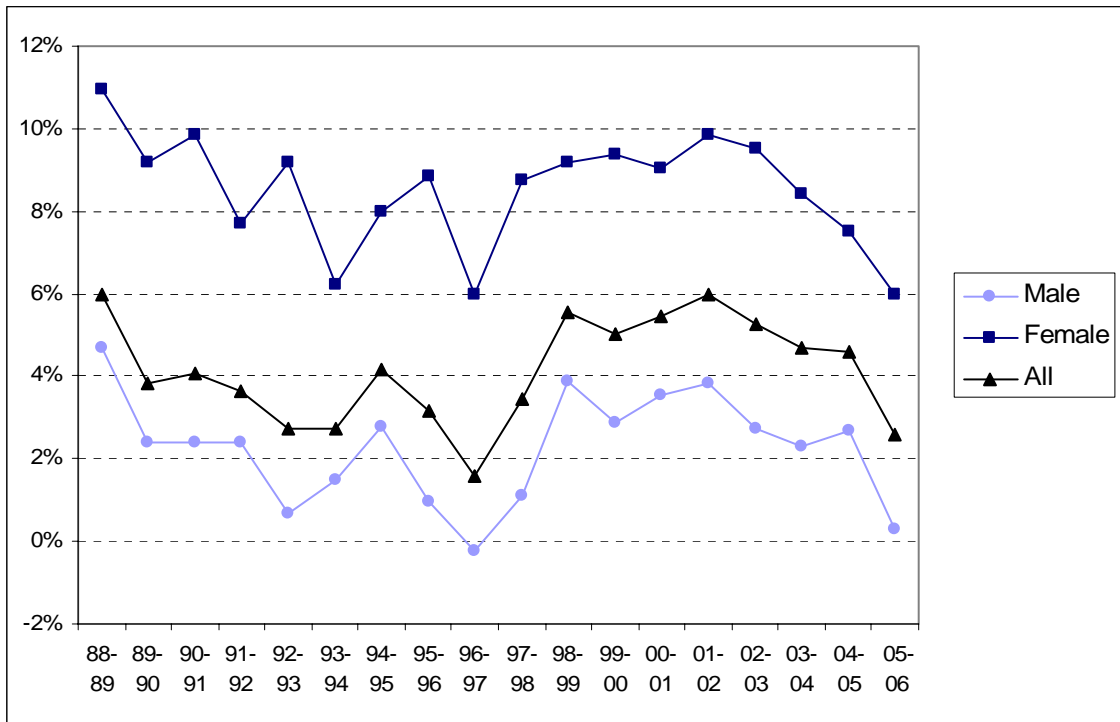


TABLE 2.1: GENDER AND GROWTH, 1988-2006

Year	Male		Female		Total
	n	%	n	%	n
1988	7,829	79.8%	1,979	20.2%	9,808
1989	8,197	78.9%	2,196	21.1%	10,393
1990	8,393	77.8%	2,398	22.2%	10,791
1991	8,596	76.5%	2,634	23.5%	11,230
1992	8,801	75.6%	2,837	24.4%	11,638
1993	8,859	74.1%	3,098	25.9%	11,957
1994	8,992	73.2%	3,291	26.8%	12,283
1995	9,243	72.2%	3,554	27.8%	12,797
1996	9,331	70.7%	3,868	29.3%	13,199
1997	9,310	69.4%	4,099	30.6%	13,409
1998	9,414	67.9%	4,457	32.1%	13,871
1999	9,777	66.8%	4,866	33.2%	14,643
2000	10,060	65.4%	5,322	34.6%	15,382
2001	10,417	64.2%	5,803	35.8%	16,220
2002	10,815	62.9%	6,374	37.1%	17,189
2003	11,112	61.4%	6,980	38.6%	18,092
2004	11,368	60.0%	7,566	40.0%	18,934
2005	11,677	58.9%	8,132	41.1%	19,809
2006	11,712	57.6%	8,618	42.4%	20,330

FIGURE 2.2: ANNUAL GROWTH RATES, 1988-2006



3 Age

The approximate average age of NSW solicitors in 2006 was 41.1 years, compared with 40.9 in 2005. Female solicitors tended to be younger than males, with an approximate average age of 36.6 years, compared to the male average of 44.5 years.

Just under half of all solicitors in NSW were aged under 40 (49.2%).

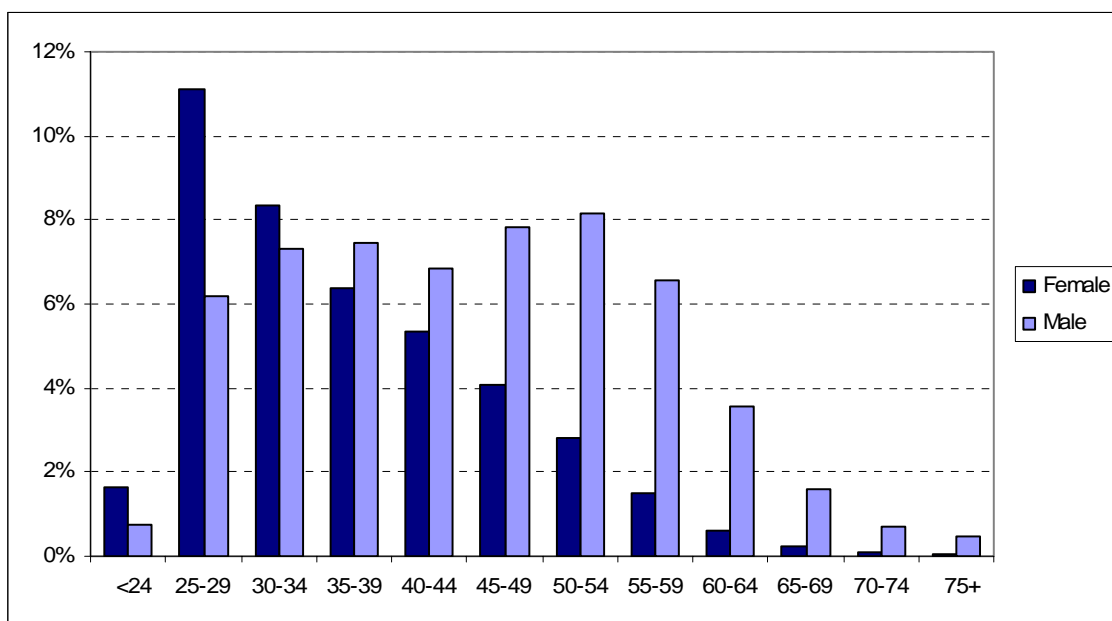
The largest age group for female solicitors was 25-29 (14.7%), while for males it was the 50-59 age group (14.7%). Females outnumbered males in the age group under 25, 25-29 and 30-34 (see figure 3.1).

Table 3.1 shows the age profile of solicitors in 2006 by gender.

TABLE 3.1: AGE PROFILE OF SOLICITORS IN 2006

Age	Male		Female		Total	
	n	%	n	%	n	%
29 or less	1413	7.0	2592	12.7	4005	19.7
30-39	3000	14.8	2989	14.7	5989	29.5
40-49	2976	14.6	1915	9.4	4891	24.1
50-59	2992	14.7	876	4.3	3868	19.0
60+	1289	6.3	192	0.9	1481	7.3
No response	42	0.2	54	0.3	96	0.5
Total	11,712	57.6	8,618	42.4	20,330	100.0

FIGURE 3.1: AGE PROFILE OF SOLICITORS IN 2006 BY GENDER



4 Years since Admission

In the year ending 4 October 2006, 2661 solicitors were issued with a Practising Certificate for the first time. Of these, 41.5% were male and 58.5% were female.

Years since admission figures measure the number of years since solicitors were admitted in NSW as at the date on which the data were extracted from the membership database (4 October 2006). They do not take account of any breaks in practice when a solicitor may not have renewed a Practising Certificate, nor of solicitors not practising for a period but continuing to hold a Practising Certificate (for example during parental leave or an extended period overseas).

On 4 October 2006, more than a third of the profession (35.7%) had been admitted for 5 years or less, around a quarter (27.6%) for 6-14 years, and another third (36.6%) for 15 years or more. Of all solicitors, 53.9% were admitted in the past 10 years.

The changing gender profile of the profession is reflected in the fact that more female solicitors than males were admitted in the past 10 years. Of all female solicitors, 69.4% have been admitted in the last 10 years, while this is true of only 42.5% of all male solicitors. Among those admitted for 11 years or more, 57.4% are male and only 30.7% are female. These findings are summarised in Table 4.1.

TABLE 4.1: YEARS SINCE ADMISSION IN 2006

	Male		Female		Total	
	n	%	n	%	n	%
<1 year	1105	9.4	1556	18.1	2661	13.1
1-5 years	1993	17.0	2603	30.2	4596	22.6
6-10 years	1891	16.1	1818	21.1	3709	18.2
11-14 years	1038	8.9	877	10.2	1915	9.4
15+ years	5685	48.5	1764	20.5	7449	36.6
Total	11,712	100	8,618	100	20,330	100

5 Country of Birth

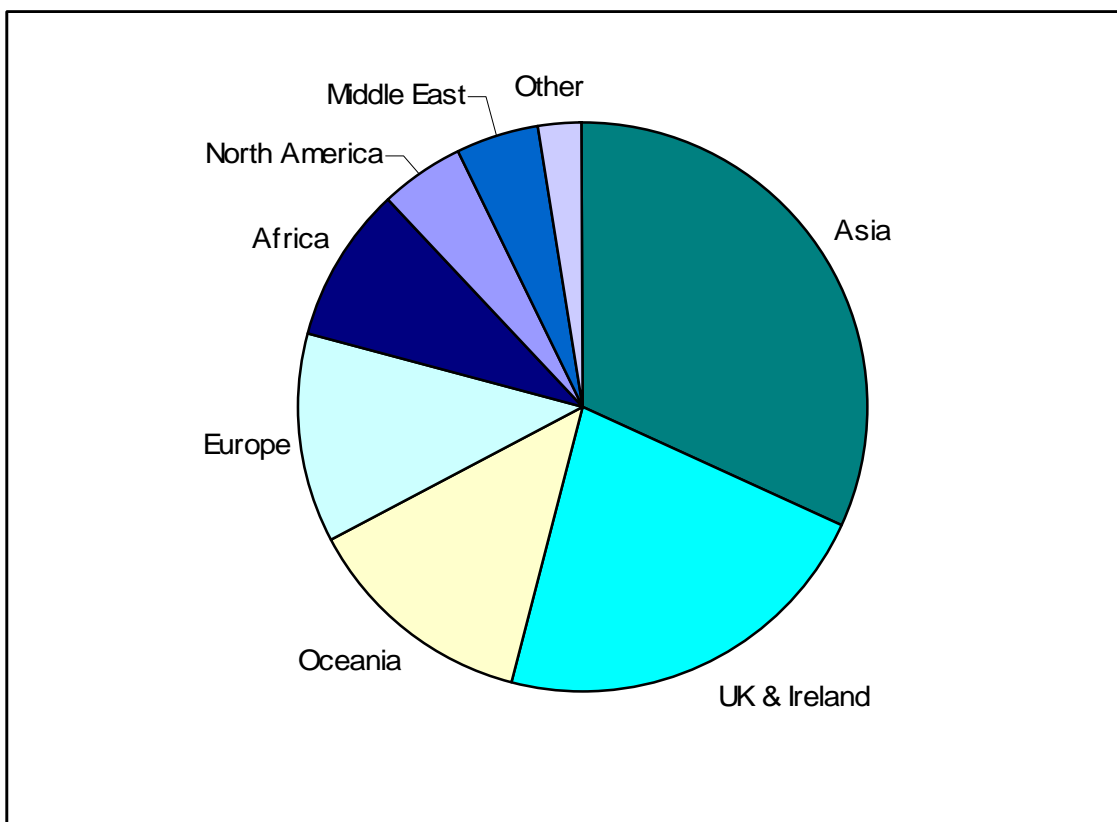
Country of birth data were accessed in October 2006. At this time, the majority of solicitors practising in NSW (74.9%) were Australian born, with 62.4% born in NSW.

Of those solicitors born overseas, the majority were from Asian countries (30.3%) or the UK and Ireland (20.9%). These figures have remained reasonably consistent since 2001- although there has been a slight increase in the number of solicitors born in Asian countries (up from 26.8% to 30.3%) and a slight decrease in those born in European countries (14.8% down to 11.3%) and the UK and Ireland (24.7% down to 20.9%). These trends are presented in Table 5.1 and Figure 5.1.

TABLE 5.1: COUNTRY OF BIRTH OF 2001- 2006 (AS % OF TOTAL BORN OVERSEAS)

Region	2001	2002	2003	2004	2005	2006
Asia	26.8	28.3	29.7	31.8	30.1	30.3
UK & Ireland	24.7	23.6	23.3	22.0	21.0	20.9
Oceania	14.6	14.5	14.1	13.8	12.7	12.8
Europe	14.8	14.4	13.0	12.2	11.2	11.3
Africa	8.5	8.6	8.7	8.9	8.4	8.5
North America	4.5	4.5	4.6	4.7	4.6	4.6
Middle East	3.9	3.8	4.2	4.2	4.2	4.3
South & Central America	1.3	1.6	1.5	1.3	1.6	1.4
Former USSR & Baltic States	0.8	0.8	1.0	1.0	1.0	1.0
Total	100	100	100	100	100	100

FIGURE 5.1: COUNTRY OF BIRTH FOR OVERSEAS-BORN SOLICITORS IN 2006



Note: Countries have been classified according to the Australian Bureau of Statistics Standard Australian Classification of Countries (SACC) (Catalogue reference 1269.0)

6 Location

6.1 Location of Workplaces

As at 4 October 2006, over half of the profession (53.4%) were practising within the Sydney CBD.

The proportion of all solicitors working in the CBD has increased since 1988 from 49.9% to 53.4%. Over the same period there has been a steady decline in the proportion of solicitors practising in rural areas from 16.7% down to 13.6%.

Figure 6.1 shows the geographical breakdown for practitioners in 2006, while Table 6.1 provides figures on practitioners' locations from 1988 to 2006.

FIGURE 6.1: GEOGRAPHICAL PROFILE IN 2006

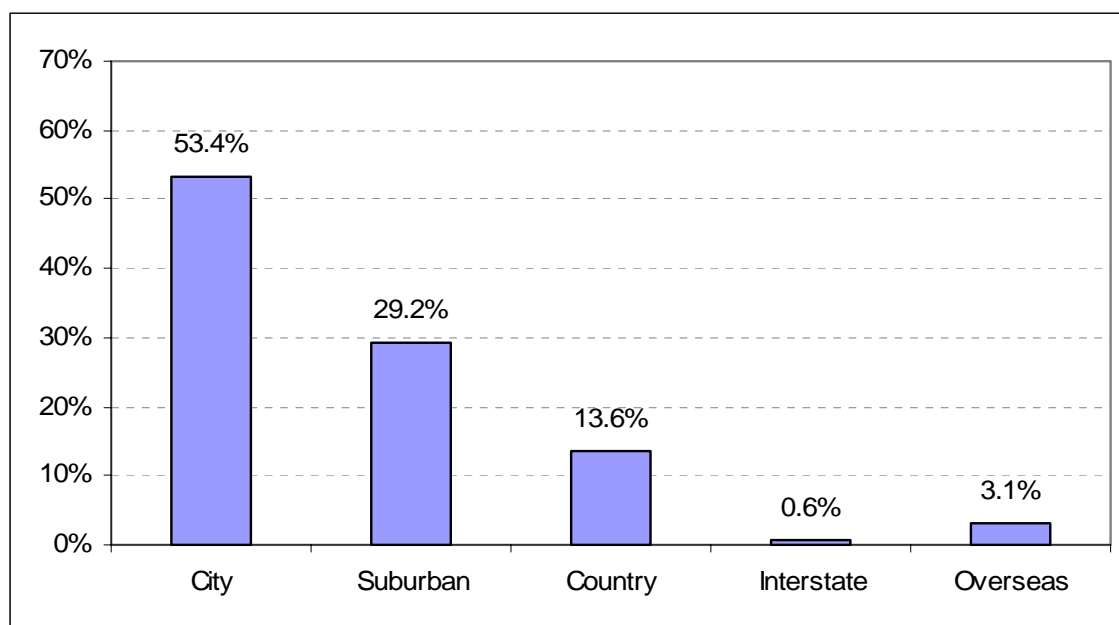


TABLE 6.1: LOCATION OF SOLICITORS 1988-2006 (NUMBER AND PERCENTAGE)

<i>Number</i>							
Year	City	Suburban	Rural	Interstate	Overseas	Unknown	TOTAL
1988	4862	2583	1631	628	45	4	9753
1989	5277	2632	1704	729	49	2	10393
1990	5480	2772	1718	760	57	4	10791
1991	5691	2879	1827	761	70	2	11230
1992	5596	3072	1878	767	323	2	11638
1993	5788	3328	1925	822	94	0	11957
1994	6006	3426	1946	813	90	2	12283
1995	6279	3534	1992	890	102	0	12797
1996	6558	3640	2031	858	112	0	13199
1997	6815	3766	2064	658	106	0	13409
1998	7281	3930	2134	397	128	1	13871
1999	7775	4149	2195	376	148	0	14643
2000	8455	4163	2220	373	170	1	15382
2001	9036	4270	2268	384	261	1	16220
2002	9550	4548	2313	428	338	3	17189
2003	9972	4923	2474	360	363	0	18092
2004	10216	5358	2580	392	386	2	18934
2005	10564	5693	2708	412	432	0	19809
2006	10,862	5,929	2,772	131	633	3	20,330
<i>Percentage</i>							
Year	City	Suburban	Rural	Interstate	Overseas	Unknown	TOTAL
1988	49.9	26.5	16.7	6.4	0.5	<0.1	100
1989	50.8	25.3	16.4	7.0	0.5	<0.1	100
1990	50.8	25.7	15.9	7.0	0.5	<0.1	100
1991	50.7	25.6	16.3	6.8	0.6	<0.1	100
1992	48.1	26.4	16.1	6.6	2.8	<0.1	100
1993	48.4	27.8	16.1	6.9	0.8	0.0	100
1994	48.9	27.9	15.8	6.6	0.7	<0.1	100
1995	49.1	27.6	15.6	7.0	0.8	0.0	100
1996	49.7	27.6	15.4	6.5	0.8	0.0	100
1997	50.8	28.1	15.4	4.9	0.8	0.0	100
1998	52.5	28.3	15.4	2.9	0.9	<0.1	100
1999	53.1	28.3	15.0	2.6	1.0	0.0	100
2000	55.0	27.1	14.4	2.4	1.1	<0.1	100
2001	55.7	26.3	14.0	2.4	1.6	<0.1	100
2002	55.6	26.5	13.5	2.5	2.0	<0.1	100
2003	55.1	27.2	13.7	2.0	2.0	0.0	100
2004	54.0	28.3	13.6	2.1	2.0	<0.1	100
2005	53.3	28.7	13.7	2.1	2.2	<0.1	100
2006	53.4	29.2	13.6	0.6	3.1	<0.1	100

6.2 Location of Private Law Firms

Since 1997 the Law Society has tracked the location of *private law firms*. In 2006, half of all law firms (51.8%) were located in the Sydney suburbs, a quarter (24.4%) were located in the CBD, and less than a quarter (22.6%) were located in regional and rural NSW. These figures have remained fairly consistent since 1997 with the exception of overseas firms, as shown in Table 6.2.

TABLE 6.2: LOCATION OF PRIVATE FIRMS 1997-2006

		1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
City	n	793	807	828	863	880	895	911	983	1024	1039
	%	24.3	24.2	24.1	24.9	24.7	24.4	24.5	24.2	24.3	24.4
Suburban	n	1550	1615	1691	1700	1746	1798	1873	2083	2143	2208
	%	47.6	48.5	49.2	49.1	49.1	49.1	50.3	51.2	50.8	51.8
Country	n	747	775	793	784	817	829	852	908	953	963
	%	22.9	23.3	23.1	22.6	23.0	22.6	22.9	22.3	22.6	22.6
Interstate*	n	158	125	115	109	104	118	67	70	76	29
	%	4.9	3.8	3.3	3.1	2.9	3.2	1.8	1.7	1.8	0.7
Overseas	n	9	9	9	6	11	22	21	23	21	20
	%	0.3	0.3	0.3	0.2	0.3	0.6	0.6	0.6	0.5	0.5
Unknown	n	0	0	0	1	0	0	1	1	0	0
	%	0.0	0.0	0.0	<0.1	0.0	0.0	<0.1	<0.1	0.0	0.0
Total	n	3257	3331	3436	3463	3558	3662	3725	4068	4217	4259

*Note: the decline in interstate firms is due to the introduction of the national Practising Certificate regime and changes to the way interstate firms are coded on the NSW Law Society's membership data base.

7 Employment Sector

The majority of solicitors in NSW (73.2%) work in private practice. The other major sectors of the profession are corporate solicitors (15.6%) and government solicitors (11.3%). Table 7.1 provides a snapshot of NSW solicitors working in the private, government and corporate sectors.

TABLE 7.1: SOLICITORS IN PRIVATE, GOVERNMENT AND CORPORATE PRACTICE

	Private (%)	Government (%)	Corporate (%)
Total	73.2 of total	11.3 of total	15.6 of total
Gender			
Male	63.7	41.0	49.2
Female	36.3	59.0	50.8
Level of Employment *			
Full-time	86.6	86.4	86.7
Part-time	12.5	13.3	12.6
Other	1.0	0.3	0.7
Location			
City	51.8	63.5	53.6
Sydney suburbs	29.2	23.7	33.0
Country NSW	16.3	11.3	2.6
Interstate	0.5	1.4	0.7
Overseas	2.1	0.1	10.1
Age			
Under 30	20.5	17.6	17.6
30-39	26.2	28.9	45.2
40-49	23.1	29.1	24.7
50-59	20.7	19.9	10.4
60 years or over	9.1	3.5	1.7
Years Since Admission			
Less than 1	13.8	11.4	11.0
1-5	21.0	24.9	28.3
6-10	16.3	19.7	26.6
11-14	8.7	11.6	11.1
15 or more	40.2	32.4	23.1
Estimated mean income*			
	\$84,900	\$79,600	\$110,300

*Data taken from the 2006/7 Practising Certificate Survey

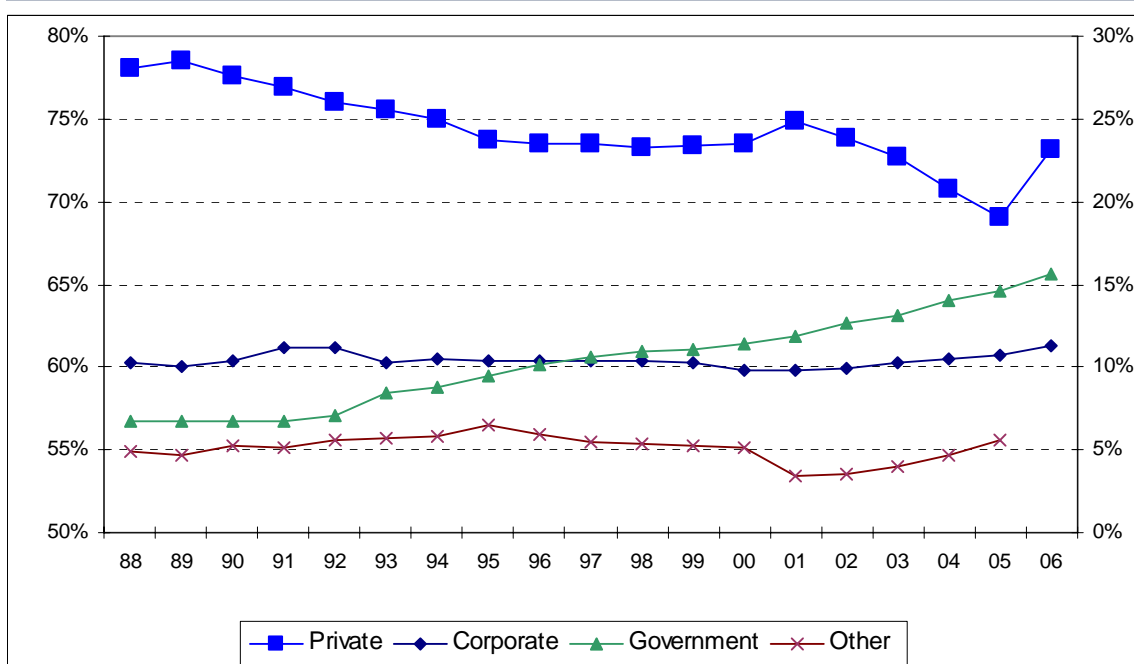
As Table 7.2 indicates, there are variations in terms of gender across the different sectors of the profession. The percentage of females working in the government and corporate sectors is higher than males, and males are more strongly represented in private practice than women.

TABLE 7.2: GENDER PROFILE OF EMPLOYMENT SECTORS

Sector	Female		Male		Total	
	n	%	n	%	n	%
Private	5619	65.2	9254	79.0	14873	73.2
Government	1348	15.6	947	8.1	2295	11.3
Corporate	1651	19.2	1511	12.9	3162	15.6
Other ¹	-	-	-	-	-	-
Total	8,618	42.4	11,712	57.6	20,330	100

Since 1998 there has been a steady increase in the proportion of solicitors working in corporate firms, while the proportion of solicitors working in government has remained steady. The proportion of all solicitors working in private firms has decreased since 1988 (78.1% down to 73.2%), although the actual *number* of solicitors in private practice has been on the rise. Figure 7.1 illustrates the proportion of solicitors in each sector since 1988.

FIGURE 7.1: EMPLOYMENT IN EACH SECTOR, 1988-2006²



¹ The Private Practice category includes unemployed and solicitors with no current practising details as their practising certificate entitles them to work in private practice. Prior to May 2006 these solicitors were included in the 'Other' category. If a person has a multiple status (ie works for a company or government as well as private practice), it will be the private practice status that is shown in the statistics.

² See footnote 1.

8 Diversity in the Profession

8.1 Women

Female solicitors make up 42.4% of the practising profession in NSW. In the year ending 4 October 2006, 58.5% of solicitors entering the profession for the first time were women, up from 57.4% in 2004. Table 8.1 provides a snapshot of female solicitors.

TABLE 8.1: FEMALE SOLICITORS IN 2006

	Female practitioners (n)	Female practitioners (%)	Whole Profession (%)
Total	8,618	42.4	100.0
Mode of Employment *			
Full time	-	78	85
Part time	-	19	13
Other	-	3	2
Employment Sector			
Private	5,619	65.2	73.2
Government	1,348	15.6	11.3
Corporate	1,651	19.2	15.6
Other	-	-	-
Private Practitioners			
Partners	520	10.3	22.7
Sole Practitioners	739	14.6	25.9
Employees	3791	75.1	51.4
Size of Law Firm			
Sole Practitioner	1561	30.9	38.7
2-4 Partners	804	15.9	18.4
5-10 Partners	449	8.9	8.6
11-20 Partners	218	4.3	4.1
21+ Partners	2018	40.0	30.1
Years since Admission			
< 1 year	1556	18.1	13.1
1-5 years	2603	30.2	22.6
6-10 years	1818	21.1	18.2
11-14 years	877	10.2	9.4
15+ years	1764	20.5	36.6
Age (approximate average)	36.6 years		41.1 years
Estimated mean income*	\$76,700		\$86,800

*Data taken from the 2006/07 Practising Certificate survey

8.2 Indigenous Solicitors

In the 2006/07 Practising Certificate survey, 32 solicitors (0.4% of respondents) identified themselves as Aboriginal, and 8 (0.1%) as Torres Strait Islanders. Of the 36 Indigenous respondents:

- 20 were male
- 18 had been admitted for five years or less
- 33 worked in private practice
- 19 were employees
- 8 were partners
- 6 were sole practitioners
- 1 worked in government
- 4 worked in community legal centres.

9 Private Practice

As at 4 October 2006, 73.2% of the profession worked in private law firms. This section presents a profile of the profession working in the private sector.

9.1 Individuals

Table 9.1 provides a snapshot of solicitors working in private law firms.

TABLE 9.1: SOLICITORS IN PRIVATE LAW FIRMS			
	Solicitors in Private Practice		Whole Profession
	n	%	%
Total	14873	73.2	100
Gender			
Male	9254	62.2	57.6
Female	5619	37.8	42.4
Mode of Employment*			
Full time	-	86.6	84.8
Part time	-	12.5	13.0
Other	-	1.0	2.2
Location			
City	7708	51.8	53.4
Suburbs	4344	29.2	29.2
Rural NSW	2430	16.3	13.6
Interstate	76	0.5	0.6
Overseas	312	2.1	3.1
Unknown	3	0.0	0.0
Age			
<29 years	3044	20.5	19.7
30-39 years	3897	26.2	29.5
40-49 years	3442	23.1	24.1
50-59 years	3083	20.7	19.0
60+ years	1348	9.1	7.3
N/A	59	0.4	0.5
Years Since Admission			
< 1 year	2052	13.8	13.1
1-5 years	3130	21.0	22.6
6-10 years	2417	16.3	18.2
11-14 years	1297	8.7	9.4
15+ years	5977	40.2	36.6
Estimated mean income*	\$84,900		\$86,800

* Data taken from the 2006/2007 Practising Certificate Survey

9.2 Firm Size

In October 2006 there were 4,259 private law firms operating in NSW. The bulk of these (84.4%) were sole practitioner firms (firms with one principal). Of the remainder:

- 550 firms (12.9%) had 2-4 partners
- 79 firms (1.9%) had 5-10 partners)
- 14 firms (0.3%) had 11-20 partners
- 22 firms (0.5%) had 21 or more partners.

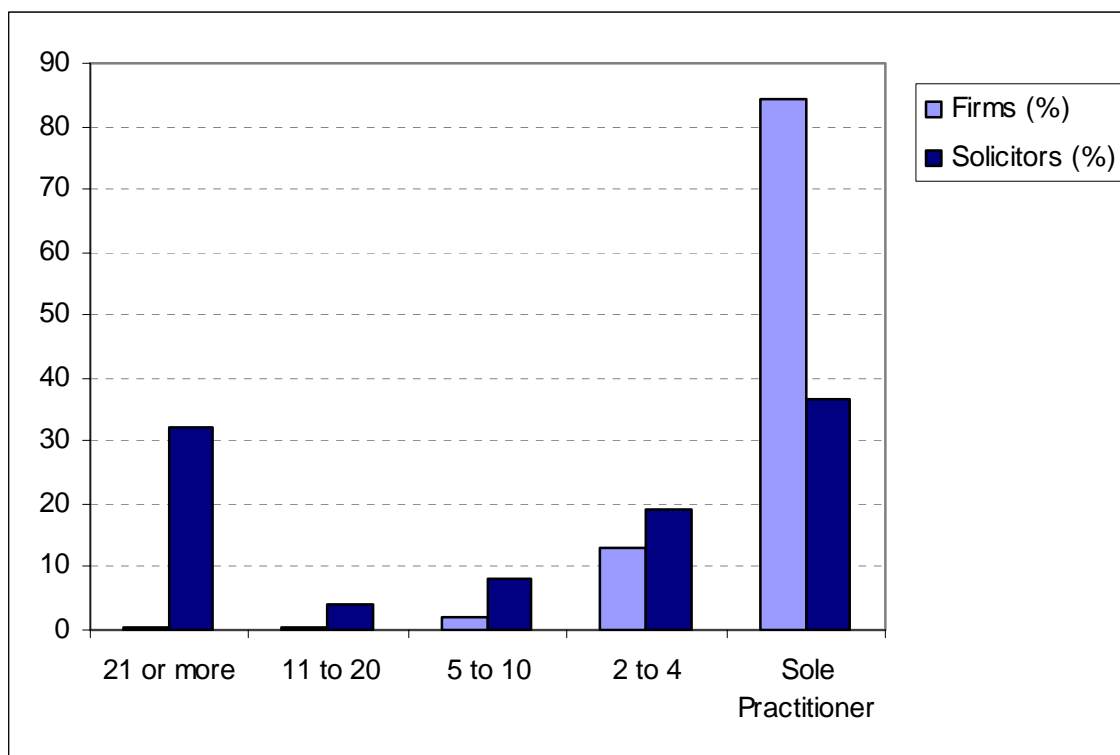
Table 9.2 lists the number of partners and employees in each category of firm, while Figure 9.1 compares the proportion of firms in each category with the proportion of solicitors working for each type of firm.

TABLE 9.2: FIRM PROFILE 2006

Number of Partners	Firms		Partners		Employees		All Solicitors in Private Practice	
	n	%	n	%	n	%	n	%
21 or more	22	0.5	1157	17.3	3028	42.1	4185	30.2
11 to 20	14	0.3	198	3.0	369	5.1	567	4.1
5 to 10	79	1.9	506	7.6	693	9.6	1199	8.7
2 to 4	550	12.9	1294	19.3	1208	17.7	2502	18.7
Sole Practitioner	3594	84.4	3595	52.9	1790	25.5	5385	39.2
Total	4259	100	6750	100	7088	100	13838*	100

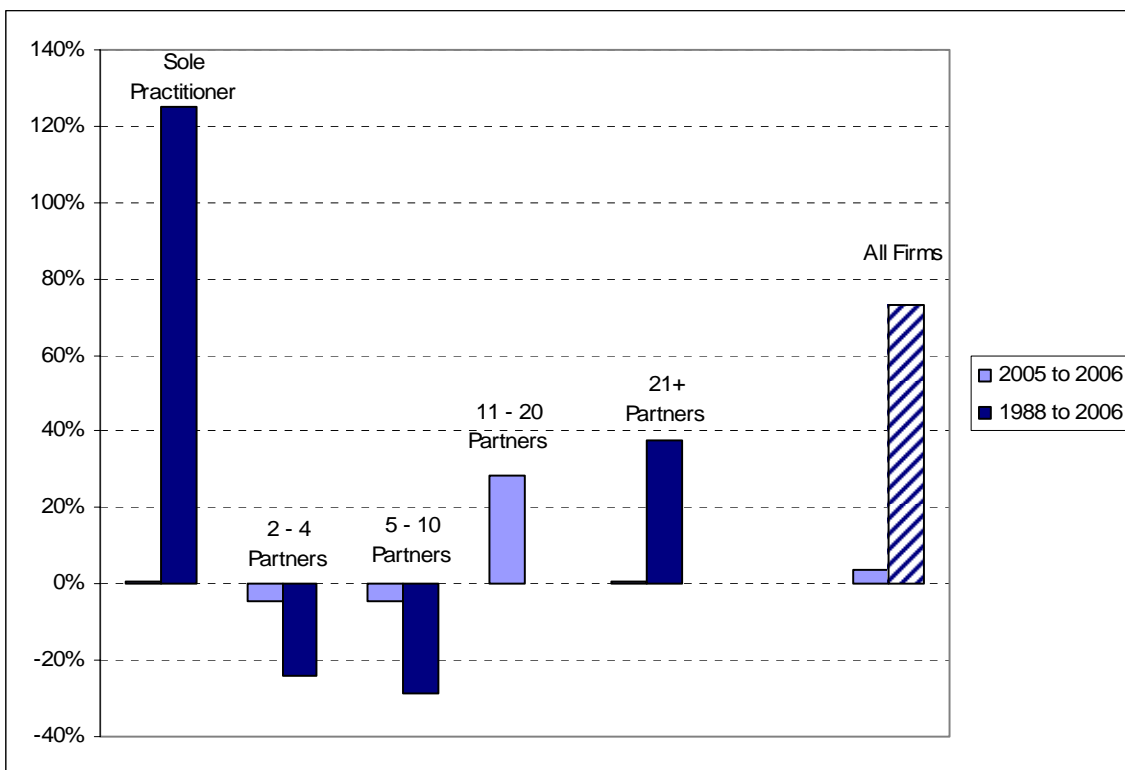
*This figure does not equate with the total number of private practitioners indicated in Table 9.2 because it is derived from data incorporating solicitors with *dual status* – that is, those with more than one employer. It also includes solicitors working interstate and overseas, as well as those with a pending Practising Certificate, which the figure in Table 9.2 does not.

FIGURE 9.1: FIRM SIZE VS SOLICITORS IN EACH FIRM TYPE (PERCENTAGES)



Since 1988, there has been a marked increase in the number of sole practitioner firms and of firms with 21 or more partners, and a decline in medium sized firms. Since 1988, the total number of firms operating in NSW has increased by 73%. Figure 9.2 illustrates these changes.

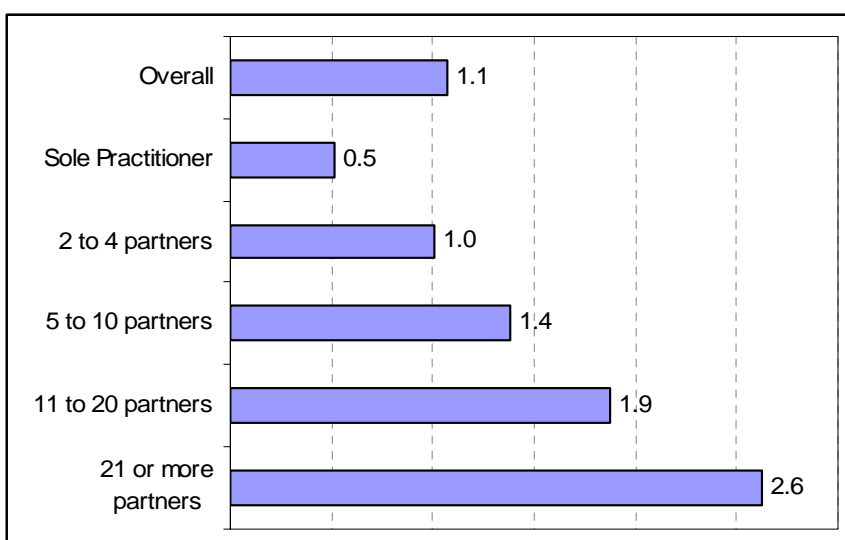
FIGURE 9.2: CHANGE IN FIRM PROFILE BETWEEN 1988 AND 2006 AND BETWEEN 2005 AND 2006



9.3 Staff to principal ratios

Staff profiles within the private profession vary by size of firm. In firms with a sole practitioner there is a ratio of 0.5 employed solicitors for every principal. Figure 9.3 shows employee/principled ratios according to different firm sizes.

FIGURE 9.3: RATIO OF EMPLOYED SOLICITORS TO PRINCIPALS



9.4 Gender profile in private firms

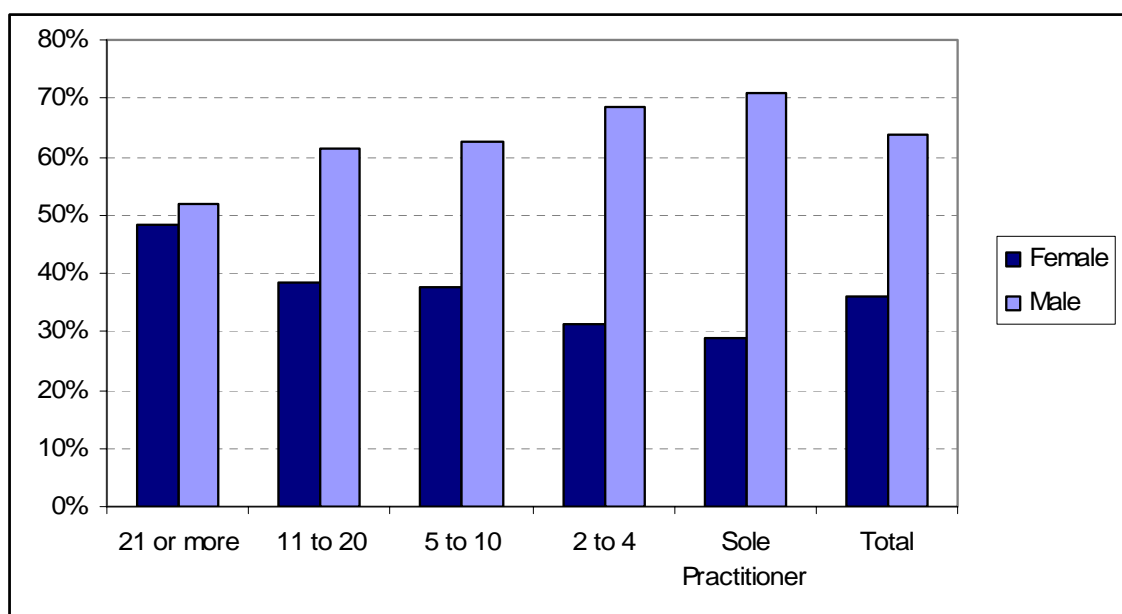
There are significant differences in gender terms among firms of different sizes. Female solicitors are more frequently found in firms with more than 20 partners, whereas male solicitors are strongly represented in smaller firms. In 2006, well over half of male practitioners (62.1%), compared with less than a quarter of females (24.9%), were principals of a law firm. The gap between the proportion of male and female principals was similar in 2005, when 61.9% of male and 24.3% of female private practitioners were principals.

Table 9.3 provides details for solicitors in private practice by gender and firm size. Figure 9.4 illustrates the gender breakdown in law firms of different sizes.

TABLE 9.3: GENDER PROFILE OF EMPLOYEES AND PRINCIPALS IN PRIVATE FIRMS

		21 + partners	11 to 20 partners	5 to 10 partners	2 to 4 partners	Sole Practitioner	Total
Female	Principal	232	35	72	181	739	1259 (24.9%)
	Employee	1786	183	377	623	822	3791 (75.1%)
	Total (n)	2018	218	449	804	1561	5050
	% of females	40.0	4.3	8.9	15.9	30.9	100
Male	Principal	925	163	434	1113	2856	5491 (62.1%)
	Employee	1242	186	316	645	968	3357 (37.9%)
	Total	2167	349	750	1758	3824	8848
	% of males	24.5	3.9	8.5	19.9	43.2	100

FIGURE 9.4: GENDER OF EMPLOYEES AND PRINCIPALS IN PRIVATE LAW FIRMS



9.5 Years since admission

The years since admission profile of solicitors working in private practice also varies according to firm size. For example, half of those who had been admitted for less than one year (51.7%) worked in firms with five or more partners. Conversely, among solicitors admitted for more than 10 years, the largest proportion were sole practitioners. Table 9.4 provides years since admission figures according to firm size.

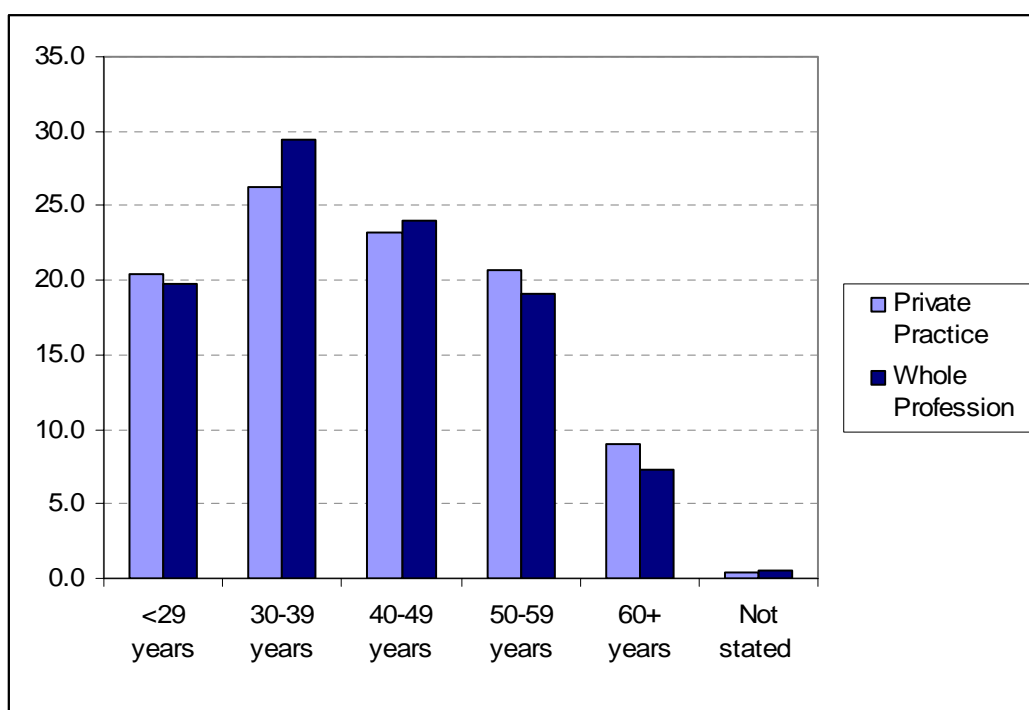
TABLE 9.4: YEARS SINCE ADMISSION IN PRIVATE FIRMS BY FIRM SIZE (%)

Firm Size	< 1 Yrs	< 5 Yrs	< 10 Yrs	< 15 Yrs	15+ Years
21 or more partners	46.3	42.6	38.3	26.9	18.1
11 to 20 partners	5.4	4.7	4.7	3.7	3.4
5 to 10 partners	8.1	9.9	8.5	9.5	8.5
2 to 4 partners	14.6	16.0	17.3	18.8	21.4
Sole Practitioner	25.7	26.9	31.1	41.1	48.6
Total	100	100	100	100	100

9.6 Age Profile

The age profile of solicitors working in private firms is broadly similar to the age profile of the entire profession, though private practitioners tend to be slightly older than those in other sectors. In 2006 more than half of solicitors in private practice (52.9%) were aged over 40, while over a quarter (26.2%) were aged between 30 and 39. The proportion of solicitors over 60 was higher in private practice (9.1%) than overall (7.3%). Figure 9.5 depicts the age profile of solicitors in private practice compared with the whole profession.

FIGURE 9.5: AGE PROFILE OF SOLICITORS IN PRIVATE PRACTICE AND THE WHOLE PROFESSION



10 Government Solicitors

As at October 2006, there were 2,295 solicitors in NSW working across 140 government organisations. A snapshot of these solicitors is provided in Table 10.1.

TABLE 10.1: GOVERNMENT SOLICITORS IN 2005

	Government Solicitors		Whole Profession
	n	%	%
Total	2295	11.3	
Gender			
Male	947	41.0%	57.6
Female	1348	59.0%	42.4
Level of employment*			
Full time	-	86.4	84.8
Part time	-	13.3	13
Other	-	0.3	2.2
Location			
City	1909	83.6	53.4
Suburban	308	13.5	29.2
Rural	27	1.2	13.6
Interstate	40	1.8	0.6
Overseas	-	-	3.1
Age			
<29 years	405	17.6	19.7
30-39 years	663	28.9	29.5
40-49 years	668	29.1	24.1
50-59 years	456	19.9	19.0
60+ years	80	3.5	7.3
Not stated	23	1.0	0.5
Years since admission			
< 1 year	262	11.5	13.1
1-5 years	571	25.0	22.6
6-10 years	452	19.8	18.2
11-14 years	267	11.7	9.4
15+ years	743	32.5	36.6
Estimated mean income*	\$79,600		\$86,800

*Data taken from the 2006/07 Practising Certificate survey

Table 10.2 provides details about years since admission for government solicitors in New South Wales, while Table 10.3 provides information on their age profile. Notably, a majority of male solicitors working in government were more likely to be aged 40 or over (65.5%), whereas most female solicitors were aged *under* 40 (55.3%).

TABLE 10.2: YEARS SINCE ADMISSION PROFILE OF GOVERNMENT SOLICITORS (%)

Years since admission	Male	Female	All
Less than 1 year	9.7	12.6	11.4
1 to 5 years	18.1	29.7	24.9
6-10 years	17.4	21.3	19.7
11-14 years	10.1	12.7	11.6
15+ years	44.7	23.7	32.4
Total	100	100	100

TABLE 10.3: AGE PROFILE OF GOVERNMENT SOLICITORS (%)

Age	Male	Female	All
Under 30	9.9	23.1	17.6
30-39	24.1	32.3	28.9
40-49	30.6	28.0	29.1
50-59	29.4	13.2	19.9
60 and over	5.5	2.1	3.5
Not stated	0.5	1.3	1.0
Total	100	100	100

11 Corporate Solicitors

As of October 2006 there were 3,162 solicitors working across 1123 organisations. A snapshot of these is given in Table 11.1.

TABLE 11.1: CORPORATE SOLICITORS 2006

	Corporate Solicitors		Whole Profession
	n	%	%
Total	3162	15.6	
Gender			
Male	1511	47.8	57.6
Female	1651	52.2	42.4
Level of employment*			
Full time	-	86.7	84.8
Part time	-	12.6	13
Other	-	0.9	2.2
Location			
City	1696	53.6	53.4
Suburbs	1042	33.0	29.2
Rural NSW	83	2.6	13.6
Interstate	23	0.7	0.6
Overseas	318	10.1	3.1
Age			
<29 years	556	17.6	19.7
30-39 years	1429	45.2	29.5
40-49 years	781	24.7	24.1
50-59 years	329	10.4	19.0
60+ years	53	1.7	7.3
Not stated	14	0.4	0.5
Years since admission			
< 1 year	347	11.0%	13.1
1-5 years	895	28.3%	22.6
6-10 years	840	26.6%	18.2
11-14 years	351	11.1%	9.4
15+ years	729	23.1%	36.6
Estimated mean income*	\$110,300		\$86,800

*Data taken from the 2005/06 Practising Certificate survey

In 2006, the great majority of solicitors working in corporate practice (88%) were aged under 40, and two-thirds (66%) had been admitted for 10 years or less. Table 11.2 provides years since admission information for corporate solicitors, while Table 11.3 gives the age breakdown for this sector of the profession.

TABLE 11.2: YEARS SINCE ADMISSION PROFILE OF CORPORATE SOLICITORS (%)

Years since admission	Male	Female	Total
Less than 1 year	10.1	11.8	11.0
1-5 years	25.4	31.0	28.3
6-10 years	26.4	26.7	26.6
11-14 years	10.4	11.8	11.1
15+ years	27.7	18.8	23.1
Total	100	100	100

TABLE 11.3: AGE PROFILE OF CORPORATE SOLICITORS (%)

Age	Male	Female	Total
Under 30	12.8	21.9	17.6
30-39	44.2	46.1	45.2
40-49	26.7	22.9	24.7
50-59	13.8	7.3	10.4
60 years or older	2.3	1.2	1.7
Not stated	0.3	0.6	0.4
Total	100	100	100

12 Areas of Practice

Since 1993 the annual Practising Certificate survey has collected information about dominant areas of practice. The survey questionnaire asks solicitors to indicate up to four areas of law in which they spend 25% or more of their time.

The 2006/07 Practising Certificate questionnaire was completed by 8,234 practising solicitors, representing 41% of all NSW practising solicitors as at May 2006.

12.1 Overall

Table 12.1 details the dominant areas of practice as reported by practitioners responding to the PC Survey. In the 2006/07 survey, *Commercial Law* (31.3%) and *Conveyancing/Real Property* (30%) were the most commonly nominated areas of practice, followed by *Civil Litigation* (24.4%) and *Wills and Estates* (21.4%). Between 1993/94 and 2006/07 the overall role of *Commercial Law* and *Wills and Estates* have increased, while the trend has been the other way around for *Civil Litigation* and *Conveyancing/Real Property*.

TABLE 12.1 AREAS OF PRACTICE 1993/94-2006/07

Dominant Areas of Practice (%)	93/94	94/95	95/96	96/97	97/98	98/99	99/00	00/01	01/02	02/03	03/04	04/05	05/06	06/07
Administrative Law	n/a	3.7	4.1	4.6	4.7	4.6	4.4	4.3	4.5	4.9	3.5	5.3	6.0	6.4
Advocacy	12.1	8.9	12.0	9.5	9.8	9.1	9.1	7.9	7.7	6.6	5.6	6.5	5.8	6.2
Banking/Finance	9.2	9.3	10.0	9.4	9.8	9.3	8.6	7.9	8	8.5	5.6	7.5	7.9	8.1
Civil Litigation	31.6	29.9	31.0	30.1	31.4	29.3	30.3	27.1	25.9	25.9	18	25.5	25.8	24.4
Commercial Law	25.6	26.5	30.5	29.3	30.8	31.1	30.8	29.3	29.7	30.9	21.6	31.2	30.9	31.3
Corporations Law	10.4	12.2	13.4	13.4	13.6	13.8	14	13.8	14	12.7	9.1	11.6	11.5	12
Conveyancing/Real Property	36.8	38	36.1	35.5	34.7	34	33.7	32.5	30.1	32.1	22.1	32.2	31.3	30
Criminal Law	7.5	12.7	13.6	13.4	12.6	12.9	12.9	12.5	12.2	12.3	8.5	13.8	13.1	13.4
Debts/Insolvency	9.2	8.3	9.1	9	8	7.5	7.8	7	5.8	7.6	5.4	7.8	7.6	7.7
Environmental Law	1.9	2.9	3.4	3.4	3.1	3.1	3.2	2.8	2.7	3	2.7	2.9	3.3	3.2
Family Law	15.2	16.6	17.3	16.5	14.8	15.1	15	14.2	13.8	15	6.2	15.8	16.3	16.1
Immigration Law	0.8	1.4	1.7	1.6	1.9	1.8	1.9	1.7	1.8	2.1	10.2*	2.5	2.5	2.8
Industrial Relations Law	1.4	2.5	3.4	4.6	5.2	6.9	6.8	6.8	7.3	8.5	1.5	8.9	9.5	8.7
Intellectual Property	3.2	4.7	5.6	6.3	6.4	6.8	7.1	7	7.1	7.1	5.1	6.7	7.4	7.3
Personal Injury	15.7	18.7	20.7	19.9	21.1	20.4	0	18.8	17.8	16.9	10.2	12.1	11.8	10.9
Planning/Local Government	2.4	3	3.8	3.6	3.6	4.1	3.5	3.6	3.5	4.1	3.2	3.8	4.4	4.1
Product Liability	1	1.4	1.8	1.7	2	2.2	2	1.8	1.7	1.5	1.4	1.4	1.1	1.3
Small Business	6.4	8.3	10.0	10.4	8.9	9.1	8.9	8.4	8	9.9	7.2	10	10.5	9.7
Taxation	2.6	3.2	3.2	3.2	3.2	3	3.3	3.5	3.3	3.3	2.4	3.4	3.1	3.5
Trade Practices Law	2.4	4	5.0	5.5	5.7	5.8	6.2	6	5.7	6.4	4.7	5.4	5.9	5.5
Wills and Estates	11.9	13.6	17.8	18.9	17.2	18.6	18.4	16.8	16.3	19.2	13.6	20.4	21.6	21.4
Water Management	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0.2	n/a	n/a	n/a
Other	4.5	9.2	9.0	9	9.2	9.7	9.5	8.8	9.9	10.1	6.3	9	10.1	10.8

* It is not clear why this figure is so high; it should be treated with caution.

12.2 Employment Sector

The main areas of practice nominated by solicitors vary according to employment sector. As in the past, there were substantial differences in 2006/07 in the responses of government and corporate lawyers. Among corporate lawyers, the areas of practice most often mentioned were *Commercial Law* (56%) and *Corporations Law* (33%). Among government lawyers, the most common areas of practice were *Criminal Law* (39%) and *Administrative Law* (27%). Table 12.2 lists the four most frequently nominated areas for each sector, as indicated by practitioners responding to the 2006/07 Practising Certificate Survey. *Conveyancing/Property* remains the largest area of practice in the private profession.

TABLE 12.2: MAIN AREAS OF PRACTICE BY SECTOR (%)

Private		Government		Corporate	
Conveyancing/Property	38.5	Criminal Law	39	Commercial Law	56
Commercial Law	31.4	Administrative Law	27	Corporations Law	33
Civil Litigation	28.4	Civil Litigation	15	Intellectual Property	21
Wills and Estates	28.4	Advocacy	11.5	Banking and Finance	25

12.3 Firm Size and Location

Main areas of practice also vary by size and location of private firms. For example, *Conveyancing/Real Property* was much more frequently mentioned by those working in suburban and country practices than those in city practices. This was also true for *Wills and Estates*, *Family Law*, *Small Business* and *Criminal Law*. By contrast, the areas of *Commercial Law*, *Civil Litigation* and *Corporations Law* were mentioned more often by city practitioners than those in suburban or country locations.

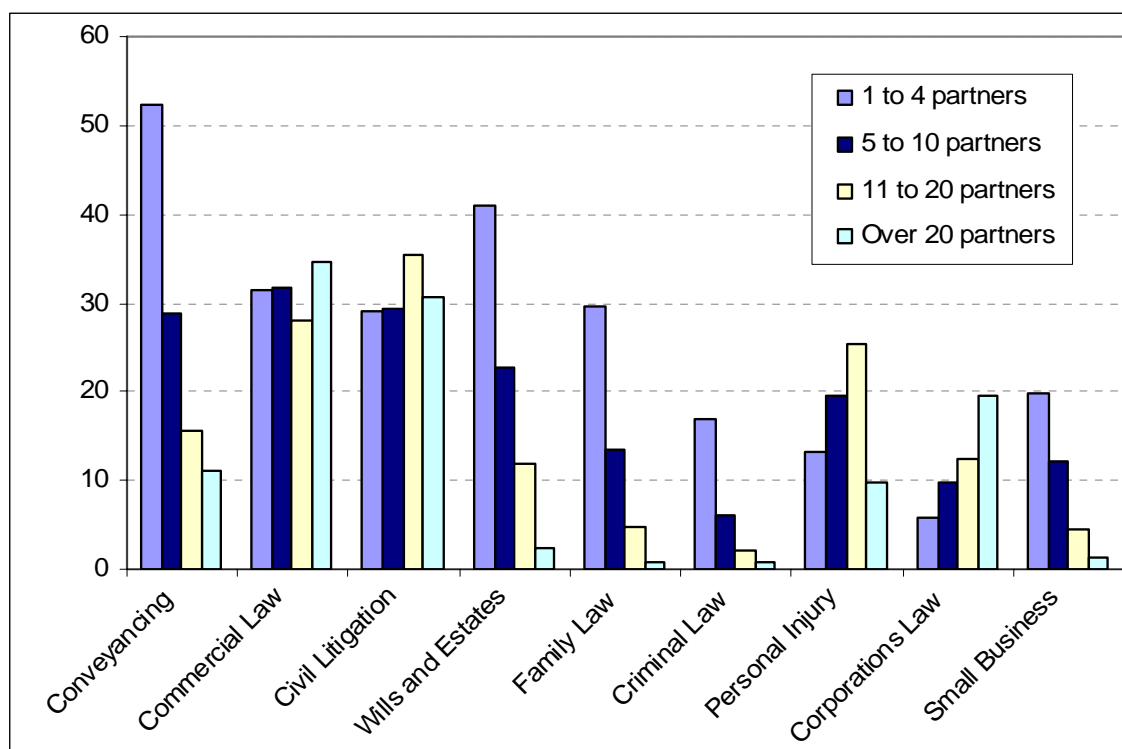
In firms with fewer than five partners, the areas of practice most commonly reported were *Conveyancing/Real Property*, *Wills and Estates* and *Family Law*. Within very large firms with 21 or more partners, the areas most often mentioned were *Commercial Law*, *Civil Litigation* and *Corporations Law*.

Table 12.3 provides information on areas of practice according to firm size and location, while Figure 12.1 illustrates differences in areas of practice across each firm type.

TABLE 12.3: SOME COMMON AREAS OF PRACTICE BY FIRM SIZE AND LOCATION (%)

	Number of partners				Practice location			All private practice
	1 to 4	5 to 10	11 to 20	Over 20	City	Suburbs	Country	
Conveyancing/ Property	52.3	28.7	15.7	11.1	21.8	58.5	56.5	38.5
Commercial Law	31.5	31.7	28.1	34.5	34.8	28.1	25.9	31.4
Civil Litigation	29.1	29.4	35.3	30.6	32.7	26.9	21.4	28.4
Wills and Estates	40.9	22.6	11.9	2.3	11.7	44.1	51.3	28.4
Family Law	29.7	13.5	4.7	0.7	7.4	32.6	35.7	20.0
Criminal Law	16.9	6.1	2.1	0.9	4.1	16.8	24.5	11.8
Personal Injury	13.1	19.5	25.5	9.7	12.9	11.0	15.0	12.8
Corporations Law	5.8	9.9	12.3	19.6	15.8	3.5	2.3	9.7

FIGURE 12.1: AREA OF PRACTICE BY SIZE OF FIRM (%)



13 Income

13.1 Income Overall

Since 1996, solicitors responding to the annual Practising Certificate Survey have been asked to describe their real take-home income (after all expenses but before tax) in the previous financial year. Since the 2000/01 survey, the question about income has given respondents the option of recording their approximate income or selecting one of 12 income bands; most respondents have elected to choose an income band. The overall income figures quoted in this section have been estimated by combining these two sets of data together.

The figures for the 2006/07 Survey (the latest) refer to the financial year ending 30 June 2005, 2005/06 results refer to the financial year ending in 2004, while the results for 2004/05 refer to the financial year ending June 2003.

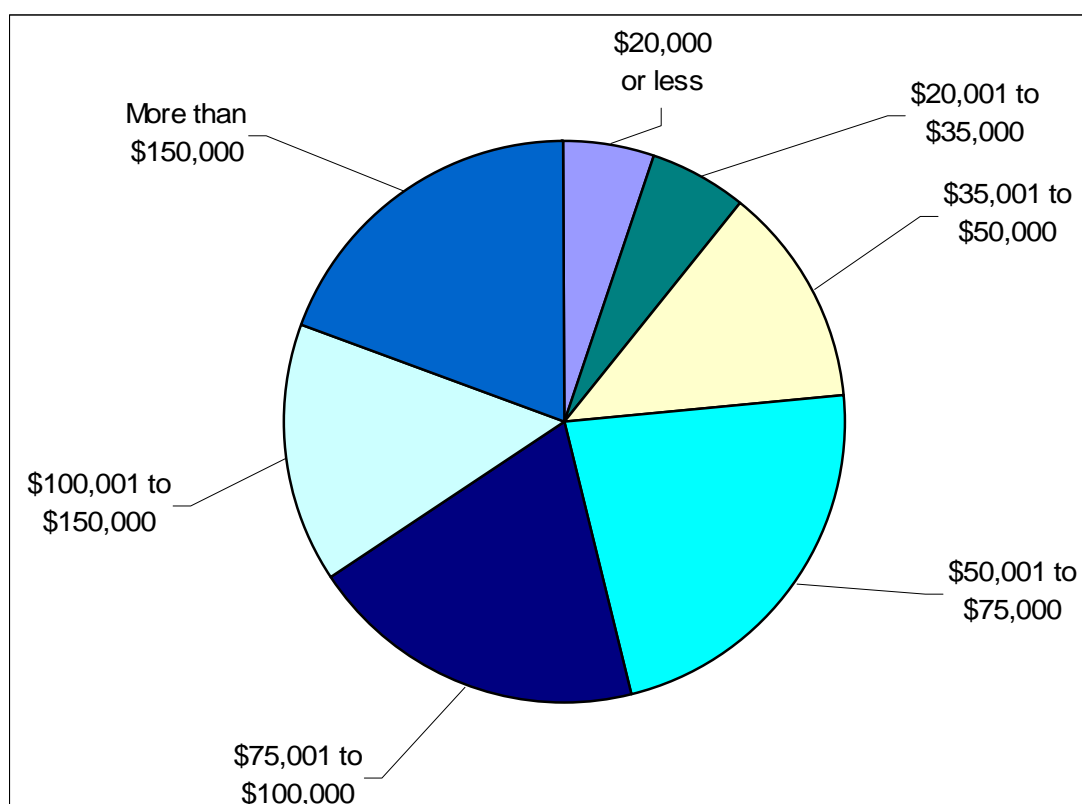
In the financial year ending June 2004, solicitors in New South Wales most commonly reported earning *between \$50,000 and \$75,000* a year. The next most common income bands were *\$75,000 to \$100,000* and *more than \$150,000*. Table 13.1 compares the proportion of practitioners in each income category over the last four years.

TABLE 13.1: REPORTED INCOME FOR THE PAST FIVE FINANCIAL YEARS

	Income 2000/2001 (%)	Income 2001/2002 (%)*	Income 2002/2003 (%)	Income 2003/2004 (%)	Income 2004/2005 (%)
\$20,000 or less	4	4	4	4	5
\$20,001 to \$35,000	6	6	6	6	5
\$35,001 to \$50,000	15	14	14	14	12
\$50,001 to \$75,000	23	23	21	21	21
\$75,001 to \$100,000	16	17	18	17	18
\$100,001 to \$150,000	14	14	14	15	14
More than \$150,000	15	9	17	17	18

*There was a high non-response rate to this question in the 2002/03 survey

FIGURE 13.1: REPORTED INCOME FOR FINANCIAL YEAR ENDING JUNE 2006 (ALL SOLICITORS)



13.2 Employment sector

The Practising Certificate survey reveals differences in solicitors' incomes according to the sector in which they work. As in previous years, *corporate solicitors* in 2006/07 earned more than their colleagues in other sectors, reporting an estimated mean income of \$110,300. This compares with an estimated mean income of \$84,900 among *private practitioners*, and \$79,600 among *government solicitors*. Practitioners working in *community legal centres* reported an estimated mean income of \$47,200, whereas those in *non-legal employment* earned \$75,600 on average.

Table 13.2 presents estimated mean incomes for each sector over the last four years, while Table 13.3 sets out the reported income bands for each employment sector, as reported by respondents to the 2006/07 PC Survey.

TABLE 13.2: MEAN INCOME BY SECTOR 2002/02-2006/07

Sector	2002/03 (fin year ending '01)	2003/04 (fin year ending '02)	2004/05 (fin year ending '03)	2005/06 (fin year ending '04)	2006/07 (fin year ending '05)
Private	\$82,600	\$77,400	\$84,900	\$85,600	\$84,900
Corporate	\$105,100	\$101,300	\$109,000	\$109,000	\$110,300
Government	\$67,800	\$68,400	\$72,200	\$74,700	\$79,600

Note: High non-response rate.

TABLE 12.3: REPORTED INCOME BANDS BY EMPLOYMENT SECTOR (%)

	Employment sector					All respondents
	Private practice	Corporate	Government	Community Legal Centres	Non-legal	
\$20,000 or less	5.1	1.0	1.9	9.2	11.0	4.6
\$20,001 to \$35,000	6.4	1.9	3.2	14.5	8.1	5.6
\$35,001 to \$50,000	13.6	6.1	10.3	36.6	13.2	12.3
\$50,001 to \$75,000	21.4	13.2	27.6	27.5	17.3	20.9
\$75,001 to \$100,000	15.8	16.4	39.2	2.3	12.8	17.7
\$100,001 to \$150,000	14.0	23.1	11.4	1.5	7.7	14.4
More than \$150,000	17.6	32.9	3.8	0.8	15.0	17.7
Not stated	6.1	5.5	2.5	7.6	15.0	6.8
Total	100	100	100	100	100	100
Estimated mean income (\$K)	84.9	110.3	79.6	47.2	75.6	86.8

13.3 Private Practice

Within private practice, solicitors working in *city firms* tended to report higher incomes in the 2006 survey than those in *suburban* or *country firms*. The estimated mean income of solicitors in city firms was \$94,700, compared with \$72,300 for solicitors in suburban firms and \$75,500 for those in the country.

The estimated mean income was lower for solicitors working in smaller firms than their counterparts in larger firms. The estimated mean income reported by solicitors for each firm size were as follows:

- 1-4 partners: \$76,000
- 5-10 partners: \$94,300
- 11-20 partners: \$98,400
- 20 or more partners: \$102,700

13.4 Gender

As in past years, male respondents reported higher incomes than females overall. For example, 40% of all men, but only 22% of women, reported incomes over \$100,000; meanwhile, 27% of all women, compared with 19% of men, reported incomes of \$50,000 or less.

Comparing male and female salaries, however, is complicated by the fact that men and women are not equally distributed across the main employment sectors, that female practitioners tend to be younger and more recently admitted than males, and that relatively more female practitioners work part-time.

One way to more meaningfully assess income parity between the genders is to compare the reported incomes of *full-time private practitioners* by *years since admission*. As Table 13.4 shows, male incomes are still consistently higher than female incomes, even compensating for such differences. For example, the estimated mean income of male solicitors admitted for less than one year was \$51,400, compared to \$44,300 for females. For those admitted for between 1 and 5 years the average income was \$68,300 for males and \$63,100 for females. Estimated *female* income slightly exceeded estimate male income for practitioners who had been admitted for between 6 and 10 years.

TABLE 13.4: INCOME OF RESPONDENTS WORKING FULL TIME IN PRIVATE PRACTICE BY GENDER AND YEARS SINCE ADMISSION (%)

	All		30 + years		16 to 30 years		11 to 15 years		6 to 10 years		1 to 5 years		< 5 years	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
\$20,000 or less	3.2	3.3	2.9	-	2.9	3.2	1.9	2.9	3.7	1.6	3.5	2.4	7.1	10.6
\$20,001-\$35,000	5.0	6.2	6.9	-	2.4	3.2	0.9	4.8	4.5	2.6	9.0	6.3	11.5	16.1
\$35,001-\$50,000	10.1	18.4	5.3	10.0	5.3	8.8	7.3	3.0	9.0	7.4	18.6	24.0	35.2	36.7
\$50,00-\$75,000	18.8	27.6	16.6	20.0	14.0	14.3	12.8	12.9	16.8	19.8	33.5	39.4	21.8	21.1
\$75,001-\$100,000	16.3	16.7	18.5	20.0	15.1	17.5	16.6	18.7	19.2	24.5	17.1	17.1	6.4	1.8
\$100,001-\$150,000	16.5	11.7	16.0	25.0	19.1	17.9	23.8	21.1	25.5	26.4	7.7	4.8	0.6	0.9
More than \$150,000	24.5	10.3	30.0	15.0	35.6	29.4	30.9	31.6	17.9	14.0	5.3	1.4	3.8	1.4
Not stated	5.7	5.7	6.0	5.6	5.6	6.0	5.9	5.3	3.4	3.8	5.3	4.6	13.5	11.5
Estimated mean income (\$K)	95.2	76.6	100.3	98.1	108.8	102.0	109.1	106.9	95.4	96.0	68.3	63.1	51.4	44.4

* The reported incomes for female solicitors admitted for more than 30 years should be treated with caution, since there were only 24 respondents in this category.

14 Hours of Work

The survey asked whether respondents whether they work full time or part time, with part time work defined in the survey as 'less than 35 hours a week'.

Overall, 85% of the 2006/07 respondents said that they worked full time and 13% that they worked part time. These proportions were similar to those reported in the previous Practising Certificate Survey.

14.1 Part Time Work

Nineteen per cent of female respondents, compared with 8% of male respondents, said they worked part time. Part time work was more common among respondents over the age of 35, with 19% of 35-39 year olds, 16% of 40-49 year olds and 16% of those over 50 working part time.

The proportion of practitioners working part time was fairly similar among respondents working in private firms (13%) and among those in non-private practice (14%). Among respondents employed in Community Legal Centres, 32% reported working part time.

Within private law firms, part time work was most common among respondents in firms with up to four partners; 14% of these solicitors worked part time, as against 8% in firms with 11 or more partners. Among sole practitioners, 15% reported working part time.

Table 14.1 details the usual hours of work reported by solicitors working part time. Over a quarter of these respondents (27.3%) reported working between 16 and 25 hours per week, while a further quarter or so (27.7%) reported working 30 or more hours per week.

The average number of hours worked per week by practitioners in part-time employment was 24.21 hours - marginally higher than in the previous year's survey. The average for males (23.1 hours) was lower than for females (24.8 hours).

TABLE 14.1: HOURS WORKED EACH WEEK BY SOLICITORS WORKING PART TIME

	Males		Females		All respondents	
	No.	%	No.	%	No.	%
1-10 hours	27	7.6	20	2.9	51	4.8
11-15 hours	13	3.6	44	6.4	57	5.3
16-20 hours	52	14.6	73	10.6	128	12.0
21-25 hours	39	10.9	124	18.0	164	15.3
26-29 hours	15	4.2	66	9.6	81	7.6
30+ hours	71	19.9	169	24.5	245	22.9
Not stated	140	39.2	193	28.0	343	32.1
Total	357	100	689	100	1069	100
Mean hours	23.07	-	24.81	-	24.21	-

14.2 Full-Time Work

Ninety per cent of male respondents and 78% of female respondents reported working full-time.

The average hours worked per week reported by full-time workers was 48.97 hours (50.26 for males, 47.23 for females). Private practitioners reported working an average of 49.9 hours a week and corporate lawyers worked 49.8 hours, whereas government lawyers worked 43.3 hours.

The average number of hours reported in the Practising Certificate survey has steadily declined over recent years. In the 2001 survey the average number of hours worked was 50.9, in 2002 it was 50.7 hours, in 2003 it was 50.1, in 2004 it was 49.8 and in 2005 its was 49.3. In this year's survey, as noted above, the average number of hours worked by full-time practitioners was 48.97 (see Table 14.2.)

TABLE 14.2: AVERAGE WORKING WEEK OF FULL TIME SOLICITORS BY GENDER 1999/00- 2005/06

	Men	Women	Total
1999/2000	51.6	49.0	50.8
2000/2001	52.1	49.2	51.2
2001/2002	51.9	49.1	50.9
2002/2003	51.8	48.9	50.7
2003/2004	50.9	48.1	49.8
2004/2005	50.3	47.9	49.3
2005/2006	50.26	47.23	48.97