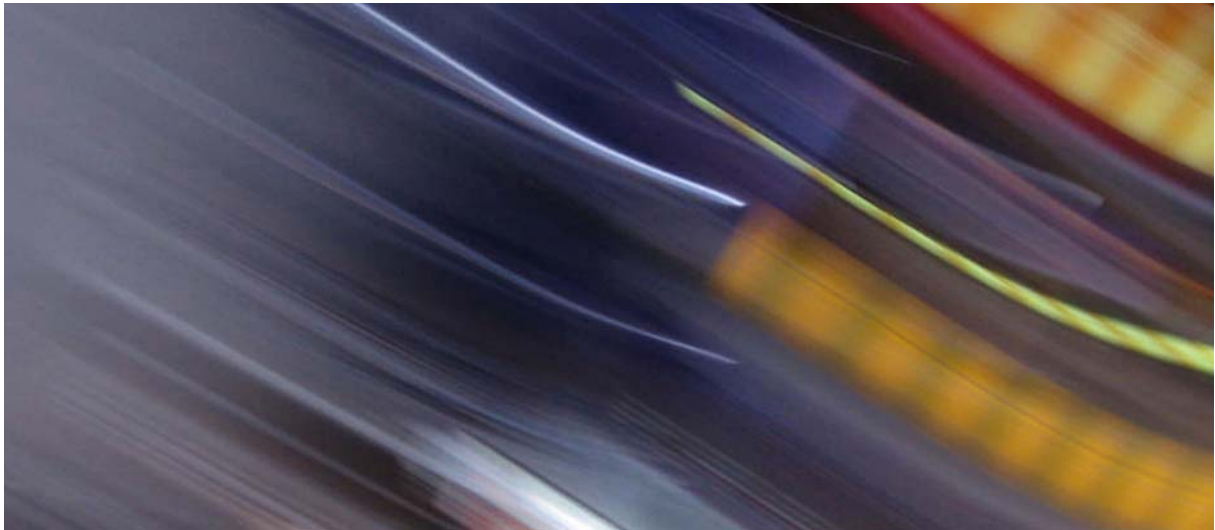


2005 Profile of the Solicitors of NSW



Prepared for: The Law Society of New South Wales

February 2006

Snapshot of Solicitors in 2005.....	3
1 Introduction	4
1.1 The Role of the Law Society	4
1.2 Objectives	4
1.3 Methodology	4
1.4 Further information	5
2 Gender and Growth	6
3 Age.....	9
4 Years since Admission.....	10
5 Country of Birth	11
6 Location.....	13
6.1 Location of Solicitors' Workplaces	13
6.2 Location of Private Law Firms	15
7 Employment Sector	16
8 Diversity in the Profession	18
8.1 Women	18
8.2 Indigenous Solicitors	19
9 Private Practice	20
9.1 Individuals	20
9.2 Firm Size	21
9.3 Staff principal ratios.....	22
9.4 Gender profile in private firms	23
9.5 Age Profile.....	24
9.6 Years since admission.....	24
10 Government Solicitors.....	25
11 Corporate Solicitors	27
12 Areas of Practice.....	29
12.1 Overall	29
12.2 Employment Sector	30
12.3 Firm Size and Location	30
13 Income.....	32
13.1 Income Overall	32
13.2 Employment sector.....	33
13.3 Private Practice	35
13.4 Gender.....	35
14 Hours of Work.....	37
14.1 Part Time Work	37
14.2 Full-Time Work.....	38

Snapshot of Solicitors in 2005

On 5th October 2005:

- 19,809 solicitors held current NSW Practising Certificates
- 8,132 (41.1%) of solicitors in NSW were female
- 11,677 (59.0%) of solicitors in NSW were male
- 13,684 solicitors worked in private practice (69.1%)
- 2,130 solicitors worked in government (10.8%)
- 2,893 solicitors worked in corporations (14.6%)
- 10,564 solicitors worked in the Sydney CBD (53.3%)
- 5,693 solicitors worked in the suburbs of Sydney (28.7%)
- 2,708 solicitors worked in country areas of NSW (13.7%)
- There were 4,217 private law firms
- There were 139 government employers
- There were 1,017 corporate employers
- 32.2% of NSW solicitors in private practice (4,614) worked in firms with 21 or more partners
- 19.1% of solicitors working in private practice (2,723) worked in firms between 2 and 4 partners
- 36.6% of solicitors in private practice (5,234) worked in sole practitioner firms
- Sole practitioner firms constituted 83.5% of all firms
- Firms with more than 20 partners constituted 0.6% of all firms
- The average age of NSW solicitors was 40.9 years, with around half of the profession (49.2%) aged under 40 years
- 13.6% of solicitors had been admitted for less than one year
- 36.9% of solicitors had been admitted for less than 6 years.

In the twelve months since October 2004:

- the profession grew by 4.6%
- the number of female solicitors increased by 7.5%
- the number of male solicitors increased by 2.3%
- 2,688 solicitors were issued with a practicing certificate for the first time; 42.6% of these were male and 57.4% 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 2005; 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 5 October 2005. This data relates only to those solicitors who held a current Practising Certificate on that day. As the membership data fluctuates throughout 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 this period 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 practise) 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:

Michael Tidball
Chief Operations Officer
The Law Society of New South Wales
Tel: (02) 9926 0385
Fax: (02) 9223 1496
Email: mxt@lawsocnsw.asn.au

2 Gender and Growth

On 5 October 2005 there were 19,809 solicitors with current New South Wales Practising Certificates. Of these, 8,132 (41%) were female and 11,677 (59%) were male. Figures from 1988 to 2005 for the number of solicitors in NSW by gender are given in Table 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 102% (from 9,808 to 19,809), with an average annual growth rate of 4.2%. The number of female solicitors rose by 310% during the same time period (from 1,979 to 8,132). The number of male solicitors grew by only 49% (from 7,829 to 11,677).

The growth rate between 2004 and 2005 was 4.6%, with the number of female solicitors rising by 7.5% and male solicitors by 2.7%. The average annual growth rate for female solicitors since 1988 was 8.7% and for males it was 2.7%.

Figure 2.1: Number of solicitors 1988–2005

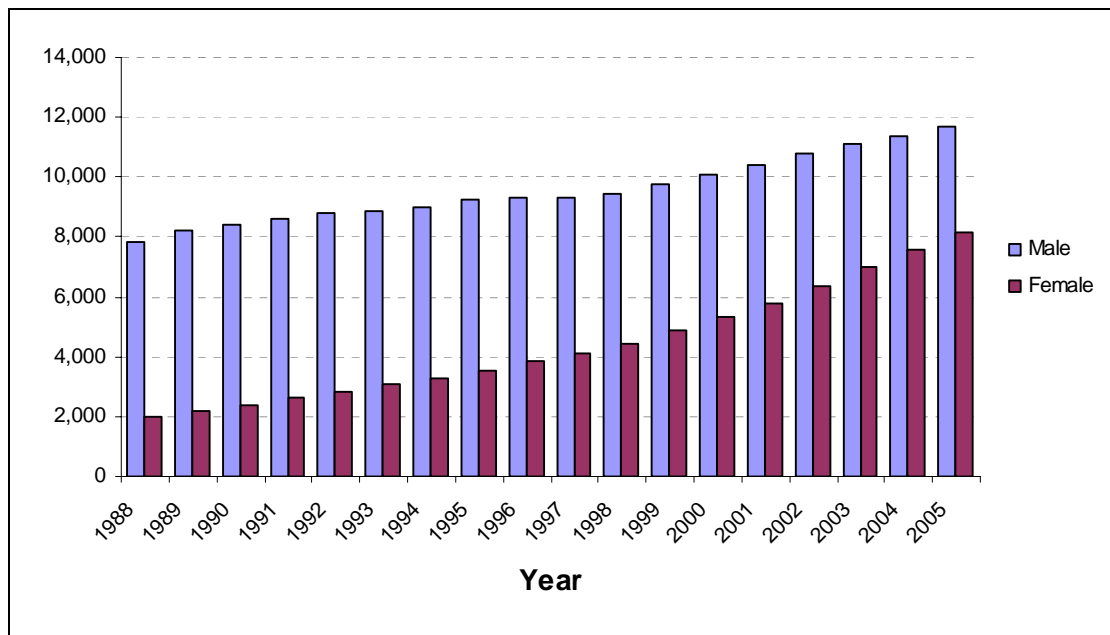
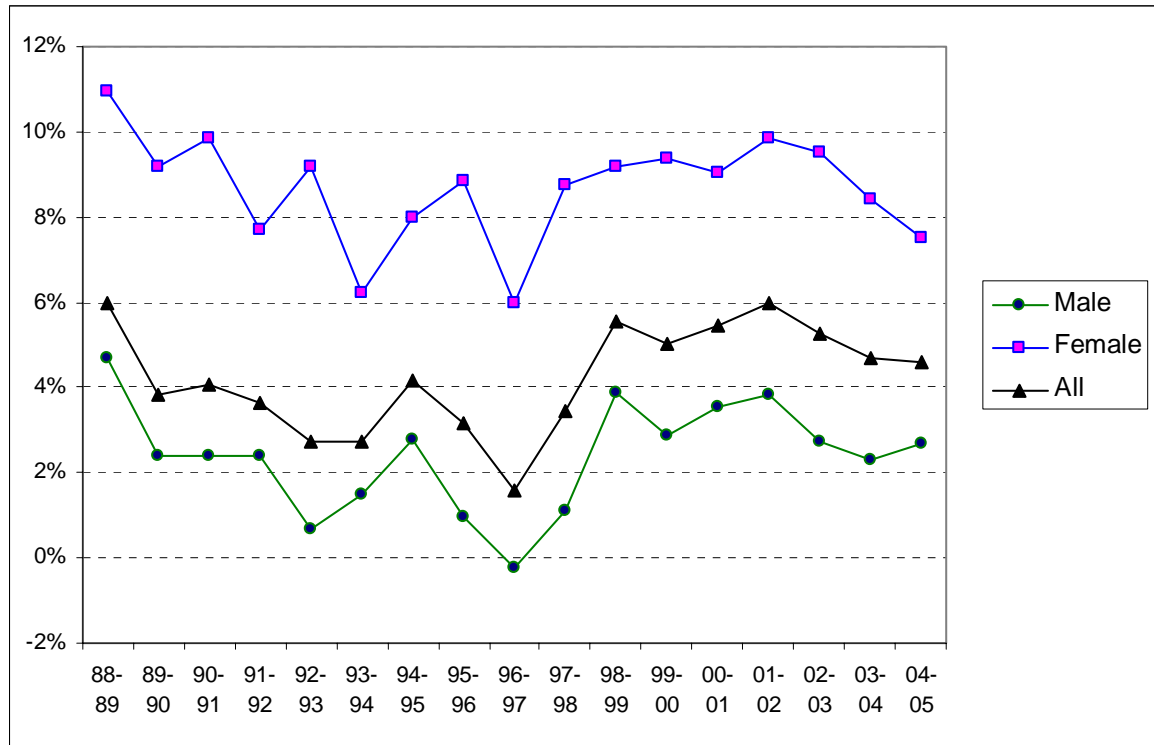


Table 2.1: Gender and growth, 1988-2005

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

Figure 2.2: Annual growth rates, 1988-2005



3 Age

The approximate average age of NSW solicitors in 2005 was 40.9 years, compared with 40.8 in 2004. Female solicitors tended to be younger than males, with an approximate average age of 36 years, compared to the male average of 44 years.

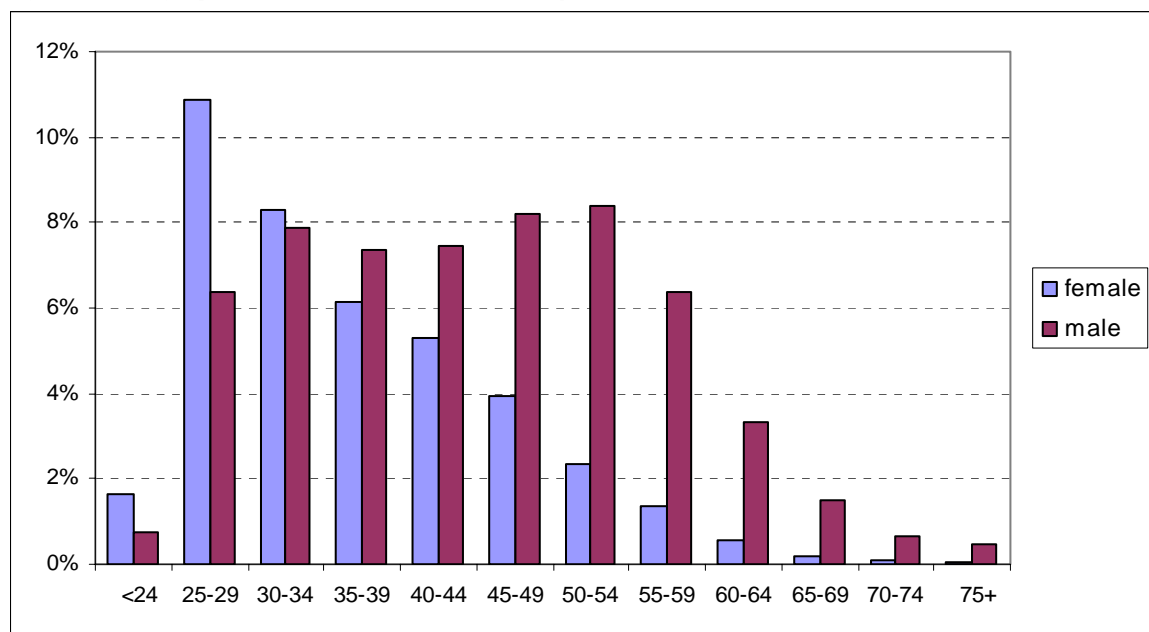
Just under half of all solicitors in NSW are aged under 40 at 49.3%, while 50.2% are aged 40 or older. Table 3.1 shows the age profile of solicitors in 2005.

The largest age group for female solicitors was 25-29, while for males it was the 50-54 age group. One third of all solicitors (33.4%) were aged between 25-35 years. Figure 3.1 illustrates the age profile for NSW solicitors in 2005 by gender.

Table 3.1: Age profile of solicitors in 2005

Age	Male		Female		Total	
	n	%	n	%	n	%
29 or less	1414	12.1	2476	30.4	3890	19.6
30-39	3011	25.8	2858	35.1	5869	29.6
40-49	3102	26.6	1833	22.5	4935	24.9
50-59	2926	25.1	741	9.1	3667	18.5
60+	1179	10.1	171	2.1	1350	6.8
No response	45	0.4	53	0.7	98	0.5
Total	11677	100.0	8132	100.0	19809	100.0

Figure 3.1: Age profile of solicitors in 2005 by gender



4 Years since Admission

In the year ending 5 October 2005, 2688 solicitors were issued with a Practising Certificate for the first time. Of these, 42.6% were male and 57.4% 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 (5 October 2005). It does not take account of any breaks in practice when a solicitor may not have renewed a Practising Certificate, nor solicitors not practising for a period but continuing to hold a Practising Certificate (for example during parental leave or an extended period overseas).

On 5 October 2005, over a third of the profession (36.9%) had been admitted for 5 years or less. Just over a quarter (26.4%) of solicitors had been admitted for 6-14 years and 36.6% for 15 years or more. Of all solicitors, 53.8% were admitted in the past 10 years.

Years since admission data reflect the changing gender profile in the profession, with more female solicitors than male being admitted in the past 10 years. Of all female solicitors, 69.6% have been admitted in the last 10 years, while only 42.8% of all male solicitors were admitted in the last 10 years. For those admitted for 11 years or more, 73% are male and only 27% are female. These findings are summarised in Table 4.1.

Table 4.1: Years since admission in 2005

	Male		Female		Total	
	n	%	n	%	n	%
<1 year	1145	9.8	1543	19.0	2688	13.6
1-5 years	2119	18.1	2519	31.0	4638	23.4
6-10 years	1732	14.8	1596	19.6	3328	16.8
11-14 years	1047	9.0	856	10.5	1903	9.6
15+ years	5634	48.2	1618	19.9	7252	36.6
Total	11677	100	8132	100	19809	100

5 Country of Birth

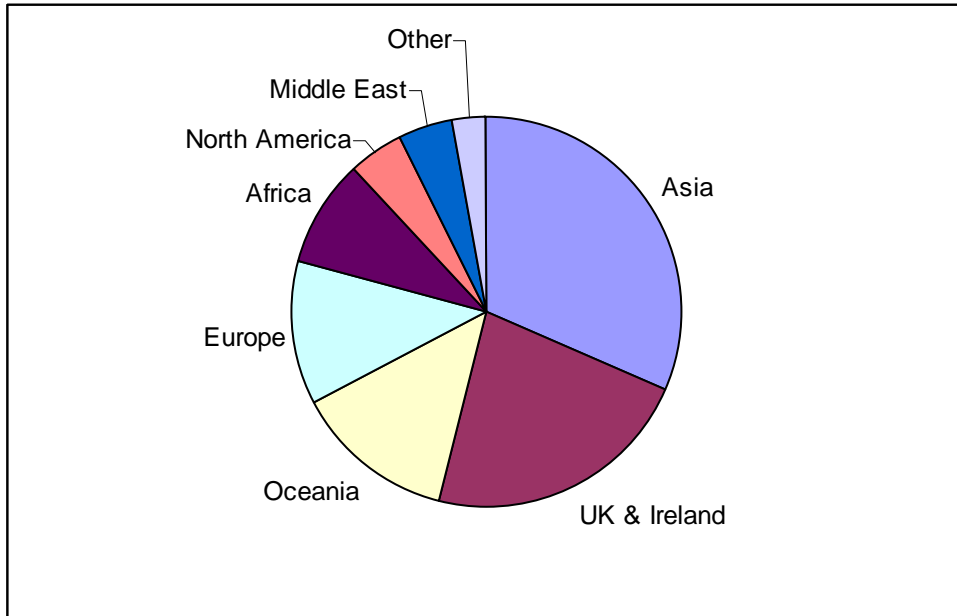
Country of birth data was accessed in January 2006. At this time, the majority of solicitors (75%) practising in NSW were Australian born, and 61.7% were born in NSW.

Of those solicitors born overseas, the majority were from Asian countries (30.1%) or the UK and Ireland (21%). 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 30.1%) and a slight decrease in those born in European countries (14.8% down to 11.2%) and the UK and Ireland (24.7% down to 21%). These trends are presented in Table 5.1 and Figure 5.1.

Table 5.1: Country of birth of 2001- 2005 (as % of total born overseas)

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

Figure 5.1: Country of birth for overseas-born solicitors in 2005



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 Solicitors' Workplaces

As at 5 October 2005, over half of the profession (53.3%) were practicing within the Sydney CBD.

The proportion of all solicitors working in the CBD has increased since 1988 from 49.9% to 53.3%. Over the same period there has been a steady decline in the proportion of solicitors practising in rural areas, 16.7% down to 13.7%.

Figure 6.1 shows the geographical breakdown for practitioners in 2005, while Table 6.1 provides figures on practitioners' locations from 1988 to 2005.

Figure 6.1: Geographical profile in 2005

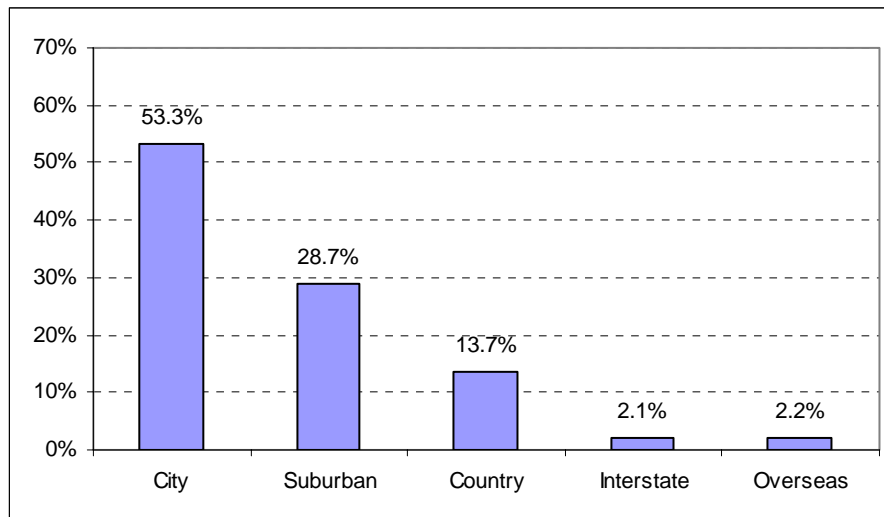


Table 6.1: Location of solicitors 1988-2005 (number and percentage)

<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
<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	<0.0	100

6.2 Location of Private Law Firms

Since 1997 the Law Society has tracked the location of *private law firms*. In 2005, half of all law firms (50.8%) were located in the Sydney suburbs, a quarter (24.3%) were located in the CBD, and around the same proportion (22.6%) were located in regional and rural NSW. These figures have remained fairly consistent since 1997, as shown in Table 6.2.

Although there has been a notable increase in the number of firms operating overseas since 1998, this category represents less than 1% of the overall number of firms. Most overseas firms are also relatively small, with one solicitor only.

Table 6.2: Location of Private Firms 1997 -2005

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

*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 work in private practice, with over two thirds (69.1%) of the profession in this category. The other major sectors of the profession are corporate solicitors (14.6%) and government solicitors (10.8%). The remainder (5.6%) work in positions such as teaching and Clerks of the local court. 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	69.1	10.8	14.6
Gender			
Male	64.5	48.2	48.2
Female	35.5	56.7	51.8
Level of Employment *			
Full-time	87.6	87.4	88.1
Part-time	11.2	12.2	11.4
Other	1.2	0.3	0.4
Location			
City	55.3	64.9	55.3
Sydney suburbs	26.0	21.9	35.8
Country NSW	16.0	11.3	5.6
Interstate	1.8	1.9	1.4
Overseas	0.9	0.0	1.9
Age			
Under 30	20.4	16.8	15.4
30-39	26.6	29.1	42.8
40-49	24.1	30.8	26.8
50-59	20.1	19.7	12.6
60 years or over	8.4	2.8	1.9
Years Since Admission			
Less than 1	13.6	12.0	11.4
1-5	21.8	24.6	27.1
6-10	15.1	18.0	23.2
11-14	8.7	13.1	12.1
15 or more	40.8	32.4	26.2
Approximate Mean Income*			
	\$85,600	\$74,700	\$109,000

*Data taken from the 2005/6 Practising Certificate Survey

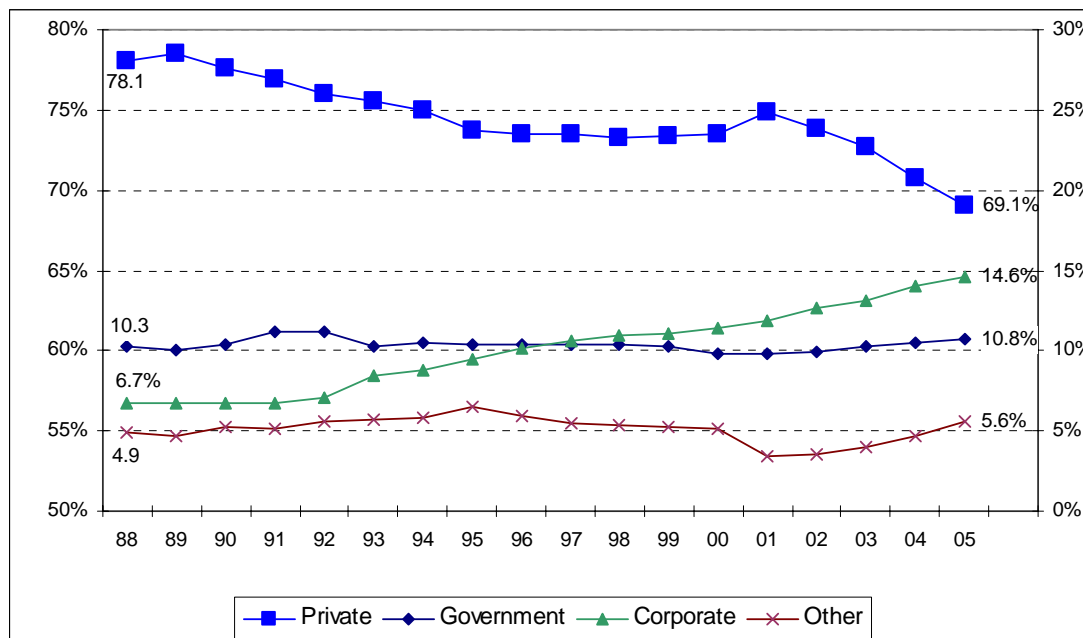
As Table 7.2 indicates, there are variations in terms of gender across the different sectors of the profession. The percentage of females working in the government and corporate sectors is higher than males, and males are more strongly represented in private practice than women.

Table 7.2: Gender profile of employment sectors

Sector	Female		Male		Total	
	n	%	n	%	n	%
Private	4,863	59.8	8,821	75.5	13,684	69.1
Government	1,208	14.9	922	7.9	2,130	10.8
Corporate	1,500	18.4	1,393	11.9	2,893	14.6
Other	561	6.9	541	4.6	1,102	5.6
Total	8,132	100	11,677	100	19,809	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 70.8%), 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, 1988-2004



8 Diversity in the Profession

8.1 Women

Female solicitors make up over 40% of the practising profession in NSW. In the year ending 5 October 2005, 57.4% of solicitors entering the profession for the first time were women, down from 57.9% in 2004. Table 8.1 provides a snapshot of female solicitors.

Table 8.1: Female solicitors in 2005

	Female practitioners	%	Whole Profession (%)
Total	8,132	41.1%	100.0%
Mode of Employment *			
Full time	-	78.9	86.1
Part time	-	18.8	11.7
Other	-	2.3	2.2
Employment Sector			
Private	4,863	59.8	69.1
Government	1,208	14.9	10.8
Corporate	1,500	18.4	14.6
Other	561	6.9	5.6
Private Practitioners			
Partners	508	10.4	24.5
Sole Practitioners	632	13.0	23.0
Employees	3710	76.3	52.2
Size of Law Firm			
Sole Practitioner	1465	29.8	31.6
2-4 Partners	821	16.7	19.3
5-10 Partners	387	7.9	8.0
11-20 Partners	210	4.3	4.0
21+ Partners	2039	41.4	37.1
Years since Admission			
< 1 year	1543	19.0	13.6
1-5 years	2519	31.0	23.4
6-10 years	1596	19.6	16.8
11-14 years	856	10.5	9.6
15+ years	1618	19.9	36.6
Age (approximate average)	36.2 years		40.9 years
Approximate mean income*	\$74,800		\$86,400

*Data taken from the 2005/06 Practising Certificate survey

8.2 Indigenous Solicitors

In the 2005/05 Practising Certificate survey, 36 solicitors (0.5% of respondents) identified themselves as Indigenous, and five (0.1%) as Torres Strait Islanders. Of the 36 Indigenous respondents:

- 16 were male
- 16 had been admitted for five years or less
- 26 worked in private practice
- 13 were employees
- 6 were partners
- 7 were sole practitioners
- 5 worked in government
- 4 worked in community legal centres.

9 Private Practice

As at 5 October 2005, 69.1% of the profession worked in private law firms. This section presents the 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	13684	69.1	100
Gender			
Male	8821	64.5	58.9
Female	4863	35.5	41.1
Mode of Employment*			
Full time	-	87.6	86.1
Part time	-	11.2	11.7
Other	-	1.2	2.2
Location			
City	7568	55.3	53.33
Suburbs	3556	26.0	28.74
Rural NSW	2192	16.0	13.67
Interstate	245	1.8	2.08
Overseas	123	0.9	2.18
Age			
<29 years	2786	20.4	19.6
30-39 years	3644	26.6	29.6
40-49 years	3299	24.1	24.9
50-59 years	2753	20.1	18.5
60+ years	1145	8.4	6.8
	57	0.4	0.5
Years Since Admission			
< 1 year	1855	13.56	13.6
1-5 years	2986	21.82	23.4
6-10 years	2067	15.11	16.8
11-14 years	1196	8.74	9.6
15+ years	5580	40.78	36.6
Approximate mean income*	\$85,600		\$86,400

* Data taken from the 2005/2006 Practising Certificate Survey

9.2 Firm Size

In October 2005 there were 4,217 private law firms operating in NSW. The bulk of these (83.5%) were sole practitioner firms (firms with one principal). Of the remainder:

- 577 firms (13.7%) had 2-4 partners
- 77 firms (1.8%) had 5-10 partners)
- 16 firms (0.4%) had 11-20 partners
- 24 firms (0.6%) had 21 or more partners

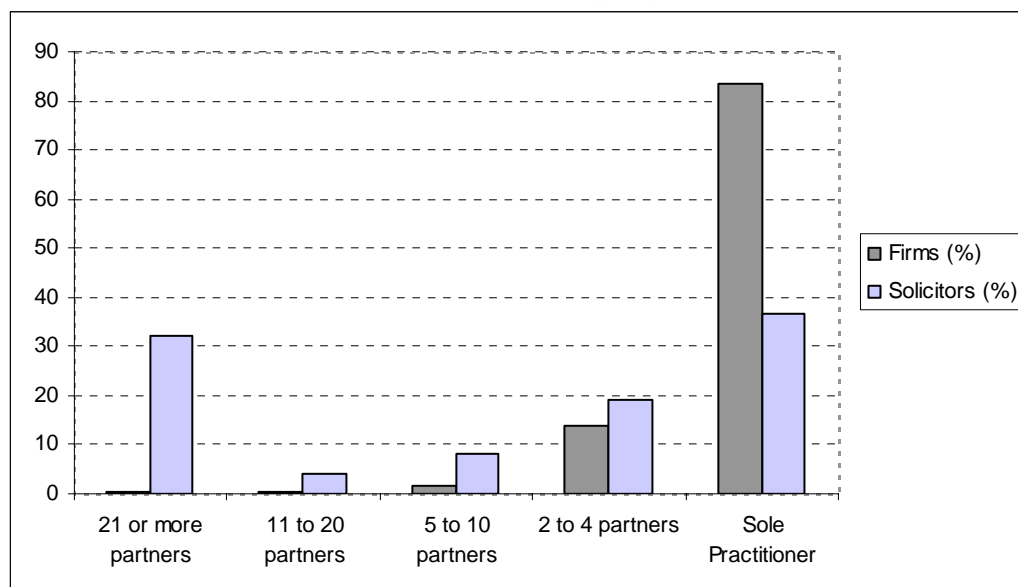
Table 9.2 lists the number of partners and employees in each category of firm, while Figure 9.1 compares the proportion of firms in each category with the proportion of solicitors working for each type of firm.

Table 9.2: Firm Profile 2005

Number of Partners	Firms		Partners		Employees		All Solicitors in Private Practice	
	n	%	n	%	n	%	n	%
21 or more	24	0.6	1389	19.9	3225	44.0	4614	32.2
11 to 20	16	0.4	217	3.1	380	5.2	597	4.2
5 to 10	77	1.8	495	7.1	647	8.8	1142	8.0
2 to 4	577	13.7	1358	19.5	1365	18.6	2723	19.0
Sole Practitioner	3523	83.5	3523	50.5	1711	23.3	5234	36.6
Total	4217	100	6982	100	7328	100	14310*	100

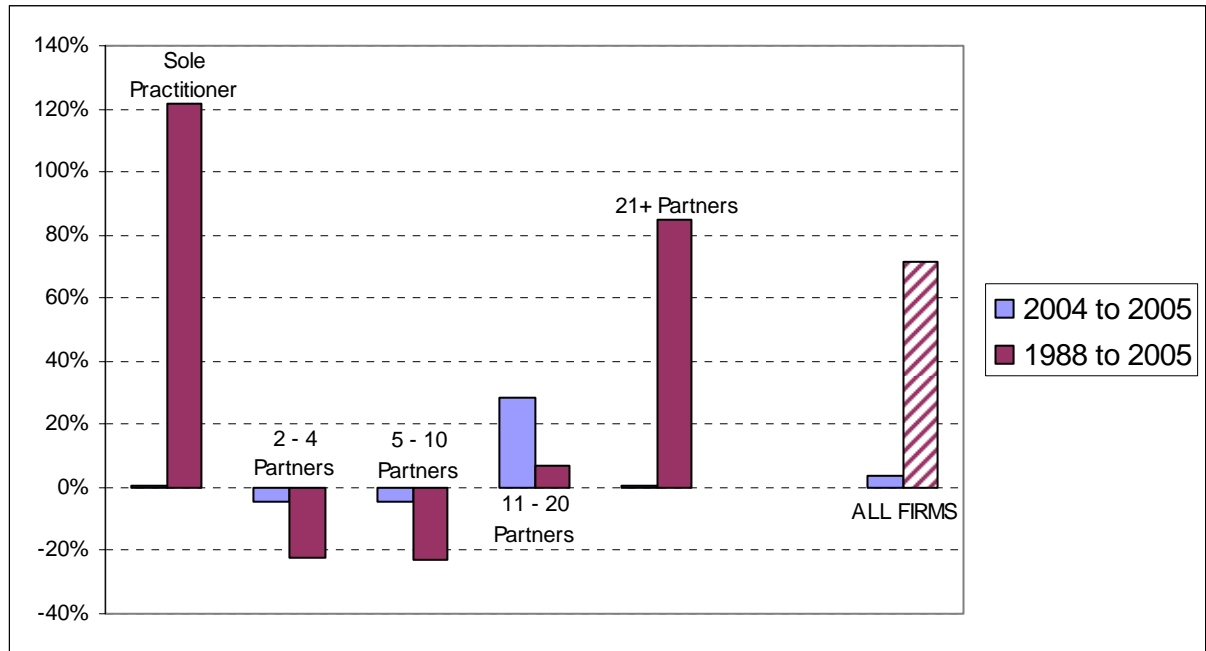
*This figure does not equate with the total number of private practitioners indicated in Table 9.2 because it is derived from data incorporating solicitors with *dual status* – that is, those with more than one employer. It also includes solicitors working interstate and overseas, as well as those with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

Figure 9.1: Firm size vs solicitors in each firm type (percentage)



Since 1988, there has been a marked increase in the number of sole practitioner firms and 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 72%. Figure 9.2 illustrates these changes.

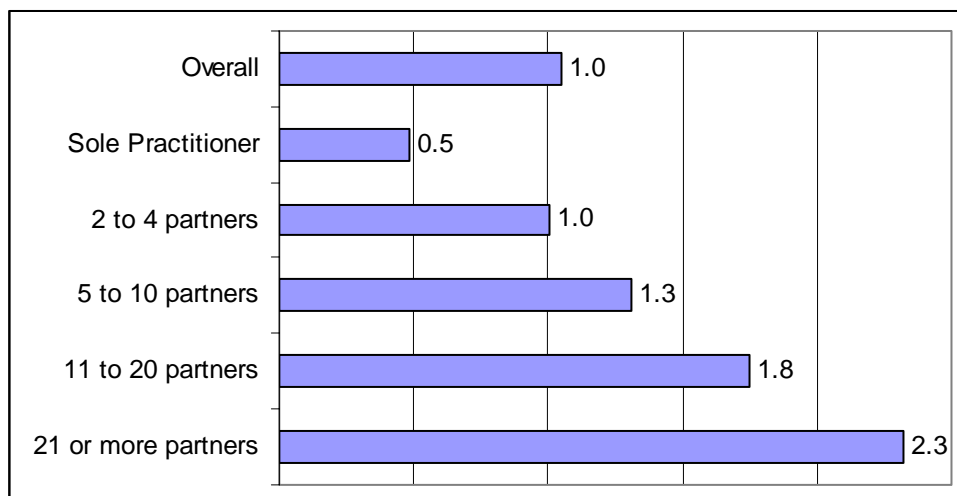
Figure 9.2: Change in firm profile since 1988 and between 2005



9.3 Staff 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, while firms with 4 or more partners have a ratio of 2.3. Figure 9.3 shows employee/principle ratios according to different firm sizes.

Figure 9.3: Ratio of employed solicitors to principals



9.4 Gender profile in private firms

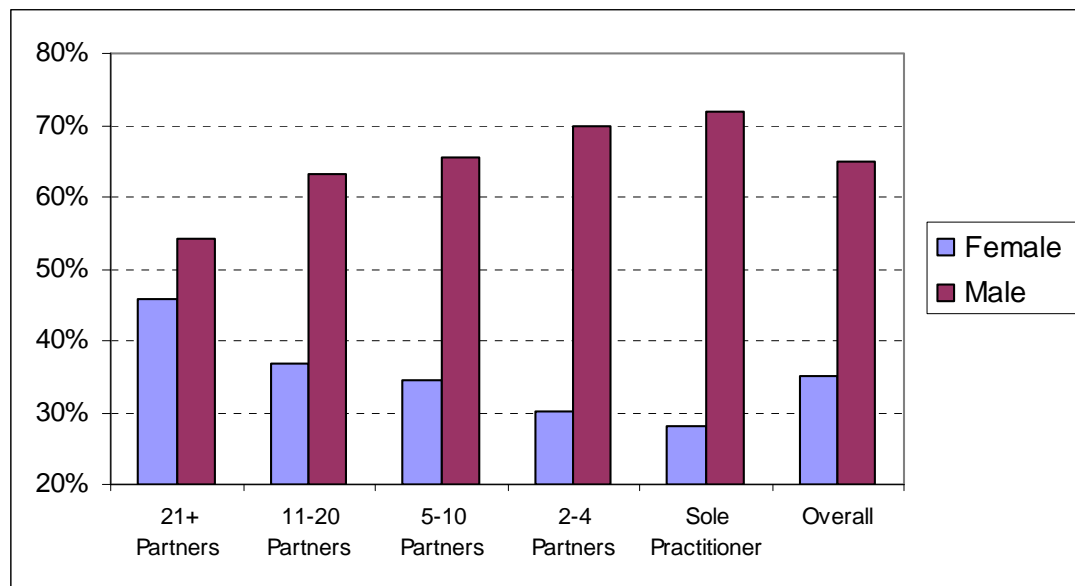
There are significant differences in gender terms between firms of different sizes. Female solicitors are more frequently found in firms with more than 20 partners, whereas male solicitors are strongly represented in smaller firms. Well over half of the male practitioners (61.9%) compared with less than a quarter of females (24.3%) in 2005 were principals of a law firm. The gap between the proportion of male and female principals has grown since 2004, when 61.5% of male and 28.4% 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	233	26	63	171	696	1189 (24.3%)
	Employee	1806	184	322	645	743	3700 (75.7%)
	Total	2039	210	385	816	1439	4889
	% of females	41.7	4.3	7.9	16.7	29.4	100
Male	Principal	1025	174	427	1180	2774	5580 (61.7%)
	Employee	1379	187	305	698	896	3465 (38.3%)
	Total	2404	361	732	1878	3670	9045
	% of males	26.6	4.0	8.1	20.8	40.6	100

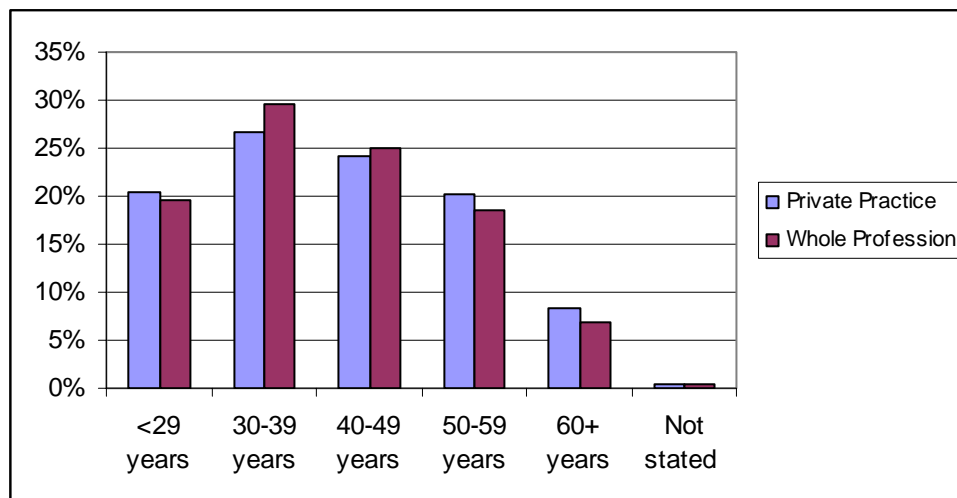
Figure 9.4: Gender of employees and principals in private law firms



9.5 Age Profile

The age profile of solicitors working in private firms is roughly similar to the age profile of the entire profession, private practitioners tend to be slightly older than those in other sectors. In 2005 more than half (52%) of solicitors in private practice were aged over 40, while over a quarter (26.6%) were aged between 30 and 39. The proportion of solicitors over 60 was higher in private practice (8.4%) than overall (6.7%). 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



9.6 Years since admission

The years since admission profile of solicitors working in private practice also varies according to firm size. For example, more than half of those who had been admitted for less than one year (59.6%) 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	46.8	46.4	38.3	29.4	19.2
11 to 20 partners	5.2	5.1	4.5	3.9	3.3
5 to 10 partners	7.6	8.6	7.8	8.2	8.2
2 to 4 partners	15.2	17.1	18.5	18.9	22.3
Sole Practitioner	25.2	22.8	30.9	39.6	47.0
Total	100	100	100	100	100

10 Government Solicitors

As at October 2005, there were 2,130 solicitors in NSW working across 139 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	2130	10.8	
Gender			
Male	922	43.3%	58.9
Female	1208	56.7%	41.1
Level of employment*			
Full time	-	87.4	86.1
Part time	-	12.2	11.7
Other	-	0.3	2.2
Location			
City	1383	64.9%	53.33
Suburban	466	21.9%	28.74
Rural	240	11.3%	13.67
Interstate	41	1.9%	2.08
Overseas	0	0.0%	2.18
Age			
<29 years	358	17%	19.6
30-39 years	619	29%	29.6
40-49 years	655	31%	24.9
50-59 years	419	20%	18.5
60+ years	59	3%	6.8
Not stated	20	1%	0.5
Years since admission			
< 1 year	255	12.0%	13.6
1-5 years	523	24.6%	23.4
6-10 years	383	18.0%	16.8
11-14 years	278	13.1%	9.6
15+ years	691	32.4%	36.6
Approximate mean income*	\$74,700		\$86,400

*Data taken from the 2005/06 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, male solicitors working in government were more likely to be aged 40 or over, whereas female solicitors in government are more likely to be aged under 40.

Table 10.2: Years since admission profile of government solicitors (%)

Years since admission	Male	Female	All
Less than 1 year	9.0	14.2	12.0
1 to 5 years	18.9	28.9	24.6
6-10 years	15.8	19.6	18.0
11-14 years	12.3	13.7	13.1
15+ years	44.0	23.6	32.4
Total	100	100	100

Table 10.3: Age profile of government solicitors (%)

Age	Male	Female	All
Under 30	9.3	22.5	16.8
30-39	23.6	33.2	29.1
40-49	31.6	30.1	30.8
50-59	30.7	11.3	19.7
60 and over	4.0	1.8	2.8
Not stated	0.8	1.1	0.9
Total	100	100	100

11 Corporate Solicitors

As of October 2005 there were 2893 solicitors working across 1071 organisations. A snapshot of these is given in Table 11.1.

Table 11.1: Corporate solicitors 2005

	Corporate Solicitors		Whole Profession
	n	%	%
Total	2893	14.6	
Gender			
Male	1393	48.2	58.9
Female	1500	51.8	41.1
Level of employment*			
Full time	-	88.1	86.1
Part time	-	11.4	11.7
Other	-	0.4	2.2
Location			
City	1601	55.3	53.33
Suburbs	1036	35.8	28.74
Rural NSW	162	5.6	13.67
Interstate	40	1.4	2.08
Overseas	54	1.9	2.18
Age			
<29 years	446	15.4	19.6
30-39 years	1239	42.8	29.6
40-49 years	776	26.8	24.9
50-59 years	364	12.6	18.5
60+ years	56	1.9	6.8
Not stated	12	0.4	0.5
Years since admission			
< 1 year	331	11.4	13.6
1-5 years	784	27.1	23.4
6-10 years	670	23.2	16.8
11-14 years	349	12.1	9.6
15+ years	759	26.2	36.6
Approximate mean income*	\$109,000		\$86,400

*Data taken from the 2005/06 Practising Certificate survey

In 2005, the majority of solicitors working in corporate practice (58.2%) were aged under 40, and nearly two-thirds (61.7%) 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	10.5	12.3	11.4
1-5 years	24.4	29.6	27.1
6-10 years	21.7	24.5	23.2
11-14 years	10.2	13.8	12.1
15+ years	33.2	19.7	26.2
Total	100	100	100

Table 11.3: Age profile of corporate solicitors

Age	Male	Female	Total
Under 30	11.1	19.4	15.4
30-39	39.2	46.2	42.8
40-49	29.6	24.3	26.8
50-59	17.1	8.4	12.6
60 years or older	2.8	1.1	1.9
Not stated	0.2	0.6	0.4
Total	100	100	100

12 Areas of Practice

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

The 2005-06 Practising Certificate questionnaire was completed by 7,836 practicing solicitors. This represents 39% of all NSW practicing solicitors in May 2005.

12.1 Overall

Conveyancing/Real Property (31.3%) and *Commercial Law* (30.9%) are the most commonly nominated areas of practice, followed by *Civil Litigation* (25.8%) and *Wills and Estates* (21.6%). The four most common areas of practice have remained relatively stable since 1993/94. Table 12.1 details the dominant areas of practice as reported by practitioners responding to the PC Survey..

Table 12.1 Areas of practice 1993/94-2005/06

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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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
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

* 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 the responses of government and corporate lawyers. Among corporate lawyers, the areas of practice most often mentioned were *Commercial Law* (58%) and *Corporations Law* (29%). Among government lawyers, the most common areas of practice were *Criminal Law* (41%) and *Administrative Law* (26%). Table 12.2 lists the four most frequently nominated areas for each sector, as indicated by practitioners responding to the 2005/06 Practising Certificate Survey.

Table 12.2: Main areas of practice by sector (%)

Private		Government		Corporate	
Conveyancing/Property	39.3	Criminal Law	41.1	Commercial Law	58.4
Commercial Law	30.5	Administrative Law	26.4	Corporations Law	29.3
Civil Litigation	29.9	Civil Litigation	17.5	Intellectual Property	24.6
Wills and Estates	28.0	Advocacy	11.7	Banking and Finance	23.3

12.3 Firm Size and Location

Main areas of practice vary according to firm size and location. 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.

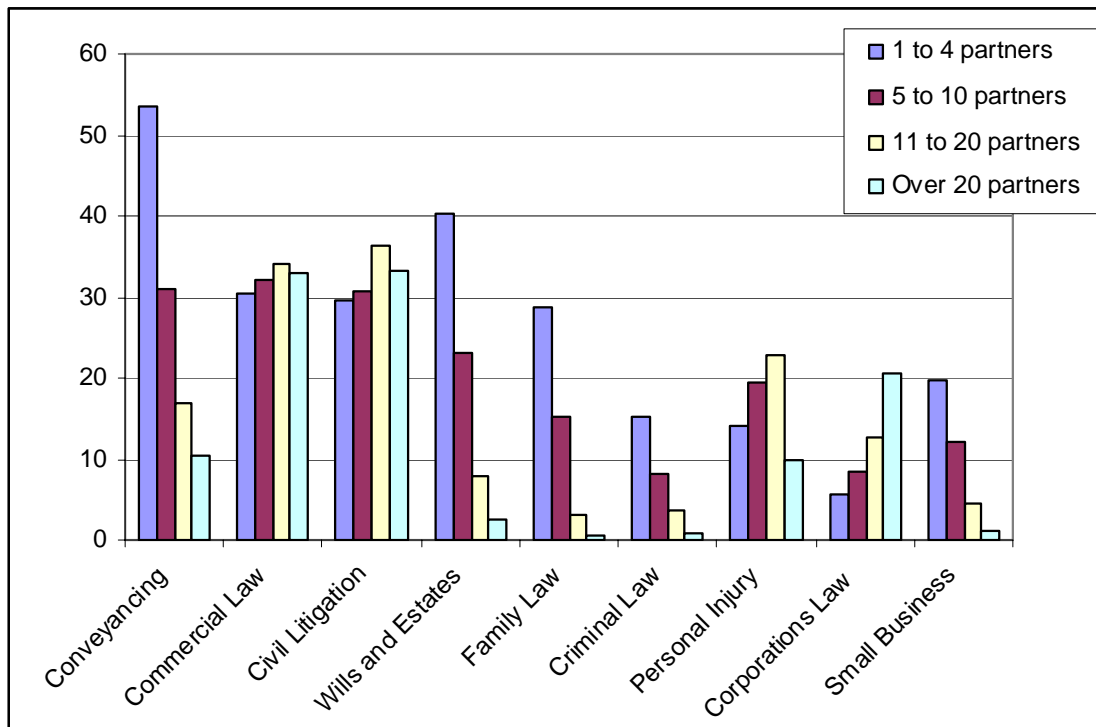
In firms with less than five partners, the areas of practice most commonly reported were *Conveyancing/Real Property*, *Wills and Estates* and *Family Law*. Within very large firms with 21 or more partners, the areas most often mentioned were *Commercial Law*, *Civil Litigation* and *Corporations Law*.

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 11.6: 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	53.4	31.0	16.8	10.5	22.4	59.2	57.0	39.3
Commercial Law	30.3	32.1	34.0	33.0	34.7	27.1	23.7	30.5
Civil Litigation	29.6	30.8	36.4	33.2	34.4	27.4	23.0	29.9
Wills and Estates	40.4	23.1	8.0	2.4	12.0	41.8	50.1	28.0
Family Law	28.7	15.3	3.2	0.5	7.4	30.8	35.2	19.5
Criminal Law	15.2	8.1	3.6	0.8	4.9	14.2	22.1	11.0
Personal Injury	14.2	19.5	22.8	10.0	12.8	13.0	17.8	13.8
Corporations Law	5.6	8.5	12.8	20.6	15.1	4.3	2.6	9.8

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 obtained by adding both sets of data together.

The figures for the 2005/06 Survey (the latest) refer to the financial year ending 30 June 2004, 2004/05 results refer to the financial year ending in 2003, and the results for 2003/04 refer to the financial year ending June 2002.

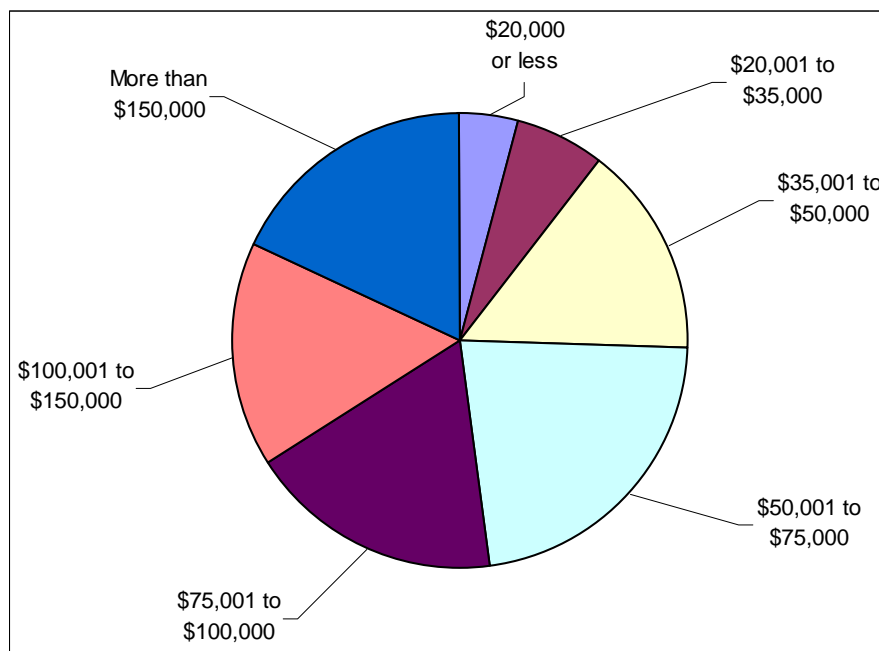
In the financial year ending June 2004, solicitors in New South Wales most commonly reported earning *between \$50,000 and \$75,000* a year. The next most common income bands were *\$75,000 to \$100,000* and *more than \$150,000*. Table 13.1 compares the proportion of practitioners in each income category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

Table 13.1: Reported income for the past four financial years

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

*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 2004 (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 2005/06 earned more than their colleagues in other sectors, reporting a mean income of \$109,000. This compares with a mean income of \$85,600 among *private practitioners*, and \$74,700 among *government solicitors*. Practitioners working in *community legal centres* reported a mean income of \$47,000, whereas those in *non-legal employment* earned \$69,600 on average.

Table 13.2 presents 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 2005/06 PC Survey.

Table 13.2: Mean income by sector 2002/02-2005/06

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)
Private	\$82,600	\$77,400	\$84,900	\$85,600
Corporate	\$105,100	\$101,300	\$109,000	\$109,00
Government	\$67,800	\$68,400	\$72,200	\$74,700

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	4.4	1.8	1.3	8.3	12.3	4.0
\$20,001 to \$35,000	6.4	1.5	3.4	17.5	9.1	5.7
\$35,001 to \$50,000	14.8	6.5	14.4	31.2	13.7	13.8
\$50,001 to \$75,000	20.3	13.8	33.4	30.3	21.5	20.8
\$75,001 to \$100,000	15.9	15.3	33.1	3.7	13.7	17.3
\$100,001 to \$150,000	14.8	26.4	8.8	1.8	9.6	15.1
More than \$150,000	17.8	30.4	2.5	-	9.6	17.2
Not stated	5.7	4.1	3.1	7.3	10.5	6.2
Total	100	100	100	100	100	100
Estimated mean income (\$K)	85.6	109.0	74.7	47.0	69.6	86.4

13.3 Private Practice

Within private practice, solicitors working in *city firms* tended to report higher incomes than those in *suburban* or *country firms*. The estimated mean income of solicitors in city firms was \$94,300, compared with \$73,900 for solicitors in suburban firms and \$77,900 for those in the country.

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

- 1-4 partners: \$77,200
- 5-10 partners: \$95,400
- 11-20 partners: \$94,700
- 20 or more partners: \$101,900

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, 30% of all women, compared with 18% 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 \$47,000, compared to \$43,000 for females. For those admitted for between 1 and 5 years the average income was \$68,600 for males and \$61,700 for females. The gap between male and female incomes was smallest (\$97,800 compared to \$95,300) 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	
	F	M	F*	M	F	M	F	M	F	M	F	M	F	M
\$20,000 or less	2.9	2.4	4.2	2.1	2.3	1.6	2.4	1.8	2.1	1.8	2	3.3	7.9	8.2
\$20,001-\$35,000	7.1	4	8.4	4.7	5.5	2.1	2.4	2.4	2.2	3.4	6.9	6.2	19.3	17.1
\$35,001-\$50,000	20	11.1	8.4	8.3	7.3	6.1	7.8	8.7	8.2	7.9	26.9	22	34.2	34.3
\$50,00-\$75,000	27.8	17.2	16.7	13.2	14.8	13.3	18.9	12.2	19.1	16	38.8	31.9	23.6	18.5
\$75,001-\$100,000	14.9	17.2	12.5	16.4	18	16.8	14.2	16.3	25.4	21.3	13.8	19.7	2.6	3.4
\$100,001-\$150,000	11.9	17.5	20.8	18.3	19.4	18.3	18.9	22.3	29	30.7	5.1	7.7	-	2.7
More than \$150,000	9.7	24.8	25	30.9	29.5	37.4	29.6	30.3	12	14.2	1.3	4.5	-	1.4
Not stated	5.5	5.7	4.2	6.2	3.2	4.8	5.9	6.2	2.1	4.8	5.1	4.7	12.3	14.4
Estimated mean income (\$K)	75.2	96.7	95.9	103.5	102.1	110.6	102.7	106.5	95.3	97.8	61.7	68.6	43.0	47.0

* 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

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

Overall, 86% of respondents said that they worked full time and 12% that they worked part time. Although this is an increase on the number of practitioners who reported working full time in last year's Practising Certificate Survey (80%), the high non-response rate for this question in the 2004/05 Survey compared with the present Survey (9.3% non-response in 2004-05 as against 0.7% in 2005/06) probably accounts for the difference.

14.1 Part Time Work

Nineteen per cent of female respondents, compared with 6% of male respondents, said they worked part time. Part time work was more common among respondents over the age of 35, with 16% of 35-39 year olds, 15% of 40-49 year olds and 14% of those over 50 working part time.

The proportion of practitioners working part time was fairly similar among respondents working in private firms (11%) and among those in non-private practice (13%). Among respondents employed in Community Legal Centres, 31% reported working part time.

Within private law firms, part time work was most common among respondents in firms with up to four partners; 13% of these solicitors worked part time, as against 8% in firms with 20 or more partners. Among sole practitioners, 13% reported working part time.

Table 14.1 details the usual hours of work reported by solicitors working part time. A quarter of these respondents (25.2%) reported working between 16 and 25 hours per week, while a further fifth (20%) reported working 30 or more hours per week.

The average number of hours worked per week by practitioners in part-time employment was 23.8 hours, only marginally higher than in the previous year's survey. The average for males (22.9 hours) was lower than for females (24.3 hours).

Table 14.1: Hours worked each week by solicitors working part time

	Males		Females		All respondents	
	No.	%	No.	%	No.	%
1-10 hours	22	8.0	24	3.9	48	5.2
11-15 hours	15	5.5	28	4.5	44	4.8
16-20 hours	34	12.4	68	11.0	104	11.3
21-25 hours	24	8.8	101	16.4	128	13.9
26-29 hours	15	5.5	58	9.4	76	8.3
30+ hours	60	21.9	127	20.6	187	20.3
Not stated	104	38.0	210	34.1	333	36.2
Total	274	100	616	100	920	100
Mean hours	22.89	-	24.26	-	23.77	-

14.2 Full-Time Work

Ninety-two per cent of male respondents and 79% of female respondents reported working full-time.

Table 13.2 presents information on the usual weekly hours of work reported by respondents working full time. It shows that 10% of these respondents usually worked 40 hours a week or less, while 31.2% of respondents worked between 40 and 60 hours. However, more than half of all respondents (56.2%) did not answer the question, a much higher non-response rate than in previous surveys.

The average hours worked per week reported by full-time workers was 49.3 hours (50.3 for males, 48.0 for females). Private practitioners reported working an average of 50.0 hours a week, whereas corporate lawyers worked 50.7 hours and government lawyers 43.4 hours (similar results to those of last year's survey).

Table 14.2: Hours worked each week by solicitors working full-time

	Males		Females		All respondents	
	No.	%	No.	%	No.	%
Under 30 hours	9	0.2	7	0.3	18	0.3
30-40 hours	319	8.0	337	13.0	664	9.8
41-50 hours	783	19.6	584	22.5	1388	20.6
51-60 hours	452	11.3	251	9.7	718	10.6
61-70 hours	87	2.2	43	1.7	131	1.9
Over 70 hours	26	0.6	8	0.3	34	0.5
Not stated	2325	58.1	1362	52.5	3796	56.2
Total	1004	100	2592	100	6749	100
Mean hours	50.31	-	47.90	-	49.27	-

The average number of full-time hours reportedly worked by all respondents to the Practising Certificate survey has steadily declined over the last several 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, and in 2004 it was 49.8. In this year's survey, as noted above, the average number of hours worked by full-time practitioners was 49.3.

Table 14.3: Average working week of full time solicitors by gender 1999/00- 2004/05

	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