

# NATIONAL PROFILE OF SOLICITORS 2016 REPORT

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PREPARED FOR THE LAW SOCIETY OF NEW SOUTH WALES

**URBIS**

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# EXECUTIVE SUMMARY

## NATIONAL PROFILE OF SOLICITORS IN 2016

Urbis has been commissioned by The Law Society of New South Wales to prepare a national demographic profile of the practising profession in 2016. The national profile comprises a demographic breakdown of solicitors represented by each of the eight state and territory Law Societies in Australia. This is the third national profile study, following previous reports in 2011 and 2014.

Key outcomes for 2016 are provided below:

- **The Australian legal profession is experiencing significant growth.** Over the last five years, there has been a 24% increase in the number of practising solicitors. There are now some 71,509 members of the legal profession, 13,932 more than in 2011.
- **For the first time ever, there are now equal numbers of men and women in the profession.** This in large part reflects the significant growth in the number of female lawyers entering the profession. In 2016, women comprised the majority (60%) of solicitors admitted to practice for five years or less (11,707 female solicitors; 7,676 male solicitors).
- **The legal profession is becoming older.** The mean (average) age of solicitors in 2016 was 42.4 years, slightly up from 41.8 years in 2011. The age cohort experiencing the greatest growth (+23%) is those aged 65 years or older: one in 12 solicitors are now in this age bracket.
- **The number of private law firms operating in Australia has increased significantly over the last five years.** In 2016, there were 15,539 law firms, 46% more than in 2011. This translates to over 4,907 new law firms.
- **The greatest growth has been in medium to large firms, rather than sole practitioners or very small firms.** In the five years to 2016, the number of large and medium size firms increased by between 131% and 89%, compared with sole practitioners (+37%) and firms with two to four partners (+74%).
- **Legal employment sectors are shifting.** The great majority of Australian solicitors continue to work in private practice, with 69% employed in a law firm. However, the proportion of solicitors working in private practice has dropped from 75% to 69% over the last five years. This is due to a significant growth in the number of solicitors working in the corporate sector and government. Between 2011 and 2016, there was a 59% increase in the number of solicitors working in the corporate sector, compared to a 17% increase working in the private sector. Female solicitors now outnumber male solicitors working in the corporate sector and government. Male solicitors still outnumber female solicitors in private practice, but the gender gap is closing.

### Size of profession

As at October 2016, there were 71,509 practising solicitors in Australia. The largest proportion of solicitors were registered in New South Wales (42.2%), followed by Victoria (25.4%) and Queensland (15.3%).

Between 2011 and 2016, the number of practising solicitors increased nationally by +24.2%. This increase was observed across all states and territories, and most strongly observed in the ACT, Western Australia and Queensland.

However, between 2014 and 2016, there was a decline in number of practising solicitors in Western Australia and the Northern Territory (-4.2% and -4.9% respectively).

## Gender

In 2016, the legal profession comprised an even gender distribution with 50.1% female and 49.9% male solicitors, compared with 46.3% female and 53.7% male in 2011. The even gender distribution reflects the greater number of female solicitors entering the profession compared to their male counterparts (+34.2% compared to +15.6%).

In 2016, jurisdictions with notably stronger female representation included the Northern Territory and the ACT, while male solicitors were most strongly represented in Tasmania.

## Aboriginal and/or Torres Strait Islander practitioners

Since 2014, data is recorded on Aboriginal and/or Torres Strait Islander status within the profession. In 2016, a total of 621 solicitors (1.2%) identified themselves as Aboriginal and/or Torres Strait Islander, which was similar to 2014 (0.8%).

Of all 621 Aboriginal and Torres Strait Islander practitioners, the majority (53.1%) were female as opposed to male (46.9%).

Compared to the total number of solicitors within each jurisdiction, the Northern Territory (1.8%) and New South Wales (1.6%) comprised the highest proportion of solicitors identified as Aboriginal and/or Torres Strait Islander.

## Age

In 2016, the mean age of Australian solicitors was 42.4 years, which was slightly older than in 2011 (41.8 years). South Australia and Tasmania represented on average slightly older solicitors than other jurisdictions (43.7 and 43.5 years respectively), while the ACT and the Northern Territory comprised on average slightly younger solicitors (40.7 years and 40.8 years respectively).

In 2016, the largest age groups comprised solicitors aged 30 to 34 years (17.1%), followed by solicitors aged 25 to 29 years (15.5%) and those aged 35-39 years (14.6%).

Overall, female solicitors represented a younger cohort than male solicitors. For instance, the average age of females was 38.8 years compared to 46.0 years for males. Moreover, 42.4% of all female solicitors were aged 34 years or younger, compared to 25.7% of male solicitors. Conversely, 11.2% of male solicitors were aged 65 years or older, compared to 2.0% of females.

Between 2014 and 2016, there was an increase in the number of solicitors amongst the older age brackets and a decline in the number of solicitors in the youngest age bracket. More specifically, between 2014 and 2016, there was a -14.9% decline in solicitors aged 24 years or younger, while the number of solicitors aged 35-39, 45-49 and 65+ years increased by +12.7%, +14.3% and +23.0% respectively.

## Years since admission

As at October 2016, two in five (39.2%) solicitors were admitted for 15 years or longer, followed by nearly one in five solicitors admitted for 2 to 5 years (18.7%), and for 6 to 10 years (18.5%). Less than one in ten solicitors (8.4%) were admitted for one year or less.

Across the states and territories, South Australia, Tasmania and New South Wales had the highest proportion of long-serving solicitors being admitted for 15 years or more (45.7%, 44.6%, and 42.6% respectively). Conversely, solicitors admitted for one year or less were most prevalent in the Northern Territory (13.4%), the ACT (12.6%) and Queensland (11.6%).

The changing gender profile of the profession was reflected in more female than male solicitors being admitted in the past 14 years, while more male solicitors were being admitted for 15 years or longer.

Compared to the corporate and government sector, private practice comprised the highest proportion of solicitors admitted for 15 years or more, and for one year or less.

Within private practice, the years since admission profile varied according to firm size with larger firms comprising overall more 'newly' admitted solicitors than smaller firms.

Between 2011 and 2016, the proportion of solicitors being admitted for 10 years or less declined, while this increased for solicitors admitted for 15 years or more.

## Employment sector

In 2016, nearly seven in ten solicitors (69.0%) worked in private practice, followed by 15.9% of solicitors working in the corporate sector, and 10.0% in government – this breakdown was similar to 2014.

Compared to all jurisdictions, private practice solicitors were most prevalent in Tasmania (86.2%), while corporate solicitors were most prevalent in New South Wales and Victoria (19.2% and 18.5% respectively), and government solicitors were most prevalent in the ACT (45.6%). Solicitors working other sectors were most prevalent in the Northern Territory (40.8%).

Most private practice solicitors were male (54.7%) compared to 45.3% females. However, female solicitors comprised a majority in all other major employment sectors (65.0% in 'other' employment sectors, 63.9% in government, and 57.2% in corporate).

Between 2011 and 2016, each major employment sector showed a steady increase in the number of practising solicitors. However, this increase was most strongly observed for solicitors working in other employment sectors than private practice, corporate and government, which doubled in number of solicitors (+124.7%) in 2016. The corporate sector increased by +59.4%, followed by a +34.2% increase for government, and a +17.2% increase for private practice.

## Private law firms

In 2016, a majority of private practice firms were sole practitioners (73.0%), followed by 19.0% comprising firms with 2 to 4 partners, and 4.9% comprising firms with 5 to 10 partners.

Of all private practice solicitors in 2016, nearly one third (30.3%) worked as sole practitioners, followed by around one in five solicitors working for firms with 40 or more partners (22.4%), and for firms with 2 to 4 partners (19.6%).

Solicitors working for large firms (with 40+ partners) were most prevalent in Victoria, Queensland, and Western Australia (27.6%, 26.2% and 25.4% respectively). Solicitors working as sole practitioners were most prevalent in New South Wales, Victoria and South Australia (44.6%, 27.2% and 26.9% respectively).

Between 2011 and 2016, the number of private law firms increased from 10,632 to 15,539 firms in total, equivalent to an increase of +46.2%. More specifically, in 2016 there were approximately twice as many large firms (with 40+ partners) and medium sized firms with 5-10 partners, 11-20 partners, and 21-39 partners than in 2011.

Moreover, between 2011 and 2016, firms with 2 to 4 partners experienced the strongest increase in the number of solicitors (+23.1%), followed by firms with 5 to 10 partners and sole practitioners (+19.4% and 17.5% respectively).

## Employment location

In 2016, more than half of all solicitors (52.7%) were practising within a capital city, followed by one third of solicitors (32.7%) practising in a suburban location, and one in ten solicitors (10.5%) practising in a country or rural area.

City-based solicitors were most prevalent in Tasmania (87.7%), while solicitors working in suburban areas were most prevalent in Victoria (42.6%), and solicitors working in country/rural areas were most prevalent in Queensland (15.9%).

Slightly more male solicitors than females were working in country and rural locations, interstate, and overseas, while slightly more female solicitors were working in city-based locations.

Compared to all solicitors, young lawyers (solicitors admitted for five years or less) were slightly more concentrated in a capital city, and less concentrated in suburban areas. Moreover, the younger average age of female solicitors compared to male solicitors was reflected in every employment location type where young female lawyers comprised a majority.

Between 2011 and 2016, there was a strong increase in the number of solicitors working in suburban areas, city-based locations, and overseas (+60.1%, +27.3% and +45.6% respectively). Conversely, the number of solicitors working interstate markedly declined over time (-72.5%).





# 1. INTRODUCTION

## 1.1. THIS REPORT

Urbis has been commissioned by The Law Society of New South Wales to prepare a national demographic profile of the practising profession in 2016. The national profile comprises a demographic breakdown of solicitors represented by the following associations:

- The Law Society of New South Wales
- The Victorian Legal Services Board
- Queensland Law Society
- The Law Society of Western Australia
- The Law Society of South Australia
- The ACT Law Society
- Law Society Northern Territory
- The Law Society of Tasmania.

This is the third National Profile of solicitors and follows on from previous Law Society National Profiles published in 2011 and 2014. The purpose of the National Profile report is to collate and analyse information about the demographic profile of the practising profession in 2016 and, to identify and monitor any trends over time.

## 1.2. METHODOLOGY

In conjunction with The Law Society of New South Wales and input by the other Law Societies and The Victorian Legal Services Board, Urbis identified a range of data fields to be included in the breakdown of national solicitor statistics in line with the 2011 study.

Urbis developed a standard template of data tables which was distributed to each participating Law Society to be populated with solicitor census data. Each Law Society provided census data for solicitors registered in jurisdictional databases as at October 2016. Although the numbers in the profession fluctuate over the course of the year, October is considered the most stable month to measure the profession for the reporting year.

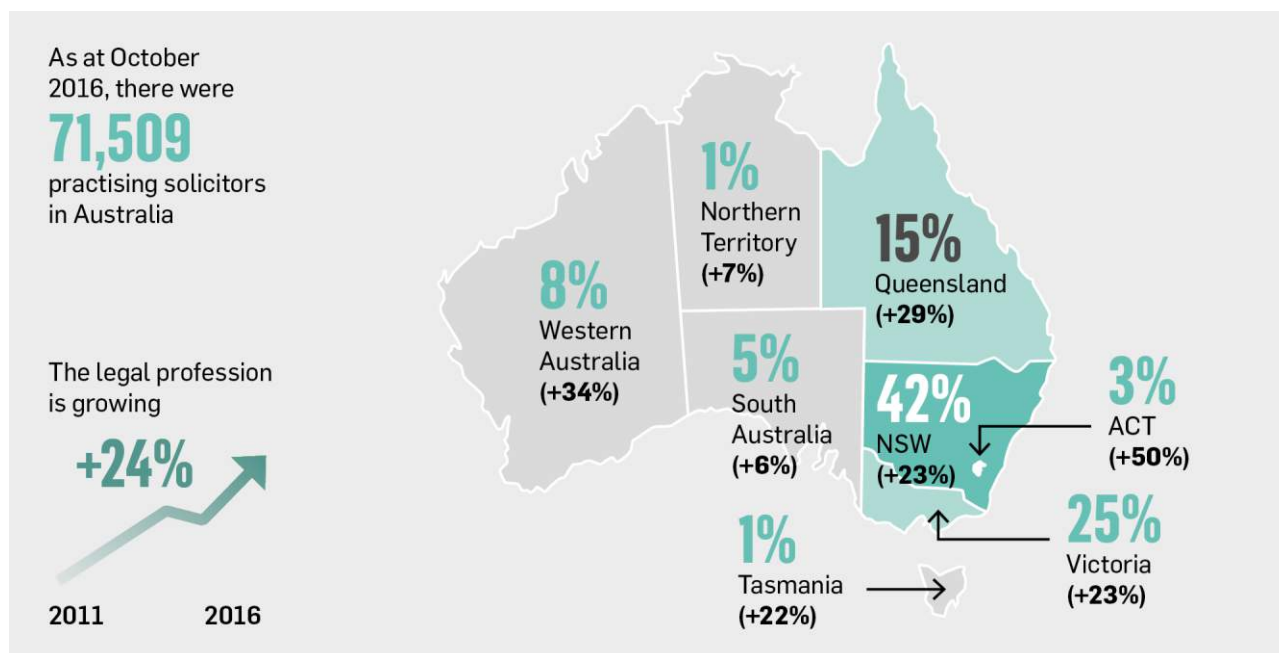
The data collected from each Law Society has been collated and analysed to compile a national profile of the profession in 2016. In the body of the report, the breakdown of results for each state and territory has been provided for each of the key demographic indicators (for example age, gender and employment sector). Cross-tabulation of multiple demographic indicators (for example age by gender) has then been provided at the national level, with commentary provided for any observed variations across the jurisdictions. Complete breakdowns of state and territory data referenced in the body of the report have been provided in Appendix A.

Where possible, the results of this year (2016) are compared with the results of 2011 and 2014 at the national level.

### 1.2.1. Limitations

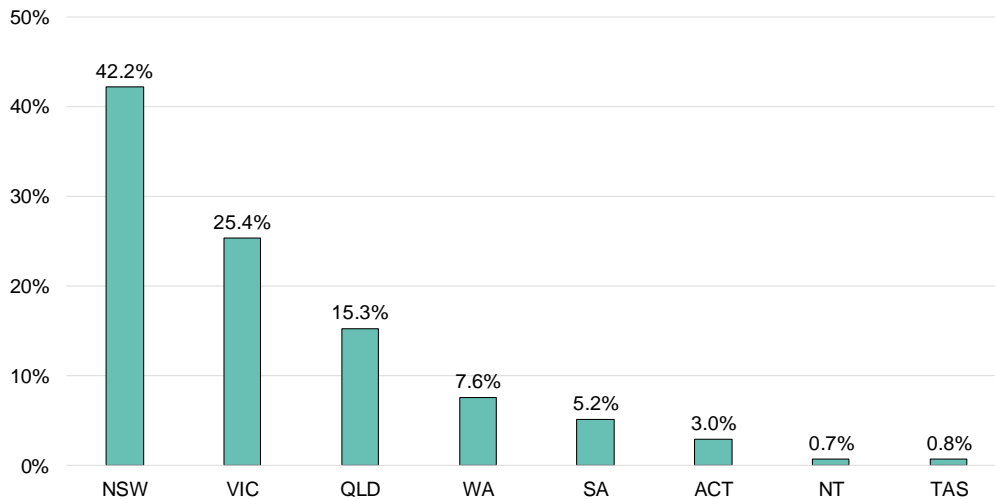
- Due to the variation in solicitor certification requirements, as well as in the function of the seven Law Societies and the Victorian Legal Services Board, the scope of solicitor census data collected is limited in some jurisdictions. Where data was not available for a particular state or territory, this has been noted in the results.
- This report includes updated data for Victoria for the reporting year 2011. Therefore, this report shows some discrepancies with the previous reports (for 2011 and 2014) when referring to the total sample of solicitors for 2011.

## 2. SIZE OF THE PROFESSION



As at October 2016, there were 71,509 practising solicitors in Australia. As shown in Figure 1, the largest proportion of solicitors were registered in New South Wales (42.2%), followed by Victoria (25.4%) and Queensland (15.3%).

Figure 1 – Proportion of total solicitors by State/Territory



Base: N= 71,509 solicitors.

As shown in Table 1 and

Figure 2, the states and territories showed a similar breakdown in distribution of the profession across all three reporting years (2011, 2014 and 2016). However, there has been a yearly increase in the number of practising solicitors across all jurisdictions. A comparison over time shows that:

- between 2011 and 2016, the number of practising solicitors in Australia increased by 24.2% (from 57,577 to 71,509 solicitors)
- the increase in the number of practising solicitors was markedly stronger between 2011 and 2014 (+15.0%) than between 2014 and 2016 (+8.0%)

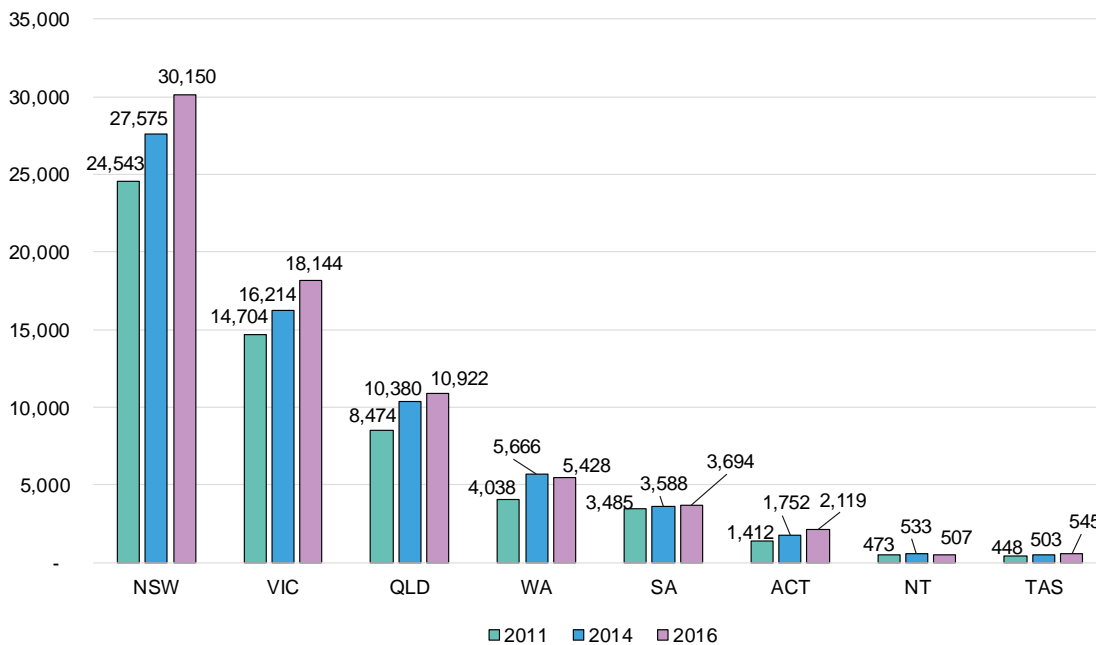
- between 2014 and 2016, Western Australia and the Northern Territory were the only two jurisdictions that experienced a slight decrease in the number of solicitors (-4.2% and -4.9% respectively)
- between 2011 and 2016, the Australian Capital Territory (ACT), Western Australia and Queensland experienced the largest increase in the number of practising solicitors (+50.1%, +34.4% and +28.9% respectively).

Table 1 – Number of solicitors by state/territory in 2011, 2014 and 2016

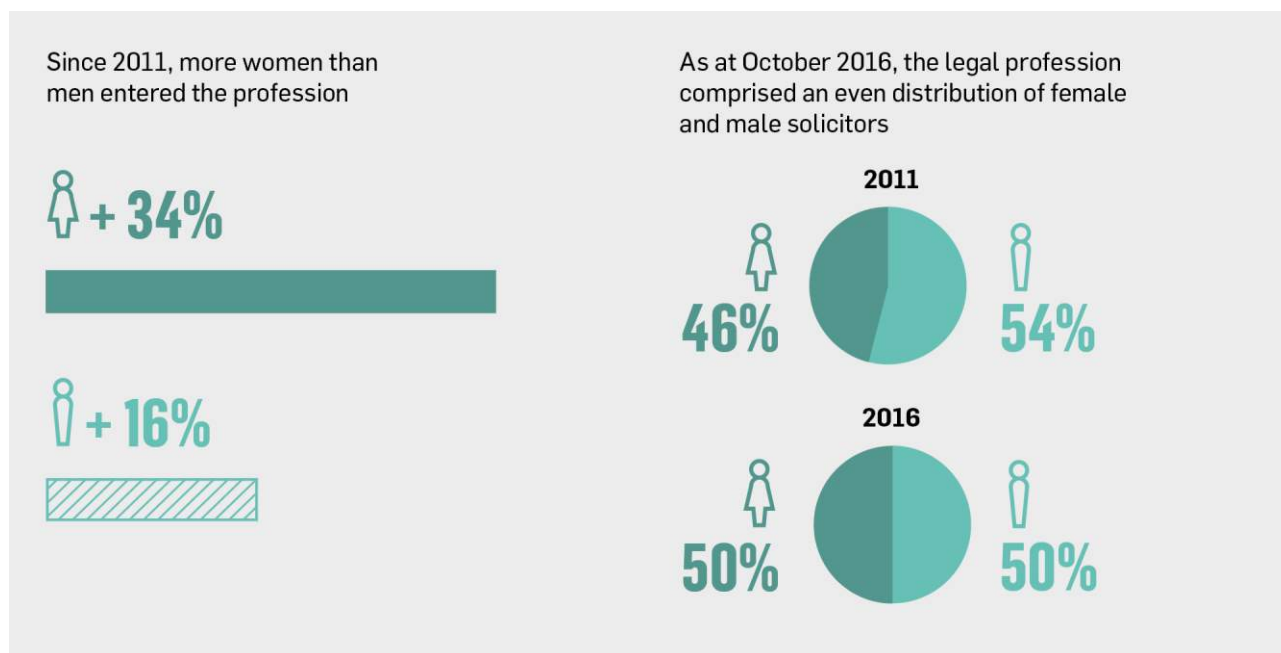
|              | Solicitors*   |               |               |               |               |             | Net change    |              |               |
|--------------|---------------|---------------|---------------|---------------|---------------|-------------|---------------|--------------|---------------|
|              | 2011          |               | 2014          |               | 2016          |             | 2011-14       | 2014-16      | 2011-16       |
|              | N             | %             | N             | %             | N             | %           | %             | %            | %             |
| NSW          | 24,543        | 42.6%         | 27,575        | 41.6%         | 30,150        | 42.2%       | +12.4%        | +9.3%        | +22.8%        |
| VIC          | 14,704        | 25.5%         | 16,214        | 24.5%         | 18,144        | 25.4%       | +10.3%        | +11.9%       | +23.4%        |
| QLD          | 8,474         | 14.7%         | 10,380        | 15.7%         | 10,922        | 15.3%       | +22.5%        | +5.2%        | +28.9%        |
| WA           | 4,038         | 7.0%          | 5,666         | 8.6%          | 5,428         | 7.6%        | +40.3%        | -4.2%        | +34.4%        |
| SA           | 3,485         | 6.1%          | 3,588         | 5.4%          | 3,694         | 5.2%        | +3.0%         | +3.0%        | +6.0%         |
| ACT          | 1,412         | 2.5%          | 1,752         | 2.6%          | 2,119         | 3.0%        | +24.1%        | +20.9%       | +50.1%        |
| NT           | 473           | 0.8%          | 533           | 0.8%          | 507           | 0.7%        | +12.7%        | -4.9%        | +7.2%         |
| TAS          | 448           | 0.8%          | 503           | 0.8%          | 545           | 0.8%        | +12.3%        | +8.3%        | +21.7%        |
| <b>Total</b> | <b>57,577</b> | <b>100.0%</b> | <b>66,211</b> | <b>100.0%</b> | <b>71,509</b> | <b>100%</b> | <b>+15.0%</b> | <b>+8.0%</b> | <b>+24.2%</b> |

\* The term 'solicitors' refers to solicitors with a practising certificate for the period 2016-2017.

Figure 2 – Number of solicitors by state/territory in 2011, 2014 and 2016



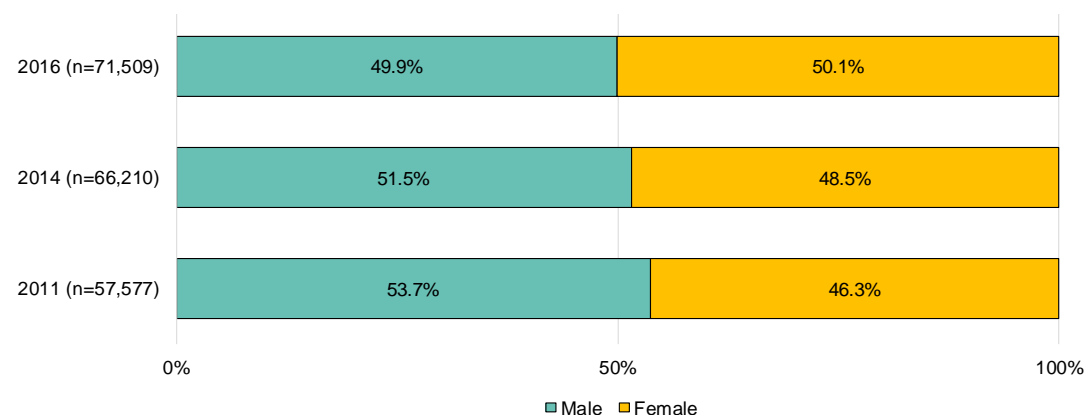
### 3. GENDER PROFILE



In 2016, for the first time ever, there was an even distribution of female and male solicitors, with 50.1% (35,799) being female and 49.9% (35,710) being male (see Figure 3).

Compared to 2011, this represents a considerable increase in the proportion of female solicitors (46.3% in 2011) reflecting a 34.2% growth in the number of female solicitors in the profession compared to a 15.6% growth in male solicitors.

Figure 3 – Gender profile of total solicitors in 2011, 2014 and 2016



Note: The total sample on gender was N=66,210, instead of N=66,211 (see Table 1) due to one record missing.

There are some minor variations in the gender distribution across states and territories (see Figure 4 and Table 2). The jurisdiction with the most even gender distribution was New South Wales (50.0% male, 50.0% female). The ACT and the Northern Territory showed notably stronger representation of female solicitors (55.8% and 57.8% respectively), while Tasmania comprised notably stronger representation of male solicitors (53.6%).

Figure 4 – Gender profile of solicitors by state/territory

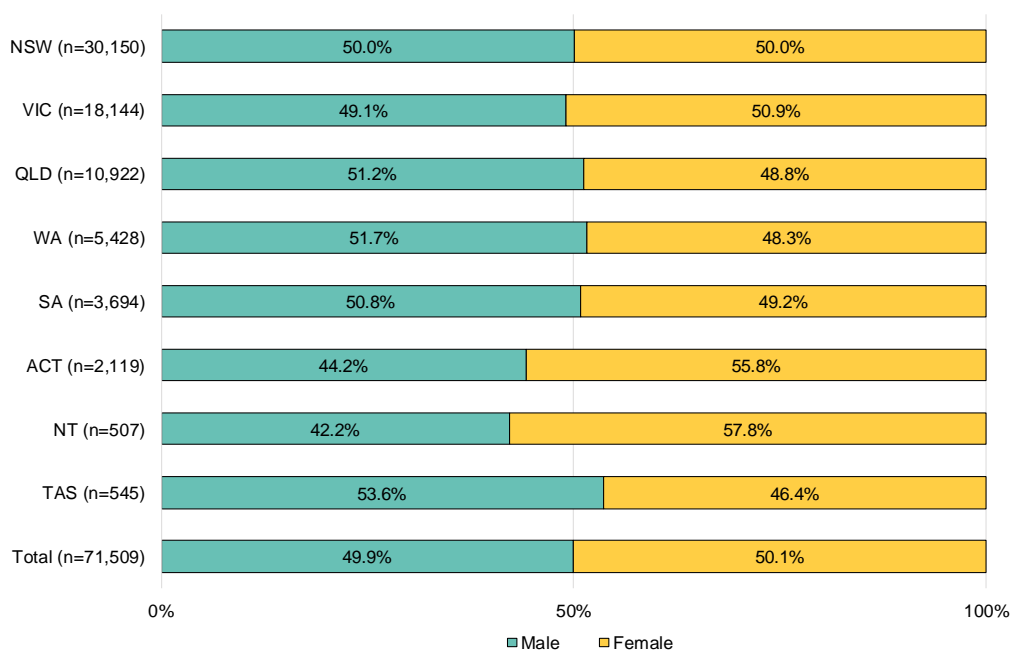


Table 2 – Gender of solicitors by state/territory

|              | Male          |              | Female        |              | Total         |
|--------------|---------------|--------------|---------------|--------------|---------------|
|              | N             | %            | N             | %            |               |
| NSW          | 15,085        | 50.0%        | 15,065        | 50.0%        | 30,150        |
| VIC          | 8,910         | 49.1%        | 9,234         | 50.9%        | 18,144        |
| QLD          | 5,591         | 51.2%        | 5,331         | 48.8%        | 10,922        |
| WA           | 2,804         | 51.7%        | 2,624         | 48.3%        | 5,428         |
| SA           | 1,877         | 50.8%        | 1,817         | 49.2%        | 3,694         |
| ACT          | 937           | 44.2%        | 1,182         | 55.8%        | 2,119         |
| NT           | 214           | 42.2%        | 293           | 57.8%        | 507           |
| TAS          | 292           | 53.6%        | 253           | 46.4%        | 545           |
| <b>Total</b> | <b>35,710</b> | <b>49.9%</b> | <b>35,799</b> | <b>50.1%</b> | <b>71,509</b> |

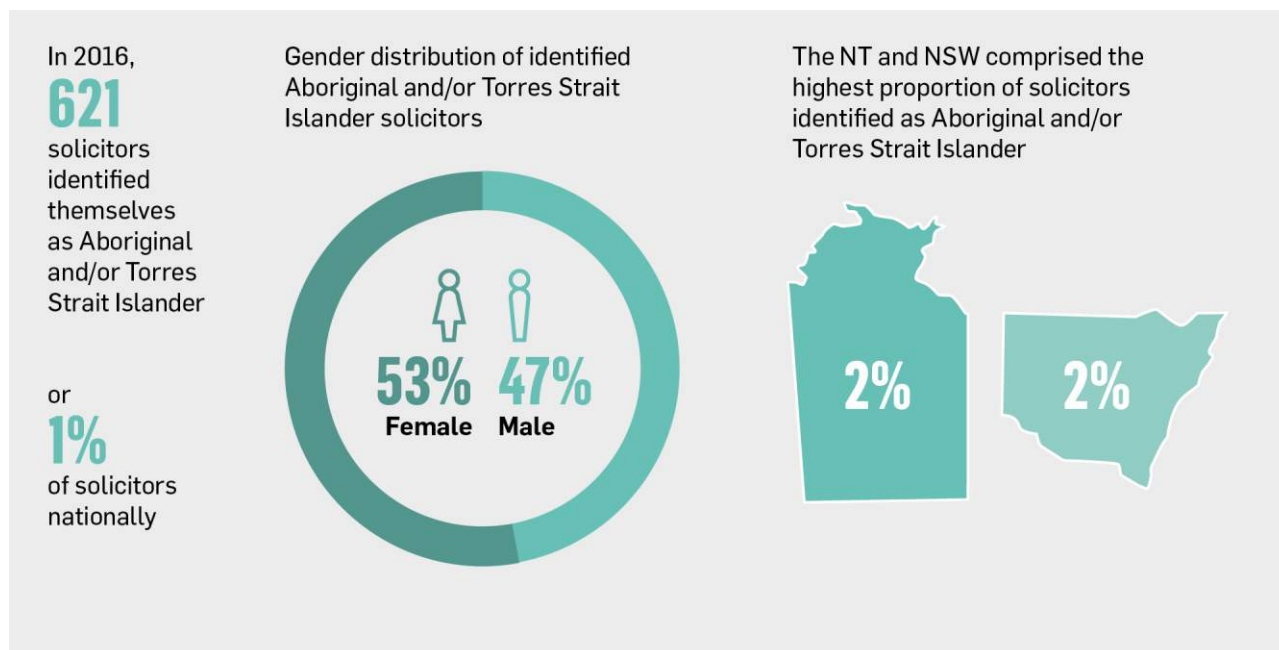
Table 3 shows the percentage change in the number of male and female solicitors between 2011 and 2016. As noted before, between 2011 and 2016, there was a stronger increase in the number of female solicitors (+34.2%) than male solicitors (+15.6%). This increase occurred across all jurisdictions, and was most pronounced in the ACT (+73.3%), followed by Western Australia (+45.9%) and Tasmania (+43.8%).

Conversely, between 2011 and 2016, the Northern Territory and South Australia showed the smallest increase in the number of female solicitors (+12.7% and +10.8% respectively). Both jurisdictions also showed the smallest increase in the number of male solicitors over time compared to all other jurisdictions (+0.5% for Northern Territory, +1.7% for South Australia).

Table 3 – Gender of solicitors by state/territory in 2011, 2014 and 2016

|              | Male          |               |               | Female        |               |               | Net change 2011-16 |               |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------------|---------------|
|              | 2011          | 2014          | 2016          | 2011          | 2014          | 2016          | Male               | Female        |
| NSW          | 13,112        | 14,204        | 15,085        | 11,431        | 13,371        | 15,065        | +15.0%             | +31.8%        |
| VIC          | 7,789         | 8,298         | 8,910         | 6,915         | 7,916         | 9,234         | +14.4%             | +33.5%        |
| QLD          | 4,704         | 5,423         | 5,591         | 3,770         | 4,956         | 5,331         | +18.9%             | +41.4%        |
| WA           | 2,239         | 2,959         | 2,804         | 1,799         | 2,707         | 2,624         | +25.2%             | +45.9%        |
| SA           | 1,845         | 1,850         | 1,877         | 1,640         | 1,738         | 1,817         | +1.7%              | +10.8%        |
| ACT          | 730           | 813           | 937           | 682           | 939           | 1,182         | +28.4%             | +73.3%        |
| NT           | 213           | 266           | 214           | 260           | 267           | 293           | +0.5%              | +12.7%        |
| TAS          | 272           | 287           | 292           | 176           | 216           | 253           | +7.4%              | +43.8%        |
| <b>Total</b> | <b>30,904</b> | <b>34,100</b> | <b>35,710</b> | <b>26,673</b> | <b>32,110</b> | <b>35,799</b> | <b>+15.6%</b>      | <b>+34.2%</b> |

## 4. ABORIGINAL AND/OR TORRES STRAIT ISLANDER STATUS



Since 2014, data is recorded on Aboriginal and/or Torres Strait Islander status<sup>1</sup>. In 2016, a total of 621 practising solicitors who identified as Aboriginal and/or Torres Strait Islander. This represents 1.2% of all practising solicitors, which was comparable with 2014 (0.8%).

Table 4 shows that the highest proportion of Aboriginal and Torres Strait Islanders was recorded in the Northern Territory (1.8%), followed by New South Wales (1.6%).

Table 4 – Aboriginal and/or Torres Strait Islander status in 2016

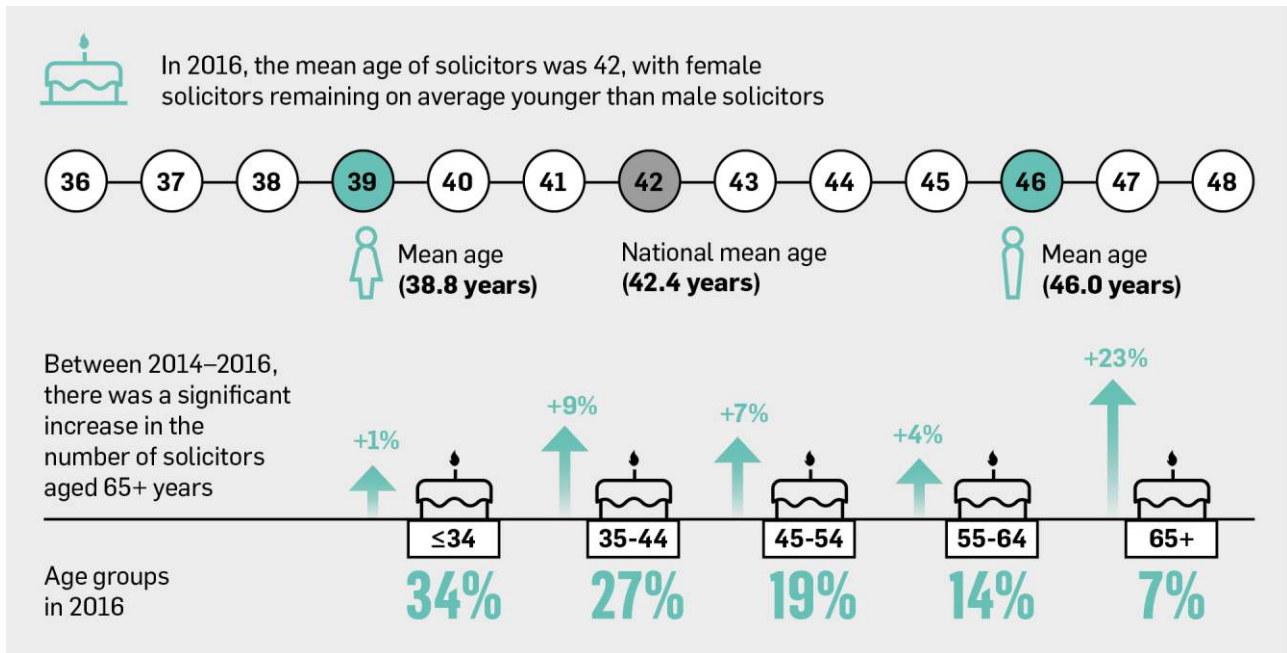
|   | NSW           | QLD           | WA           | SA           | ACT          | NT         | TAS        | Total         |
|---|---------------|---------------|--------------|--------------|--------------|------------|------------|---------------|
| Aboriginal and Torres Strait Islander (%) | 1.6%          | 0.6%          | 0.6%         | 0.5%         | 0.6%         | 1.8%       | 0.7%       | 1.2%          |
| Aboriginal and Torres Strait Islander (n) | 477           | 66            | 35           | 17           | 13           | 9          | 4          | 621           |
| <b>Total profession (N)</b>               | <b>30,150</b> | <b>10,922</b> | <b>5,428</b> | <b>3,694</b> | <b>2,119</b> | <b>507</b> | <b>545</b> | <b>53,365</b> |

Note: Data was available for all states and territories, with the exception of Victoria.

Of all 621 solicitors who identified as Aboriginal and/or Torres Strait Islander, a majority were female solicitors (53.1%) compared to 46.9% male solicitors

<sup>1</sup> Data was available for all states and territories, with the exception of Victoria.

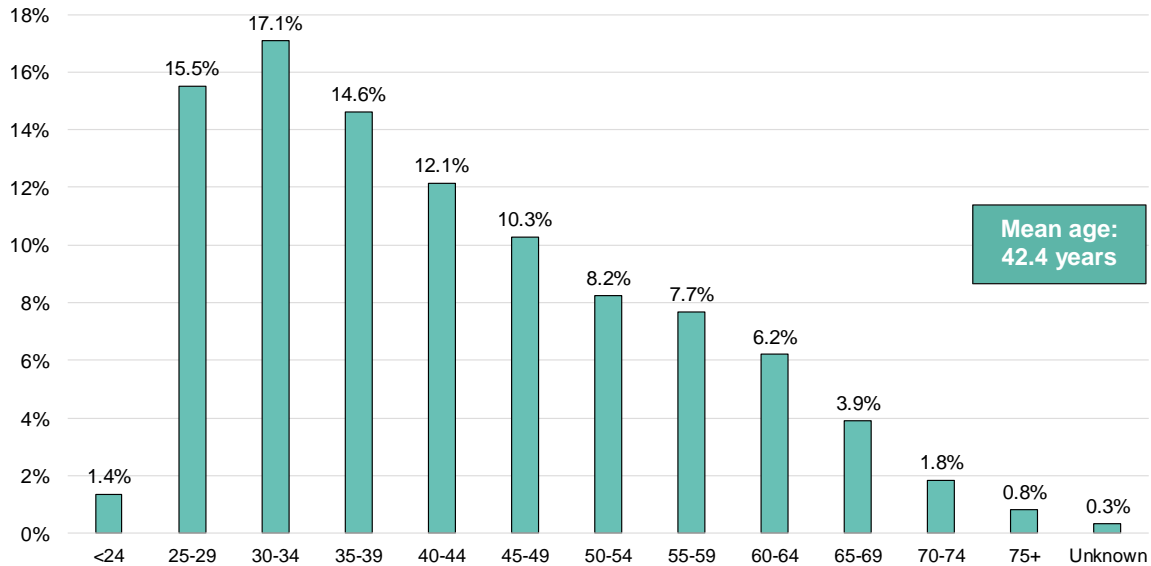
# 5. AGE



## 5.1. AGE PROFILE 2016

In 2016, the mean age of Australian solicitors was 42.4 years. As shown in Figure 5, the largest age groups were solicitors aged 30 to 34 years (17.1%), followed by solicitors aged 25 to 29 years (15.5%) and those aged 35-39 years (14.6%).

Figure 5 – Solicitor age in 2016



Base: N=71,509.

As shown in Table 5, the age profile was similar across all states and territories. Differences between the jurisdictions include:

- South Australia and Tasmania comprised on average slightly older solicitors than those in other jurisdictions (showing an average age of 43.7 years and 43.5 years respectively)



- the ACT and the Northern Territory comprised on average slightly younger solicitors (40.7 years and 40.8 years respectively)
- the Northern Territory and Queensland comprised the largest proportion of solicitors aged 29 years or younger (22.7% and 20.4% respectively)
- New South Wales, Victoria and South Australia comprised the largest proportion of solicitors aged 65 years or older (7.3% for all three jurisdictions).

Table 5 – Solicitor age by state/territory in 2016

|                            | <b>NSW</b>    | <b>VIC</b>    | <b>QLD</b>    | <b>WA</b>     | <b>SA</b>     | <b>ACT</b>    | <b>NT</b>     | <b>TAS</b>    | <b>Total</b>  |
|----------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| <i>N (solicitors)</i>      | 30,150        | 18,144        | 10,922        | 5,428         | 3,694         | 2,119         | 507           | 545           | <b>71,509</b> |
| <24                        | 1.0%          | 0.4%          | 3.2%          | 1.5%          | 2.5%          | 2.1%          | 3.0%          | 1.1%          | <b>1.4%</b>   |
| 25-29                      | 15.2%         | 14.6%         | 17.2%         | 17.0%         | 13.8%         | 16.1%         | 19.7%         | 18.7%         | <b>15.5%</b>  |
| 30-34                      | 16.2%         | 18.6%         | 16.6%         | 18.0%         | 14.8%         | 21.4%         | 18.3%         | 15.4%         | <b>17.1%</b>  |
| 35-39                      | 14.8%         | 15.5%         | 13.8%         | 13.7%         | 14.3%         | 12.7%         | 12.4%         | 11.7%         | <b>14.6%</b>  |
| 40-44                      | 11.9%         | 12.5%         | 12.5%         | 12.0%         | 10.4%         | 14.6%         | 11.2%         | 9.4%          | <b>12.1%</b>  |
| 45-49                      | 10.2%         | 9.9%          | 10.9%         | 11.7%         | 9.4%          | 9.6%          | 8.1%          | 9.4%          | <b>10.3%</b>  |
| 50-54                      | 8.6%          | 7.4%          | 8.2%          | 8.1%          | 10.2%         | 8.3%          | 9.7%          | 6.2%          | <b>8.2%</b>   |
| 55-59                      | 7.9%          | 7.6%          | 7.2%          | 7.3%          | 9.1%          | 6.9%          | 6.3%          | 9.7%          | <b>7.7%</b>   |
| 60-64                      | 6.4%          | 6.1%          | 5.5%          | 5.7%          | 8.2%          | 4.3%          | 6.7%          | 11.4%         | <b>6.2%</b>   |
| 65-69                      | 4.3%          | 4.0%          | 3.0%          | 3.2%          | 4.9%          | 2.5%          | 3.2%          | 4.8%          | <b>3.9%</b>   |
| 70-74                      | 2.0%          | 2.2%          | 1.2%          | 1.4%          | 1.9%          | 1.1%          | 0.0%          | 2.0%          | <b>1.8%</b>   |
| 75+                        | 1.0%          | 1.1%          | 0.2%          | 0.4%          | 0.5%          | 0.4%          | 1.2%          | 0.2%          | <b>0.8%</b>   |
| Unknown                    | 0.5%          | 0.0%          | 0.6%          | 0.0%          | 0.0%          | 0.0%          | 0.2%          | 0.0%          | <b>0.3%</b>   |
| <b>Total</b>               | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> |
| <i>Estimated mean age*</i> | 42.8          | 42.8          | 41.0          | 41.7          | 43.7          | 40.7          | 40.8          | 43.5          | 42.4          |

\* Mean age was estimated by using 23.5 years as the age value for the lowest age bracket, using 76.5 as the age value for the highest age bracket, and taking the mid-points of each other age bracket.

## 5.2. AGE PROFILE OVER TIME

Table 6 presents a comparison between the age profile for solicitors in 2011, 2014 and 2016. Overall, there has been a slight increase in the mean age of solicitors over time. In 2011, the mean age was 41.8 years, compared with 41.9 in 2014 and 42.4 years in 2016.

Between 2014 and 2016:

- the youngest age cohort (24 years or younger) decreased by -14.9%, representing the strongest decrease compared to all other age brackets
- the oldest age cohort (65 years and over) markedly increased by +23.0%
- age groups 35-39 and 45-49 also notably increased by +12.7% and +14.3% respectively.

Table 6 – Solicitor age in 2011, 2014 and 2016

| Years           | Number of solicitors (N)* |               |               | Change 2014-16 |
|-----------------|---------------------------|---------------|---------------|----------------|
|                 | 2011**                    | 2014          | 2016          | %              |
| <24             | 1,055                     | 1,140         | 970           | -14.9%         |
| 25-29           | 9,651                     | 11,252        | 11,092        | -1.4%          |
| 30-34           | 9,400                     | 11,598        | 12,212        | +5.3%          |
| 35-39           | 7,668                     | 9,274         | 10,452        | +12.7%         |
| 40-44           | 6,487                     | 8,367         | 8,680         | +3.7%          |
| 45-49           | 5,500                     | 6,437         | 7,357         | +14.3%         |
| 50-54           | 5,366                     | 6,002         | 5,893         | -1.8%          |
| 55-59           | 4,647                     | 5,495         | 5,502         | +0.1%          |
| 60-64           | 3,188                     | 4,039         | 4,436         | +9.8%          |
| 65-69           | 1,607                     | 2,444         | 2,792         | +14.2%         |
| 70-74           | 614                       | 927           | 1,322         | +42.6%         |
| 75+             | 297                       | 441           | 575           | +30.4%         |
| Unknown         | 237                       | 315           | 226           | -28.3%         |
| <b>Total</b>    | <b>55,717</b>             | <b>67,731</b> | <b>71,509</b> | <b>+5.6%</b>   |
| <i>Mean age</i> | <i>41.8</i>               | <i>41.9</i>   | <i>42.4</i>   | <i>1.1%</i>    |

} 65+ years: +23.0%

Notes:

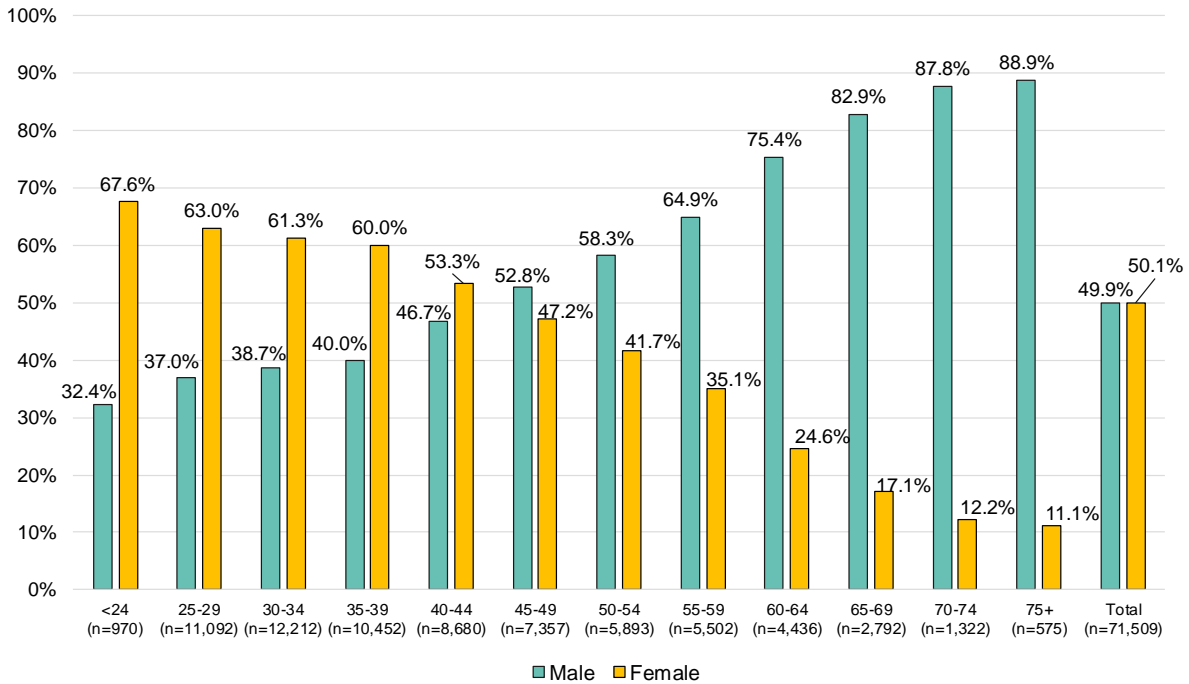
\* Data for 2011, 2014 and 2016 comprised data for Victoria based on number of solicitor roles, rather than on number of individual solicitors.

\*\* In 2011, age profile data was missing for Tasmania and the ACT. Therefore, data only shows a comparison over time between 2014 and 2016.

### 5.3. AGE BY GENDER

As shown in Figure 6, the age profile of solicitors differed substantially by gender. Overall, female solicitors were more strongly represented than males in age brackets under 44 years old, while male solicitors were more strongly represented than females in age brackets 45 years or more.

Figure 6 – Age profile of solicitors by gender



Given the stronger representation of female solicitors in younger age brackets, the mean age of females (38.8 years) was markedly lower than that of male solicitors (46.0 years). Moreover, this trend has not changed considerably since 2011.

More specifically, Table 7 shows that in 2016, over four in ten (42.3%) of all female solicitors were aged 34 years or younger, compared to one quarter (25.6%) of male solicitors. Conversely, 11.2% of male solicitors were aged 65 years or older, compared to 2.0% of females.

Table 7 – Solicitor age by gender\*

| Years                  | Male          |               |               | Female        |               |               |
|------------------------|---------------|---------------|---------------|---------------|---------------|---------------|
|                        | N             | %             | %             | N             | %             | %             |
| <24                    | 314           | 0.9%          |               | 656           | 1.8%          |               |
| 25-29                  | 4,108         | 11.5%         | 25.6%         | 6,984         | 19.5%         | 42.3%         |
| 30-34                  | 4,725         | 13.2%         |               | 7,487         | 20.9%         |               |
| 35-39                  | 4,176         | 11.7%         | 23.0%         | 6,276         | 17.5%         | 30.5%         |
| 40-44                  | 4,052         | 11.3%         |               | 4,628         | 12.9%         |               |
| 45-49                  | 3,885         | 10.9%         | 20.5%         | 3,472         | 9.7%          | 16.6%         |
| 50-54                  | 3,433         | 9.6%          |               | 2,460         | 6.9%          |               |
| 55-59                  | 3,571         | 10.0%         | 19.4%         | 1,931         | 5.4%          | 8.4%          |
| 60-64                  | 3,344         | 9.4%          |               | 1,092         | 3.1%          |               |
| 65-69                  | 2,314         | 6.5%          | 11.2%         | 478           | 1.3%          | 2.0%          |
| 70-74                  | 1,161         | 3.3%          |               | 161           | 0.4%          |               |
| 75+                    | 511           | 1.4%          |               | 64            | 0.2%          |               |
| Unknown                | 116           | 0.3%          |               | 110           | 0.3%          |               |
| <b>Total</b>           | <b>35,710</b> | <b>100.0%</b> | <b>100.0%</b> | <b>35,799</b> | <b>100.0%</b> | <b>100.0%</b> |
| <i>Mean age 2016**</i> |               | 46.0          |               |               | 38.8          |               |
| <i>Mean age 2014</i>   |               | 45.7          |               |               | 37.9          |               |
| <i>Mean age 2011</i>   |               | 45.6          |               |               | 37.4          |               |

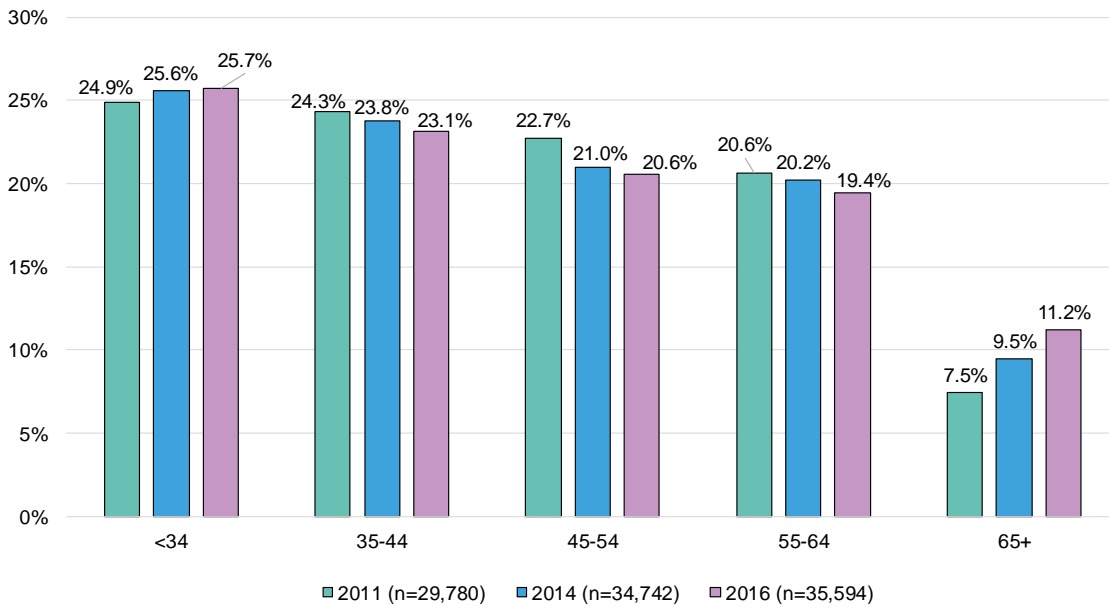
Notes:

\* Data comprised data for Victoria based on number of solicitor roles, rather than on number of individual solicitors.

\*\* Mean age was estimated by using 23.5 years as the age value for the lowest age bracket, using 76.5 as the age value for the highest age bracket, and taking the mid-points of each other age bracket.

Figure 7 shows the proportion of *male solicitors* in each age bracket in 2011, 2014 and 2016. Between 2011 and 2016, there was a pronounced increase in the proportion of male solicitors aged 65 years and over (from 7.5% to 11.2%). Conversely, the proportion of male solicitors aged 35-44 years, 45-54 years and 55-64 years slightly decreased over time.

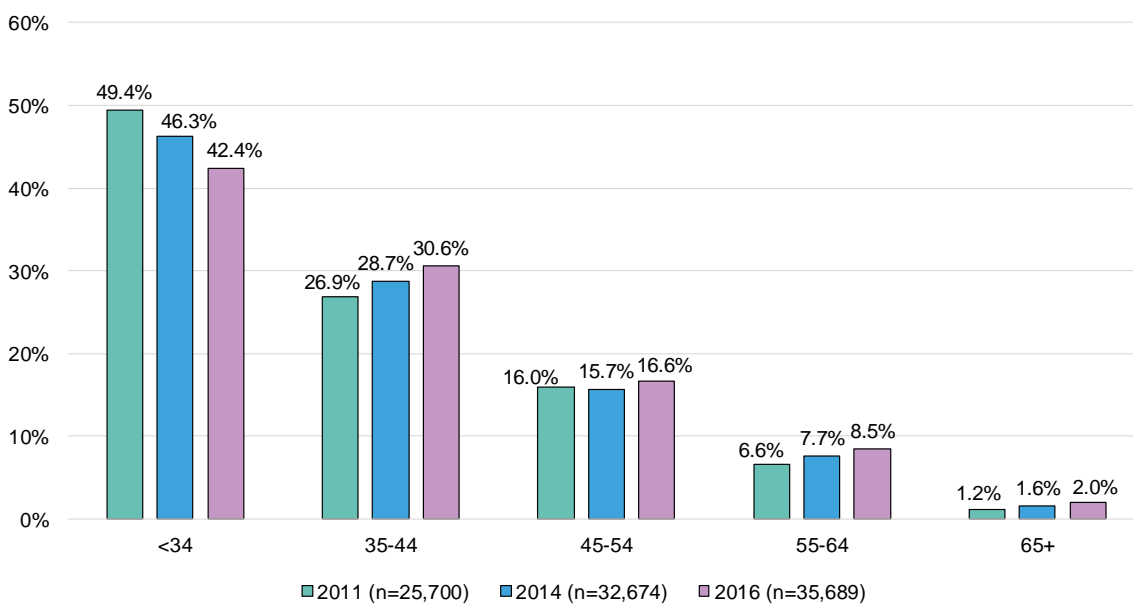
Figure 7 – Male solicitors by age in 2011, 2014 and 2016



Note: Data for 2011 excluded the ACT and TAS (missing data).

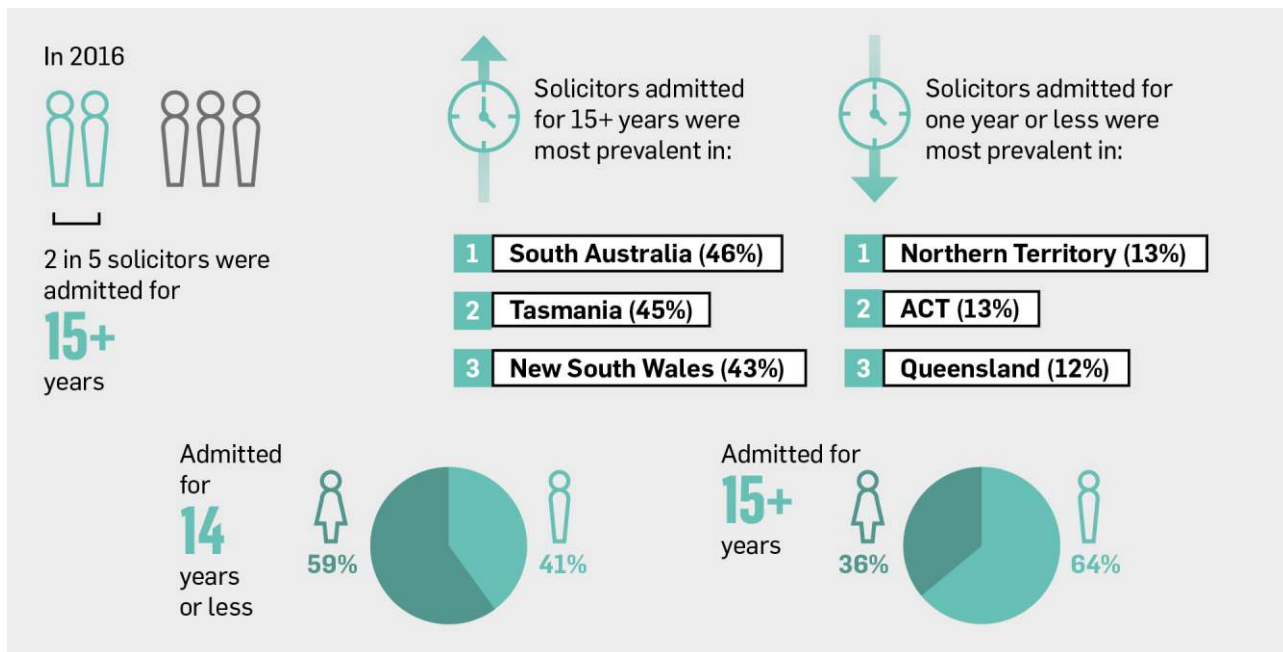
Figure 8 shows the proportion of *female solicitors* in each age bracket in 2011, 2014 and 2016. Between 2011 and 2016, the proportion of female solicitors aged 34 years or younger decreased notably (from 49.4% to 42.4%). Conversely, the proportion of females aged 35-44 years increased from 26.9% to 30.6%. The remaining older age brackets showed minor increases in the proportion of female solicitors.

Figure 8 – Female solicitors by age in 2011, 2014 and 2016



Note: Data for 2011 excluded the ACT and TAS (missing data).

## 6. YEARS SINCE ADMISSION

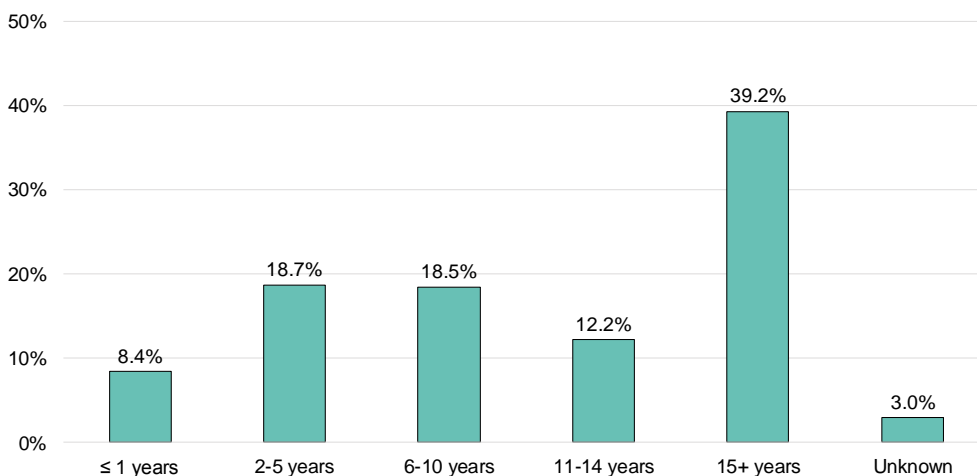


### 6.1. YEARS SINCE ADMISSION IN 2016

Years since admission figures indicate the number of years since solicitors were admitted in their particular jurisdiction as at the date on which the data were extracted from the Law Societies' databases. 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).

In 2016, nearly two in five (39.2%) solicitors were admitted for 15 years or longer, while less than one in ten solicitors (8.4%) were registered for one year or less (see Figure 9). Nearly one in five solicitors were either admitted for 2 to 5 years, or for 6 to 10 years (18.7% and 18.5% respectively).

Figure 9 – Years since admission in 2016



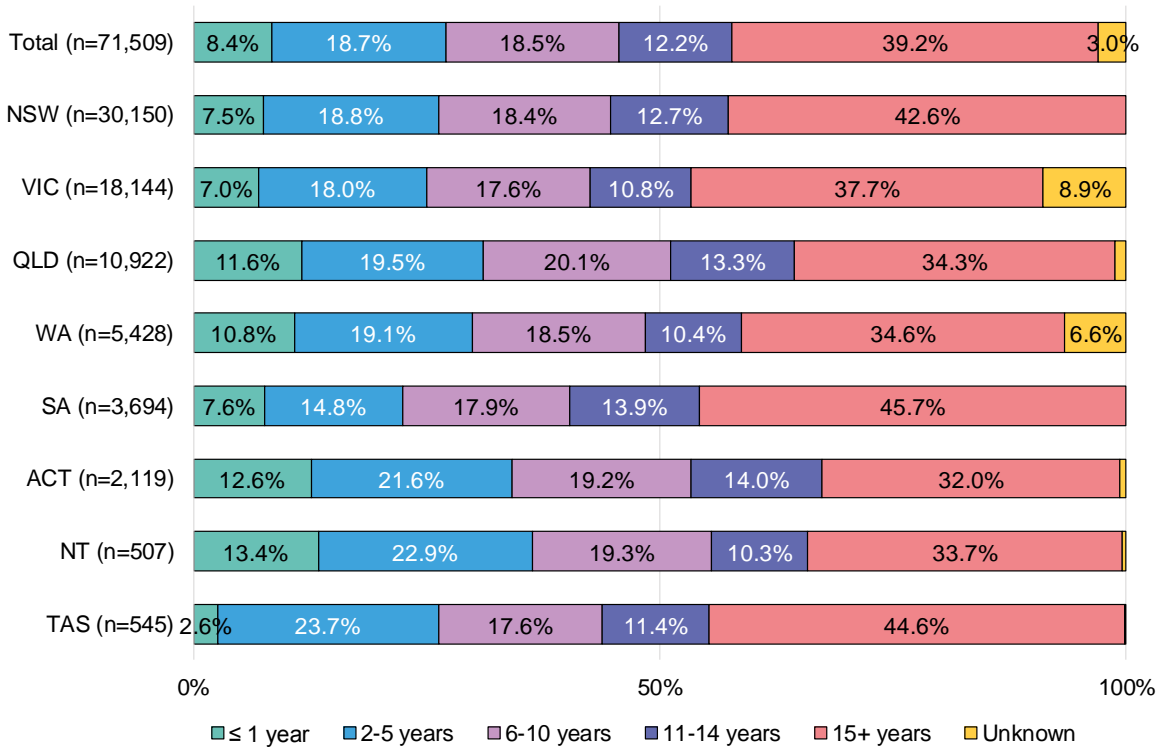
Base: N=71,509.

As shown in Figure 10, key differences between the jurisdictions include the following:

- the Northern Territory had the highest proportion of solicitors admitted for one year or less (13.4%), followed by the ACT (12.6%) and Queensland (11.6%)

- South Australia had the highest proportion of solicitors admitted for 15 years or more (45.7%), followed by Tasmania (44.6%) and New South Wales (42.6%).

Figure 10 – Years since admission by state/territory



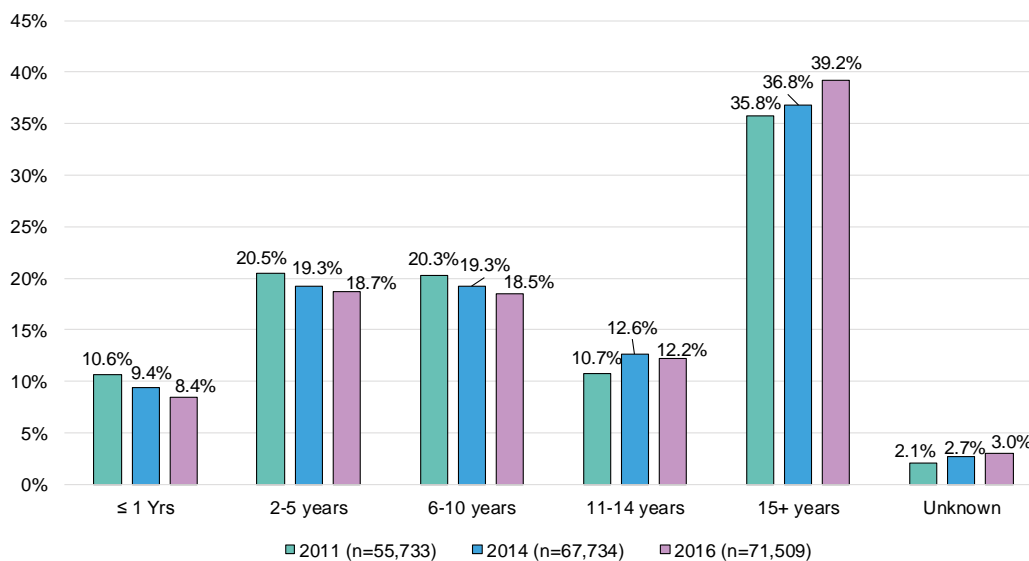
## 6.2. YEARS SINCE ADMISSION OVER TIME

Figure 11 shows that between 2011 and 2016 there was a decline in the proportion of solicitors admitted for less than 10 years. More specifically, results show that between 2011 and 2016, the proportion of solicitors admitted:

- in the past 12 months decreased from 10.6% to 8.4%
- between 2-5 years decreased from 20.5% to 18.7%
- between 6-10 years decreased from 20.3% to 18.5%.

Conversely, there was an increase in the proportion of solicitors admitted for 15 years or more (from 35.8% to 39.2%).

Figure 11 – Years since admission in 2011, 2014 and 2016



Note: Data for 2011 excluded the ACT and TAS (missing data).

### 6.3. YEARS SINCE ADMISSION BY GENDER

Table 8 shows that the 2016 profile of female solicitors was characterised by a large proportion of relatively newly admitted solicitors, with the majority (54.6%) of all females having been admitted in the past 10 years, compared with 36.5% of males. Conversely, the majority (60.9%) of all male practitioners had been admitted for more than 10 years, compared with 42.0% of female practitioners.

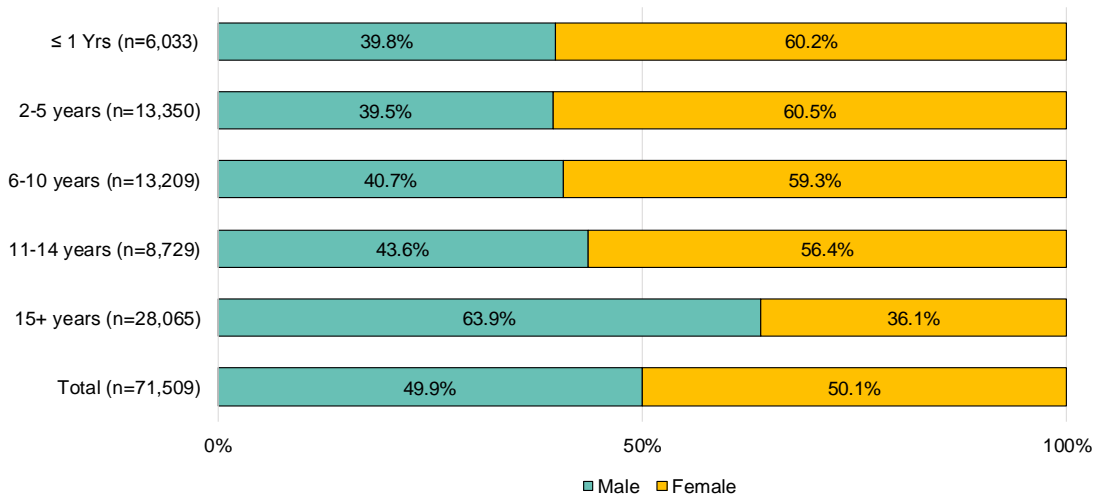
Table 8 – Years since admission by gender in 2016

|              | Male          |               |               | Female        |               |               | Total         |               |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
|              | N             | %             | %             | N             | %             | %             | N             | %             |
| ≤ 1 year     | 2,402         | 6.7%          |               | 3,631         | 10.1%         |               | 6,033         | 8.4%          |
| 1-5 years    | 5,274         | 14.8%         | 36.5%         | 8,076         | 22.6%         | 54.6%         | 13,350        | 18.7%         |
| 6-10 years   | 5,373         | 15.0%         |               | 7,836         | 21.9%         |               | 13,209        | 18.5%         |
| 11-14 years  | 3,802         | 10.6%         | 60.9%         | 4,927         | 13.8%         | 42.0%         | 8,729         | 12.2%         |
| 15+ years    | 17,942        | 50.2%         |               | 10,123        | 28.3%         |               | 28,065        | 39.2%         |
| Unknown      | 917           | 2.6%          | 2.6%          | 1,206         | 3.4%          | 3.4%          | 2,123         | 3.0%          |
| <b>Total</b> | <b>35,710</b> | <b>100.0%</b> | <b>100.0%</b> | <b>35,799</b> | <b>100.0%</b> | <b>100.0%</b> | <b>71,509</b> | <b>100.0%</b> |

The changing gender profile of the profession partly reflects the fact that in more female than male solicitors were admitted in the past 14 years (see Figure 12). For example, females comprised approximately three fifths of all solicitors (both male and female) admitted in the past 12 months (60.2%), and between 2-5 years (60.5%), and 6-10 years (59.3%). Conversely, solicitors admitted for more than 15 years comprised 63.9% males, compared to 36.1% females.



Figure 12 – Years since admission by gender



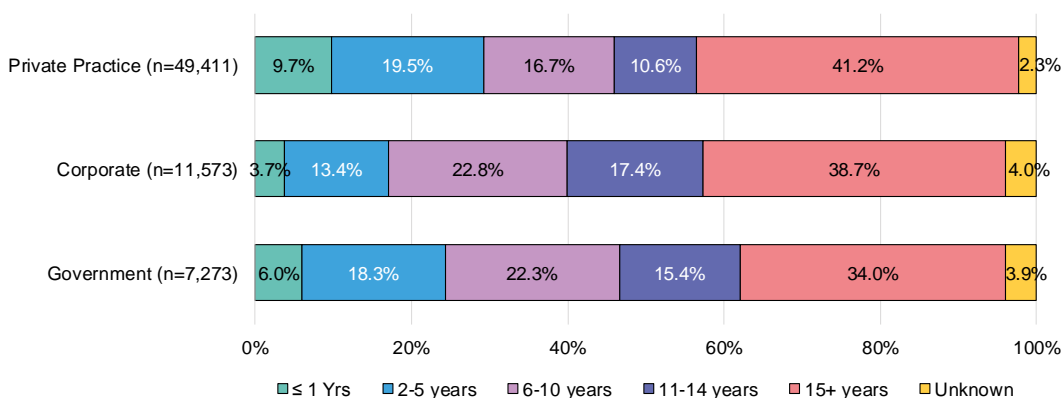
## 6.4. YEARS SINCE ADMISSION BY EMPLOYMENT SECTOR

Considering the admission profile according to employment sector, Figure 13 shows that solicitors admitted for 15 years or more were most concentrated in private practice (41.2%). However, the proportion of solicitors admitted 15 years or more ago working in the corporate sector and government was also considerable (38.7% and 34.0% respectively).

Other key findings include:

- private practice had the highest representation of solicitors admitted for one year or less (9.7%), compared to government and corporate (6.0% and 3.7% respectively)
- private practice and government comprised a similar proportion of solicitors admitted for 2 to 5 years (19.5% and 18.3% respectively), while the corporate sector represented a markedly lower proportion of solicitors admitted for 2 to 5 years (13.4%)
- the corporate sector comprised the highest proportion of solicitors admitted for 11 to 14 years (17.4%), followed by government (15.4%) and private practice (10.6%).

Figure 13 – Years since admission by employment sector



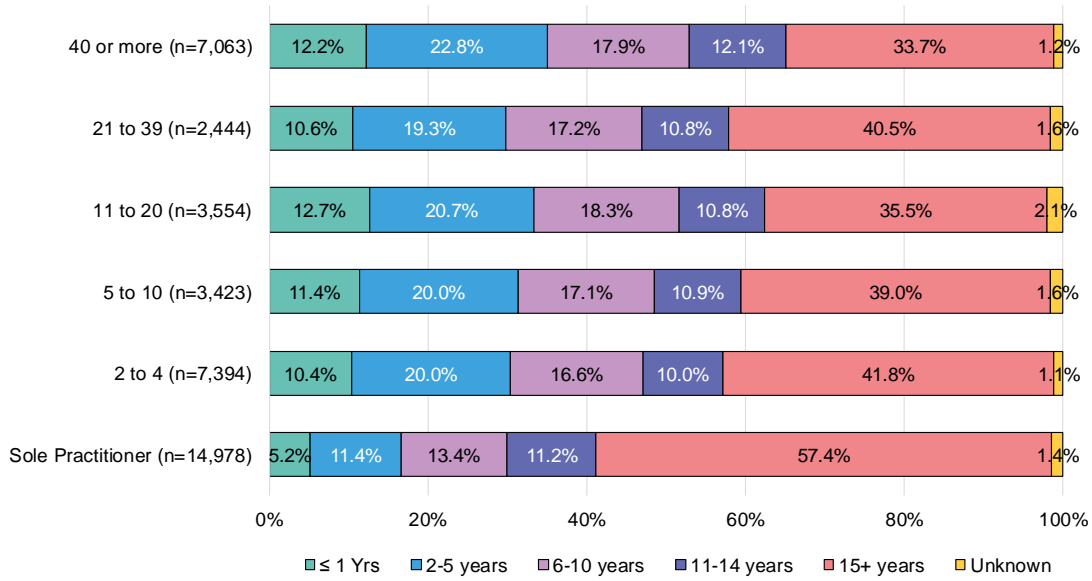
Notes:

1) Data for Tasmania excluded data on government solicitors (missing data). This may therefore result in an underrepresentation of government solicitors.

2) Data comprised data for Victoria based on number of solicitor roles, rather than on number of individual solicitors.

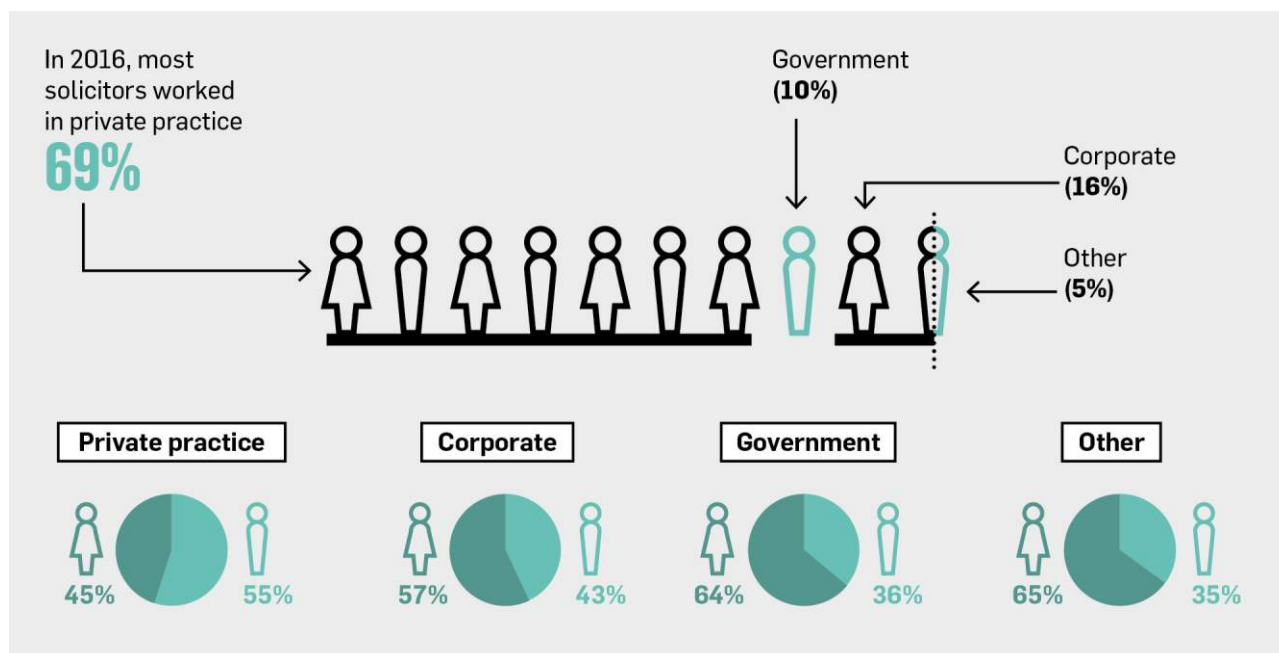
Within private practice, the years since admission profile varied according to firm size (see Figure 14). As might be expected, sole practitioners tend to have been admitted for a longer period of time, whereas small, medium and larger firms tend to have a higher proportion of solicitors admitted for 5 years or less.

Figure 14 – Years since admission by firm size – private practice only



Note: Excluded Tasmania (missing data).

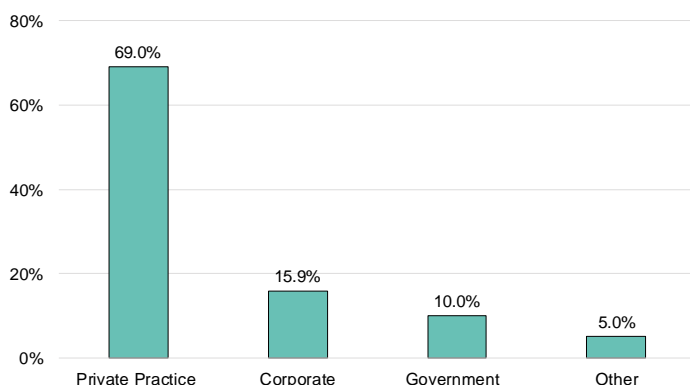
## 7. EMPLOYMENT SECTOR



### 7.1. EMPLOYMENT SECTORS IN 2016

As at October 2016, the majority of practising solicitors in Australia were private practitioners (69.0%), followed by 15.9% working as corporate solicitors, and 10.0% working as government solicitors (see Figure 15). This breakdown was similar to 2014.

Figure 15 – Solicitor employment sector in 2016



Base: N=73,307.

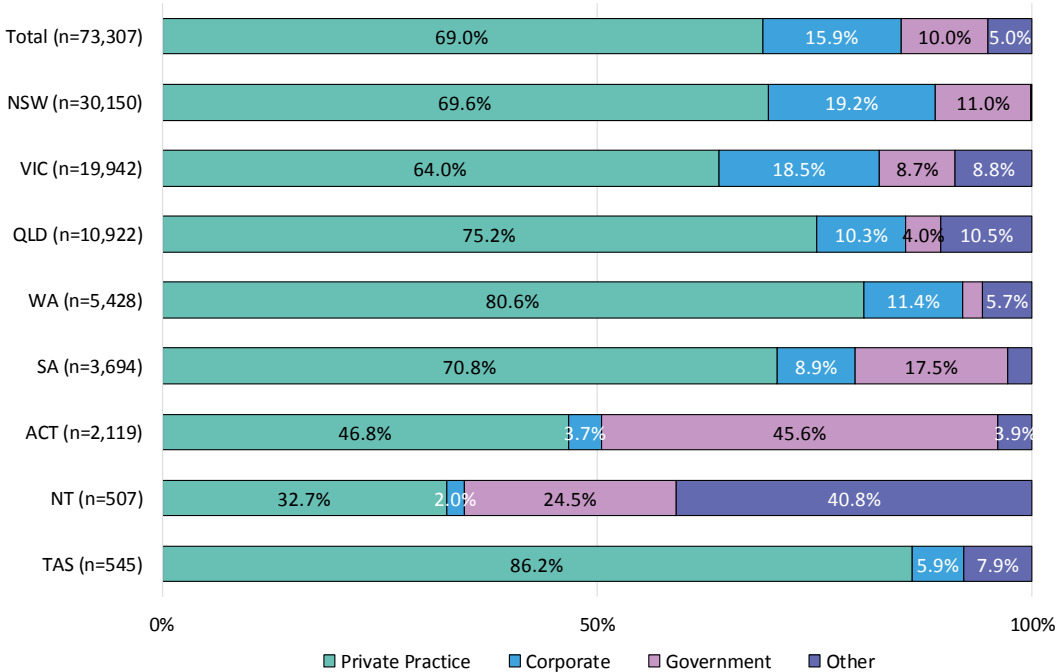
Note: The total sample (N=73,307) included data for Victoria based on number of solicitor roles, rather than on number of individual solicitors. Therefore, the total sample was higher than the total number of solicitors in 2016 (N=71,509).

As shown in Figure 16, private practice comprised the great majority of solicitors in every state and territory, with the exception of the ACT and the Northern Territory. More specifically, data shows that in 2016:

- Tasmania had the highest proportion of solicitors working in private practice (86.2%), followed by Western Australia (80.6%) and Queensland (75.2%)
- the ACT comprised similar proportions of solicitors work in private practice (46.8%), as in government (45.6%)

- the Northern Territory had the highest concentration of solicitors working in other sectors<sup>2</sup> (40.8%), whilst this was around 10% or less in other states and territories
- the ACT had the highest proportion of government solicitors (45.6%), followed by the Northern Territory (27.2%) and South Australia (17.5%).

Figure 16 – Solicitor employment sector by state/territory



Notes:

1) Data for Victoria was based on number of solicitor roles, rather than on number of individual solicitors.

2) Data for Tasmania did not include data on government solicitors (missing data). This may therefore result in an underrepresentation of government solicitors.

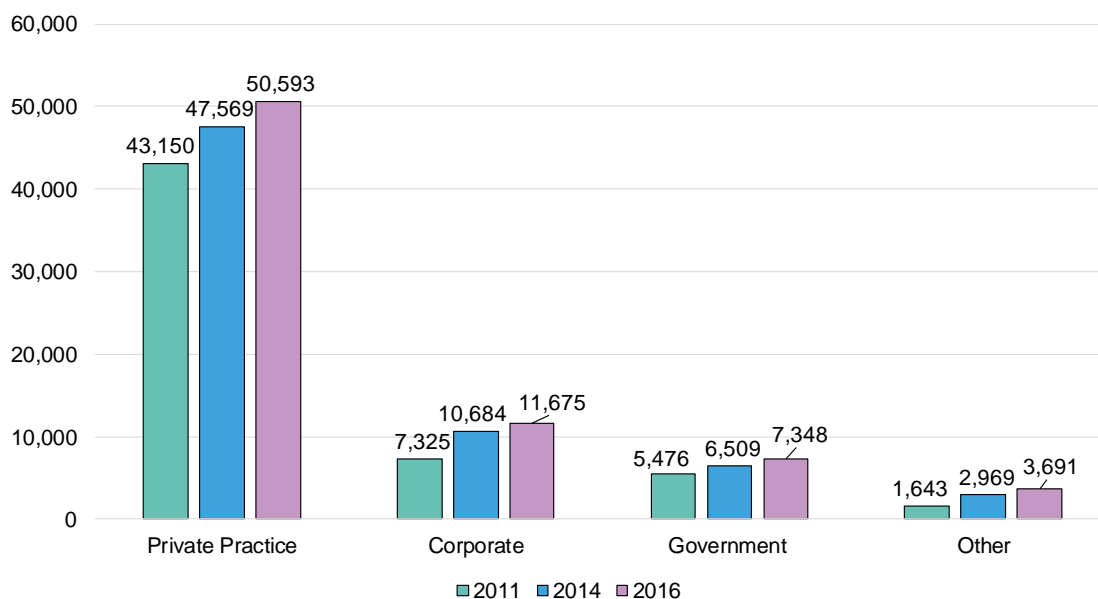
## 7.2. EMPLOYMENT SECTORS OVER TIME

Figure 17 and Table 9 show the number of solicitors by major employment sector in 2011, 2014 and 2016, indicating a steady increase in the number of practising solicitors working in each sector.

This growth was most pronounced in ‘other’ employment sectors, which doubled in number of practising solicitors between 2011 and 2016 (+124.75%). Between 2011 and 2016, the number of solicitors working in the corporate sector increased by +59.4%, in government by 34.2% and in private practice, by 17.2%.

<sup>2</sup> The term ‘other sectors’ refers to sectors other than private practice, corporate and government.

Figure 17 – Solicitor employment sector in 2011, 2014 and 2016



Notes:

- 1) For all three reporting years, data for Victoria was based on number of solicitor roles, rather than on number of individual solicitors.
- 2) For all three reporting years, data for Tasmania did not include data on government solicitors (missing data). This may therefore result in an underrepresentation of government solicitors.

Table 9 – Solicitor employment sector in 2011, 2014 and 2016

|                  | 2011          | 2014          | 2016          | Change       |             |              |
|------------------|---------------|---------------|---------------|--------------|-------------|--------------|
|                  |               |               |               | 2011-14      | 2014-16     | 2011-16      |
| Private Practice | 43,150        | 47,569        | 50,593        | +10.2%       | 6.4%        | 17.2%        |
| Corporate        | 7,325         | 10,684        | 11,675        | +45.9%       | 9.3%        | 59.4%        |
| Government       | 5,476         | 6,509         | 7,348         | +18.9%       | 12.9%       | 34.2%        |
| Other            | 1,643         | 2,969         | 3,691         | +80.7%       | 24.3%       | 124.7%       |
| <b>Total</b>     | <b>57,594</b> | <b>67,731</b> | <b>73,307</b> | <b>17.6%</b> | <b>8.2%</b> | <b>27.3%</b> |

Notes:

- 1) For all three reporting years, data for Victoria was based on number of solicitor roles, rather than on number of individual solicitors.
- 2) For all three reporting years, data for Tasmania did not include data on government solicitors (missing data). This may therefore result in an underrepresentation of government solicitors.

### 7.3. EMPLOYMENT SECTORS BY GENDER

Figure 18 shows the gender distribution by sector for 2016. Overall, male solicitors represented a majority in private practice (54.7% compared to 45.3% females), while females comprised a majority in all other major employment sectors (65.0% in ‘other’ employment sectors, 63.9% in government, and 57.4% in the corporate sector).

Figure 18 – Employment sector by gender

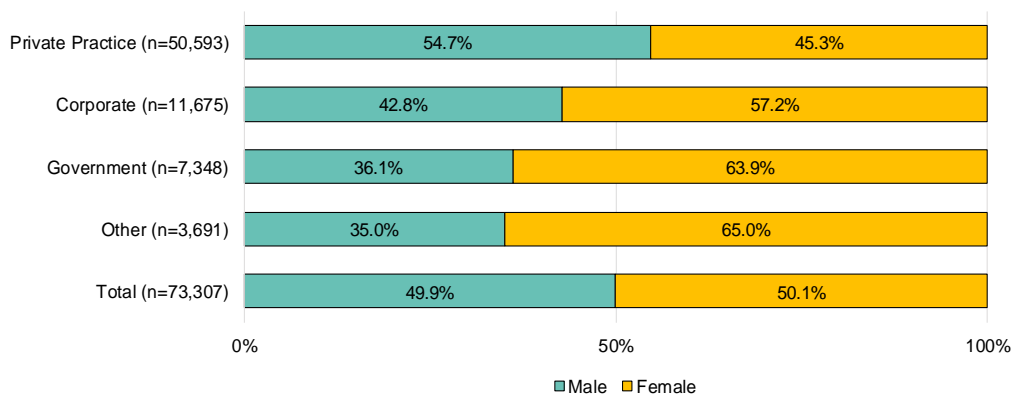


Table 10 shows the ratio of female to male solicitors by sector. For example, a 0.8 ratio refers to a 0.8 female solicitor for every male solicitor.

Key differences between the states and territories include the following:

the ACT showed the highest female to male ratio for private practice (1.1), indicating that females represented a slight majority compared to males

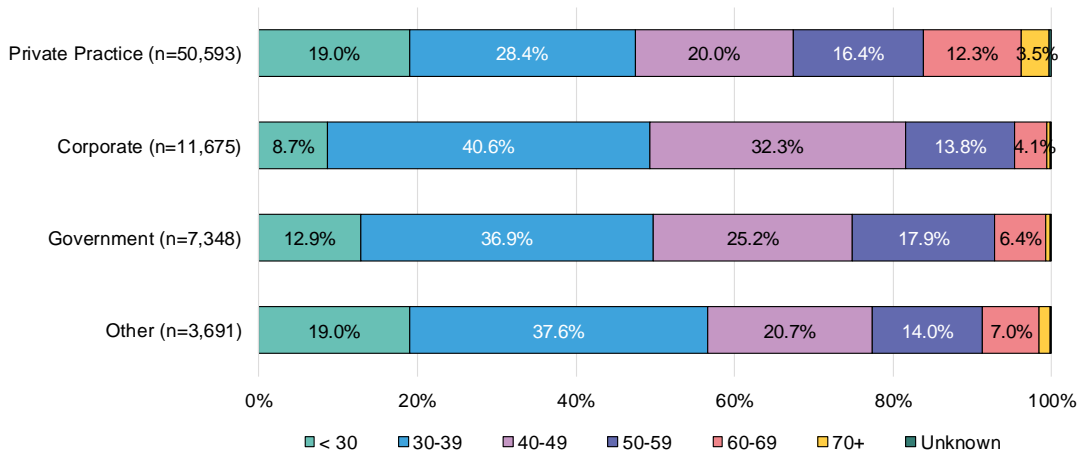
- South Australia, Victoria and New South Wales showed the highest female to male ratio for government (2.1, 1.9 and 1.8 respectively), indicating that the number of females working in government was approximately double the number of male solicitors
- New South Wales and Victoria showed the highest female to male ratio for ‘other’ employment sectors (2.6 and 2.1 respectively), indicating that the number of females working in ‘other’ employment sectors was at least twice the number of male solicitors.

Table 10 – Ratio of female to male solicitors

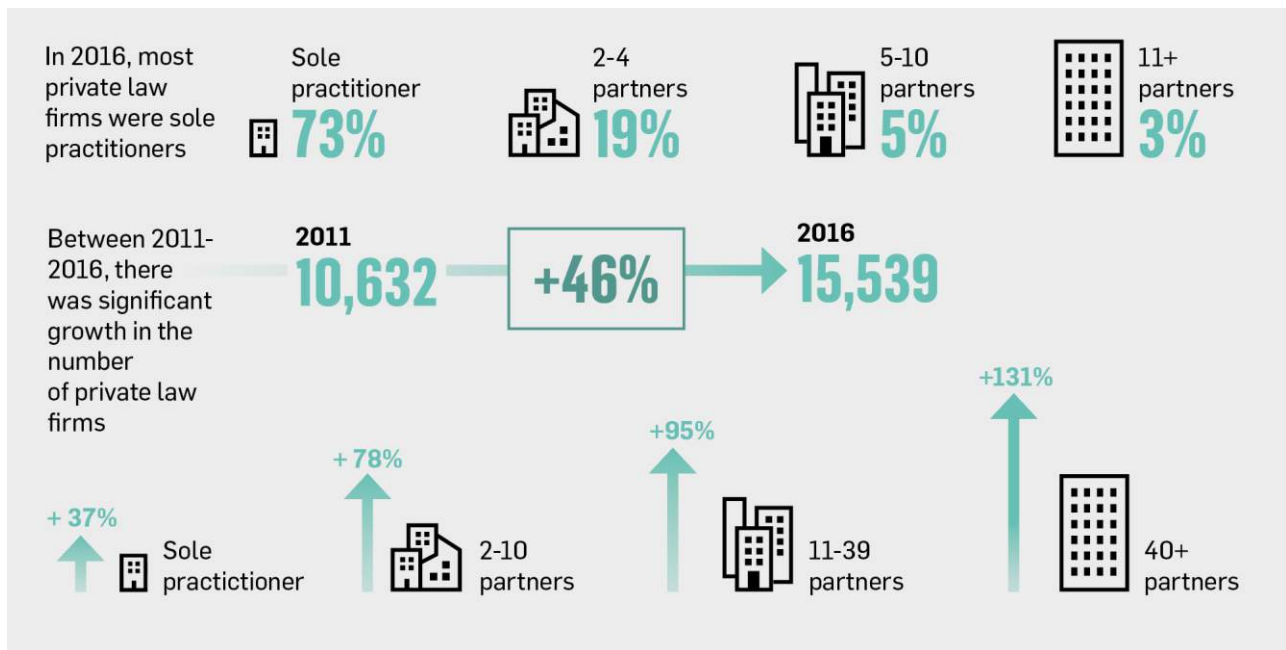
|                       | NSW    | VIC    | QLD    | WA    | SA    | ACT   | NT  | TAS | Total  |
|-----------------------|--------|--------|--------|-------|-------|-------|-----|-----|--------|
| <i>N (solicitors)</i> | 30,150 | 19,942 | 10,922 | 5,428 | 3,694 | 2,119 | 507 | 545 | 73,307 |
| Private Practice      | 0.8    | 0.8    | 0.8    | 0.8   | 0.8   | 1.1   | 0.9 | 0.9 | 0.8    |
| Corporate             | 1.4    | 1.3    | 1.2    | 1.2   | 1.5   | 1.4   | 1.0 | 1.0 | 1.3    |
| Government            | 1.8    | 1.9    | 1.4    | 1.5   | 2.1   | 1.5   | 1.3 | 1.3 | 1.8    |
| Other                 | 2.6    | 2.1    | 1.6    | 1.9   | 1.4   | 1.2   | 2.0 | 2.0 | 1.9    |

Figure 19 shows the age profile for each employment sector. Overall, younger solicitors (aged 30 years or younger) were most concentrated in private practice and ‘other’ employment sectors (19.0% and 18.6% respectively). However, private practice also included the highest proportion of solicitors aged 60 years or over (15.8%). The corporate sector comprised the highest proportion of solicitors aged 30-39 years, and aged 40-49 years (40.6% and 32.3% respectively).

Figure 19 – Employment sector by age



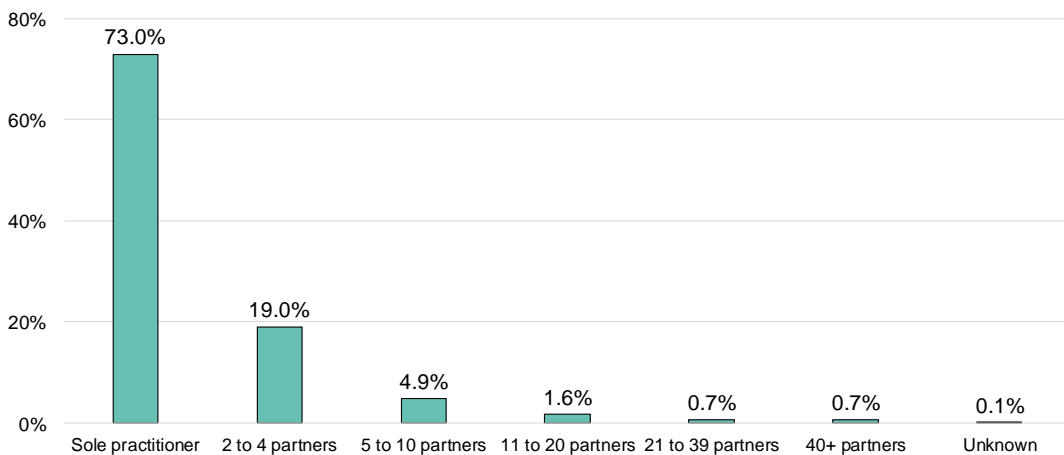
## 8. PRIVATE LAW FIRMS



### 8.1. PRIVATE LAW FIRMS IN 2016

In October 2016, there were 15,539 private law firms operating in Australia. The majority of law firms (73.0%) were sole practitioner firms (firms with one principal), followed by 19.0% of firms with 2 to 4 partners. The remaining types of law firms comprised less than 5% of the total firms, as shown in Figure 20.

Figure 20 – Private practice law firms in 2016



Base: N=15,539 private law firms.

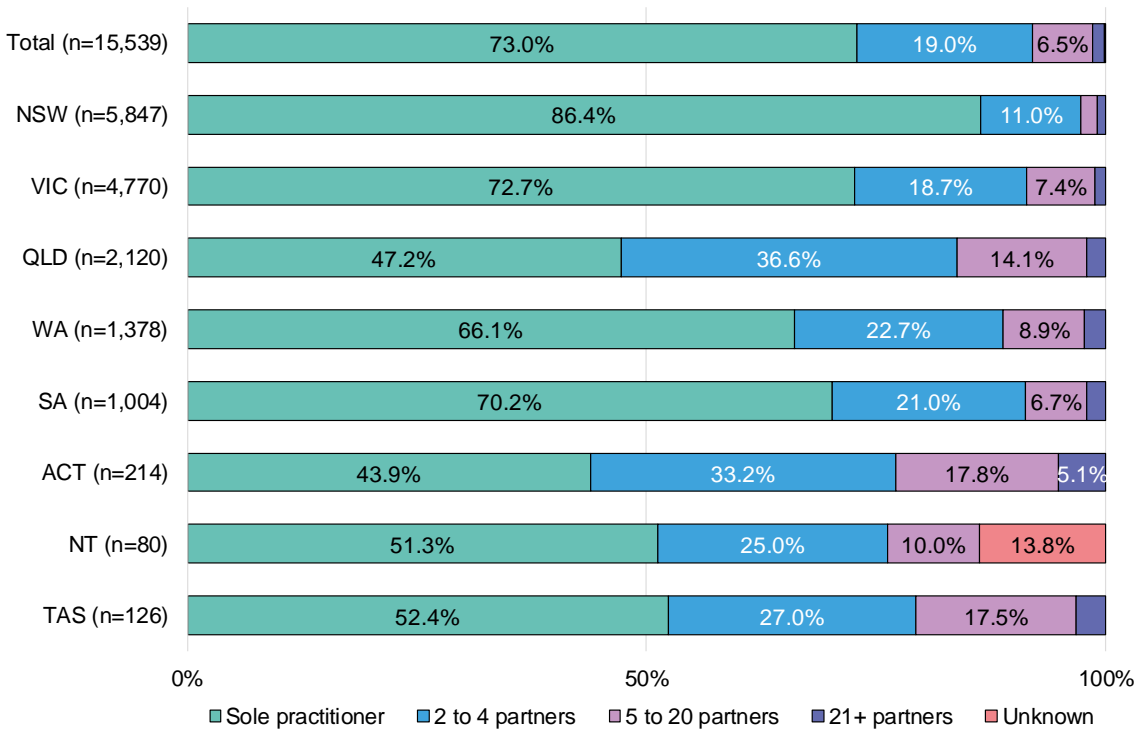
Figure 21 comprises a breakdown by states and territories, showing that:

- sole practitioner firms were most prevalent in New South Wales, Victoria, and South Australia (86.4%, 72.7% and 70.2% respectively)
- firms with 2 to 4 partners were most strongly represented in Queensland and the ACT (36.6% and 33.2% respectively)



- the ACT also comprised the highest concentration of firms with 5 to 20 partners, and with 21 or more partners (17.8% and 5.1% respectively).

Figure 21 – Proportion of different types of private law firms by state/territory



### 8.1.1. Private law firms over time

When looking at the number of private firms operating nationally, data shows that between 2011 and 2016, the number of private law firms has increased considerably (see Table 11, Figure 22).

More specifically, in 2016 there were 15,539 law firms, a 46.2% increase from 10,632 in 2011.

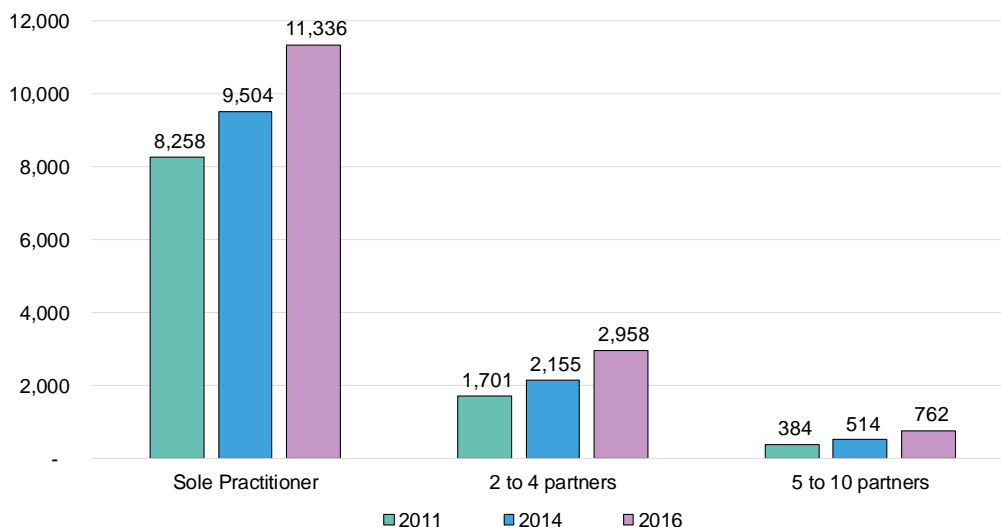
Data also shows that each type of law firm – no matter the number of partners – increased steadily over time. More specifically, between 2011 and 2016, large firms with 40+ partners doubled in number (+130.6%), and a similar trend was observable for small/medium sized firms with 5-10 partners (+98.4%), 11-20 partners (+97.7%), and 21-39 partners (+89.1%).

Table 11 – Firm size in 2011, 2014 and 2016 (private practice only)

|                   | Number of firms |               |               | Change        |               |               |
|-------------------|-----------------|---------------|---------------|---------------|---------------|---------------|
|                   | 2011            | 2014          | 2016          | 2011-14       | 2014-16       | 2011-16       |
| Sole Practitioner | 8,258           | 9,504         | 11,337        | +15.1%        | +19.3%        | +37.3%        |
| 2 to 4 partners   | 1,701           | 2,155         | 2,958         | +26.7%        | +37.3%        | +73.9%        |
| 5 to 10 partners  | 384             | 514           | 762           | +33.9%        | +48.2%        | +98.4%        |
| 11 to 20 partners | 129             | 159           | 255           | +23.3%        | +60.4%        | +97.7%        |
| 21 to 39 partners | 55              | 74            | 104           | +34.5%        | +40.5%        | +89.1%        |
| 40+ partners      | 49              | 77            | 113           | +57.1%        | +46.8%        | +130.6%       |
| Unknown           | 56              | -             | 11            | -100.0%       | NA            | -80.4%        |
| <b>Total</b>      | <b>10,632</b>   | <b>12,483</b> | <b>15,539</b> | <b>+17.4%</b> | <b>+24.5%</b> | <b>+46.2%</b> |

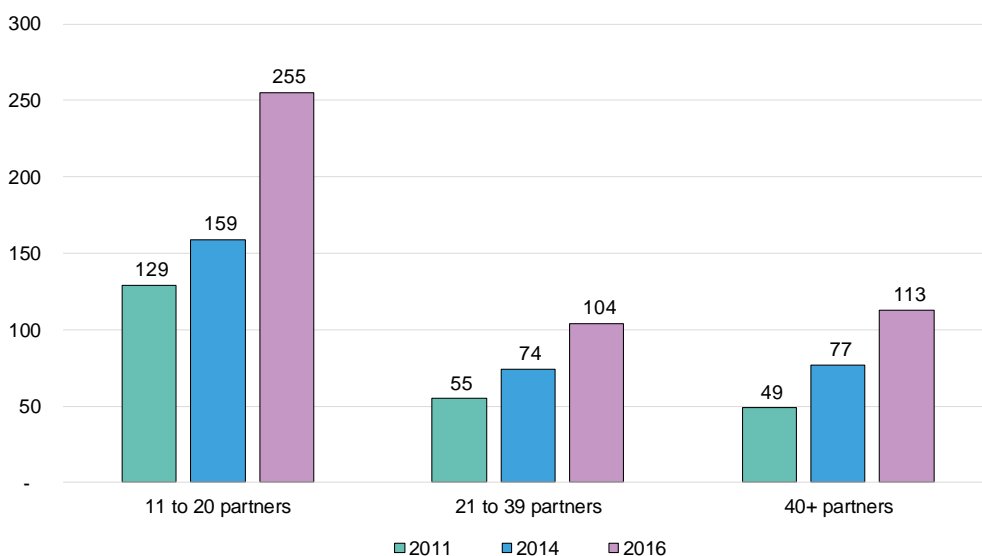
Note: For 2014, data was missing on the number of sole practitioner firms for Western Australia.

Figure 22 – Number of private law firms in 2011, 2014 and 2016



Note: For 2014, data was missing on the number of sole practitioner firms for Western Australia.

Figure 22 – Number of private law firms in 2011, 2014 and 2016 (cont)



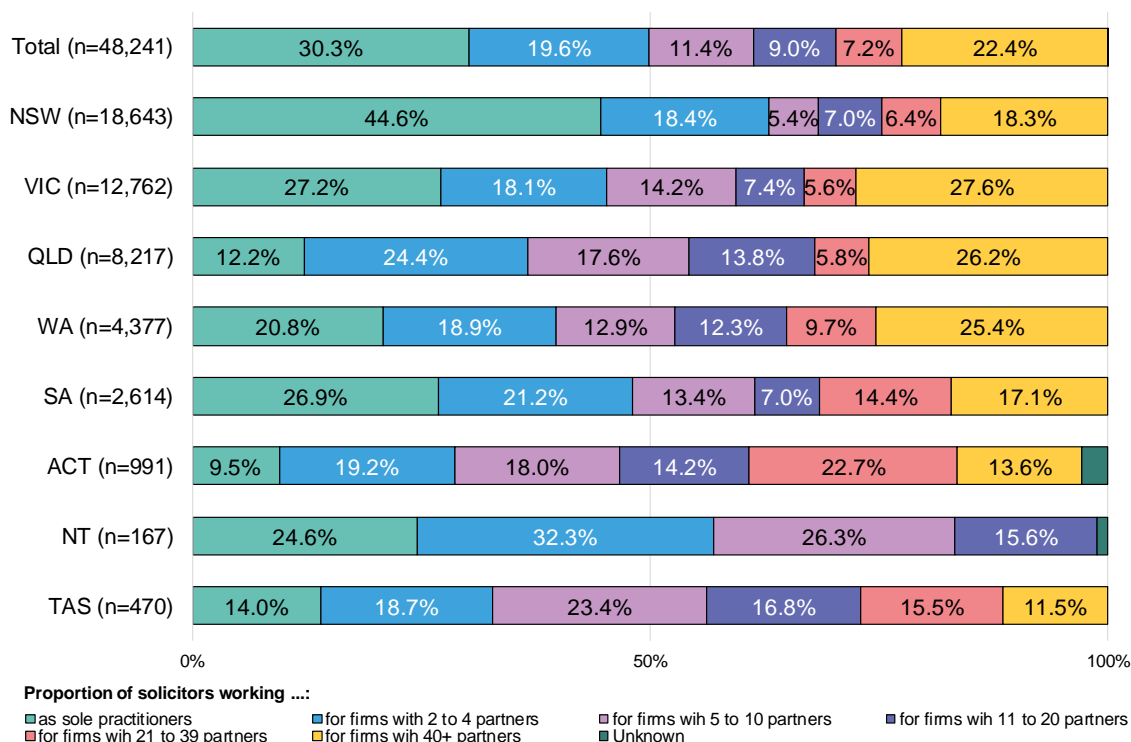
## 8.2. SOLICITORS BY FIRM SIZE

Figure 24 outlines the proportion of private practice solicitors by firm size. Almost one third (30.2%) of all private practice solicitors were working as sole practitioners, followed by approximately one in five solicitors working for firms with 40 or more partners (22.4%), and firms with 2 to 4 partners (19.6%).

Key differences between the states and territories include the following:

- New South Wales represented the highest proportion of sole practitioners (44.6%), followed by Victoria (27.2%) and South Australia (26.9%)
- the Northern Territory experienced the highest the proportion of solicitors working for firms with 2 to 4 partners, and for firms with 5 to 10 partners (32.3% and 26.3% respectively)
- Victoria, Queensland and Western Australia comprised the highest proportion of solicitors working in firms with 40 or more partners (27.6%, 26.2% and 25.4% respectively).

Figure 23 – Proportion of solicitors working in private practice, by firm size



Note: Data for Victoria was based on number of solicitor roles, rather than on number of individual solicitors.

## 8.2.1. Solicitors by firm size over time

Table 12 and Figure 24 present the number of solicitors working in private practice by firm size between 2011, 2014 and 2016. Overall, the number of solicitors working in each type of law firm has increased steadily over the last five years. However, the greatest growth has been in smaller firms. More specifically, private practice firms with 2 to 4 partners experienced the greatest increase in the number of solicitors (+23.1%), followed by firms with 5 to 10 partners and sole practitioners (+19.4% and 17.5% respectively).

Table 12 – Firm size in 2011, 2014 and 2016 (numbers of solicitors – private practice only)

|                   | Number of solicitors |               |               | Change        |              |               |
|-------------------|----------------------|---------------|---------------|---------------|--------------|---------------|
|                   | 2011                 | 2014          | 2016          | 2011-14       | 2014-16      | 2011-16       |
| Sole practitioner | 12,424               | 14,119        | 14,593        | +13.6%        | +3.4%        | +17.5%        |
| 2 to 4 partners   | 7,683                | 8,791         | 9,454         | +14.4%        | +7.5%        | +23.1%        |
| 5 to 10 partners  | 4,619                | 5,294         | 5,513         | +14.6%        | +4.1%        | +19.4%        |
| 11 to 20 partners | 3,854                | 4,045         | 4,346         | +5.0%         | +7.4%        | +12.8%        |
| 21 to 39 partners | 3,347                | 3,223         | 3,479         | -3.7%         | +7.9%        | +3.9%         |
| 40+ partners      | 9,654                | 10,675        | 10,826        | +10.6%        | +1.4%        | +12.1%        |
| Unknown           | 156                  | 16            | 30            | -89.7%        | +87.5%       | -80.8%        |
| <b>Total</b>      | <b>41,737</b>        | <b>46,163</b> | <b>48,241</b> | <b>+10.6%</b> | <b>+4.5%</b> | <b>+15.6%</b> |

Figure 24 – Number of private practice solicitors by firm size in 2011, 2014 and 2016

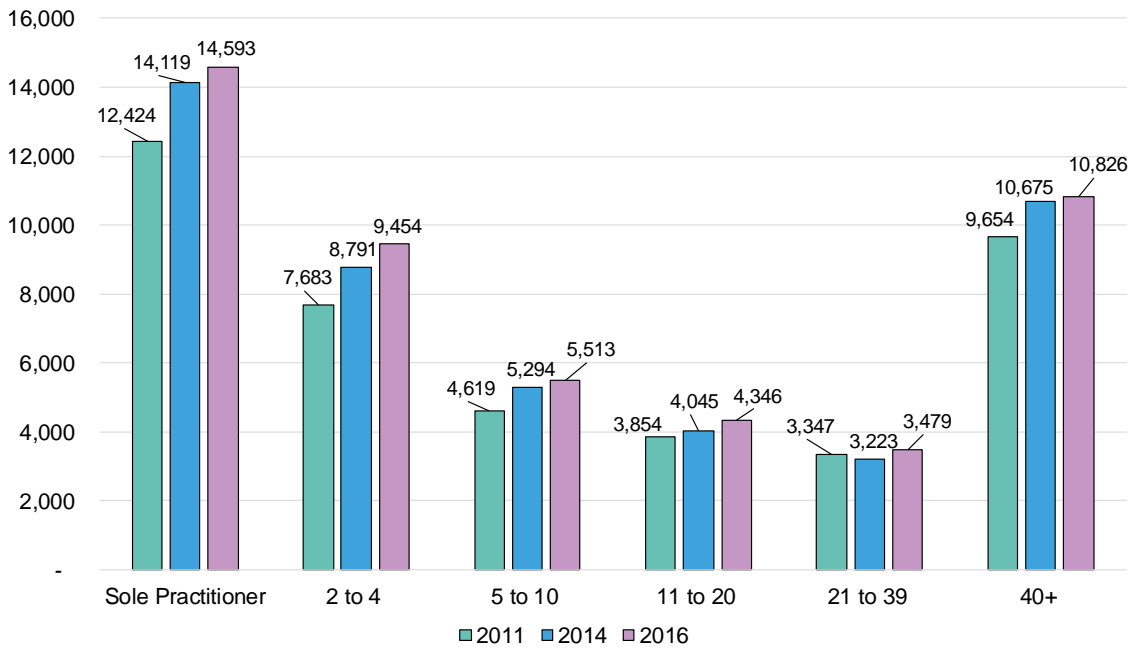
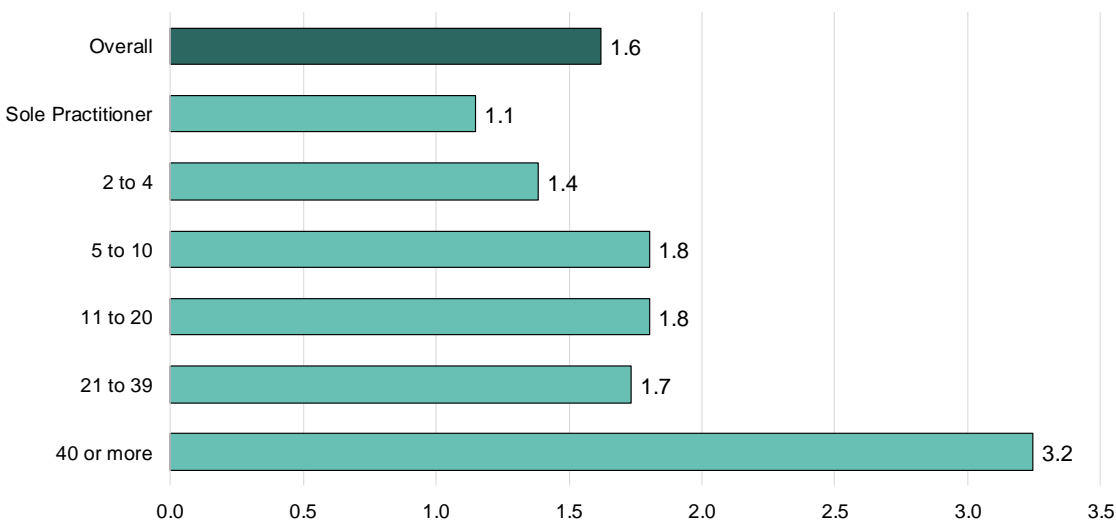


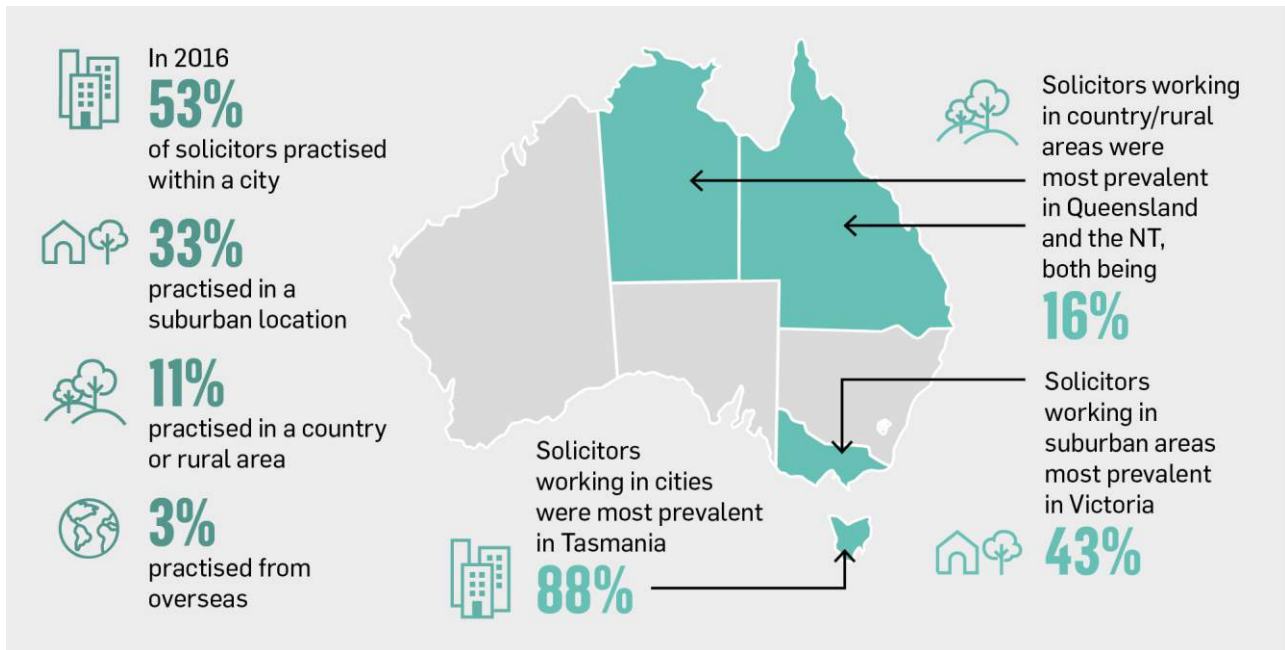
Figure 25 shows that employed solicitors to principal ratios within the private profession varied by size of firm. The average ratio was 1.6 employed solicitor for every principal. The highest ratio was in firms with 40 or more partners (3.2). Firms with 5 to 10, 11 to 20, and 21 to 39 partners all had a ratio of approximately 1.8 employed solicitor for every principal. The lowest ratio was seen in sole practitioner firms (1.1).

Employed solicitor to principal ratios were highest in Western Australia (8.3 overall), followed by the ACT (2.1), and Victoria and Queensland (both 1.7 overall).

Figure 25 – Ratio of employed solicitors to principals by firm size



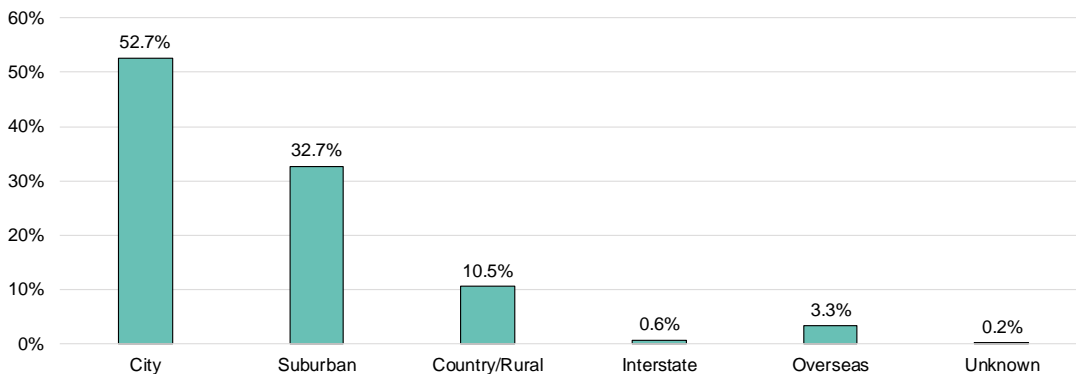
## 9. LOCATION



### 9.1. WORKPLACE LOCATION IN 2016

Figure 26 shows the workplace location of solicitors in 2016. Similar to 2014, at least half of all solicitors were practising within the capital city of their jurisdiction (52.7%). Almost one third (32.7%) of solicitors were practising in a suburban location, followed by 10.5% working in a country or rural area.

Figure 26 – Solicitor location in 2016



Base: N=73,307.

Note: The total sample (N=73,307) included data for Victoria based on number of solicitor roles, rather than on number of individual solicitors. Therefore, the total sample was higher than the total number of solicitors in 2016 (N=71,509).

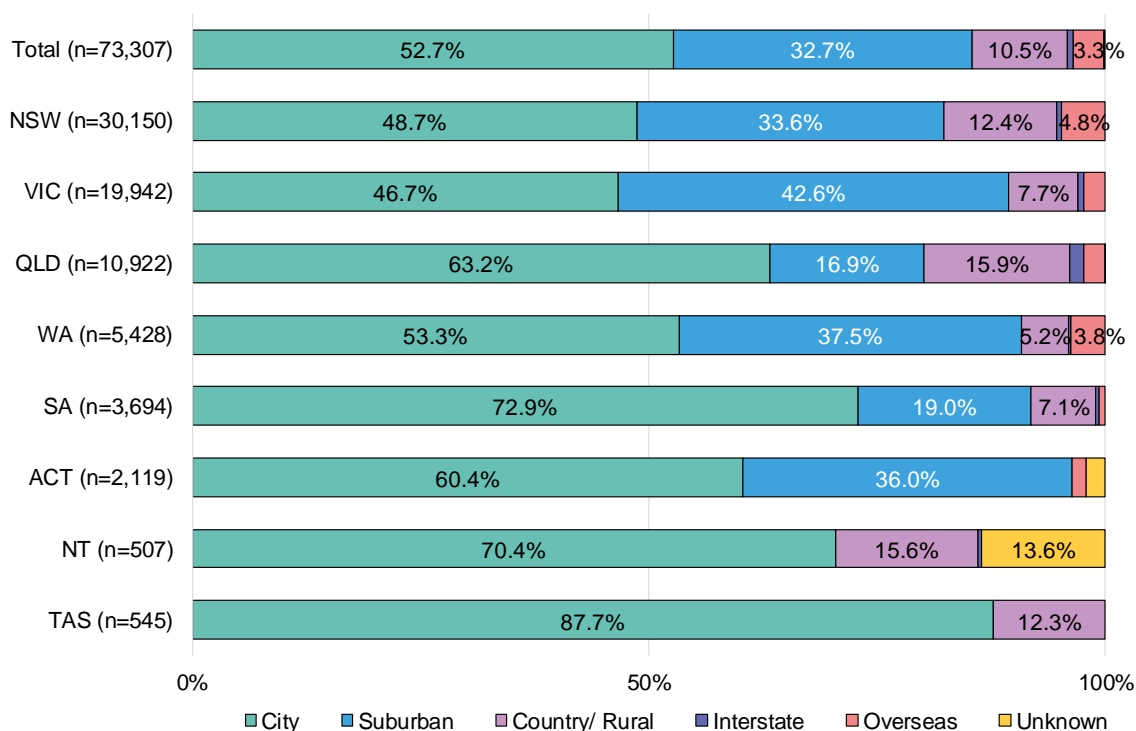
Figure 27 shows the workplace location of solicitors across the states and territories<sup>3</sup>. Key differences between the states and territories include the following:

- city-based solicitors were most prevalent in Tasmania (87.7%) and South Australia (72.9%)
- solicitors working in suburban areas were most prevalent in Victoria (42.6%) and Western Australia and the ACT (37.5%)

<sup>3</sup> Note the location types are as defined by each state or territory Law Society.

- solicitors working in country or rural areas were most prevalent in Queensland (15.9%) and the Northern Territory (15.6%).

Figure 27 – Solicitor location by state/territory



Note: Data for Victoria was based on number of solicitor roles, rather than on number of individual solicitors.

## 9.2. WORKPLACE LOCATION OVER TIME

Table 13 and Figure 28 present a comparison of the workplace location of solicitors in 2011, 2014 and 2016. Between 2011 and 2016, there has been an increase in the number of solicitors working in suburban areas, city-based locations, and overseas locations (+60.1%, +27.3% and +45.6%).

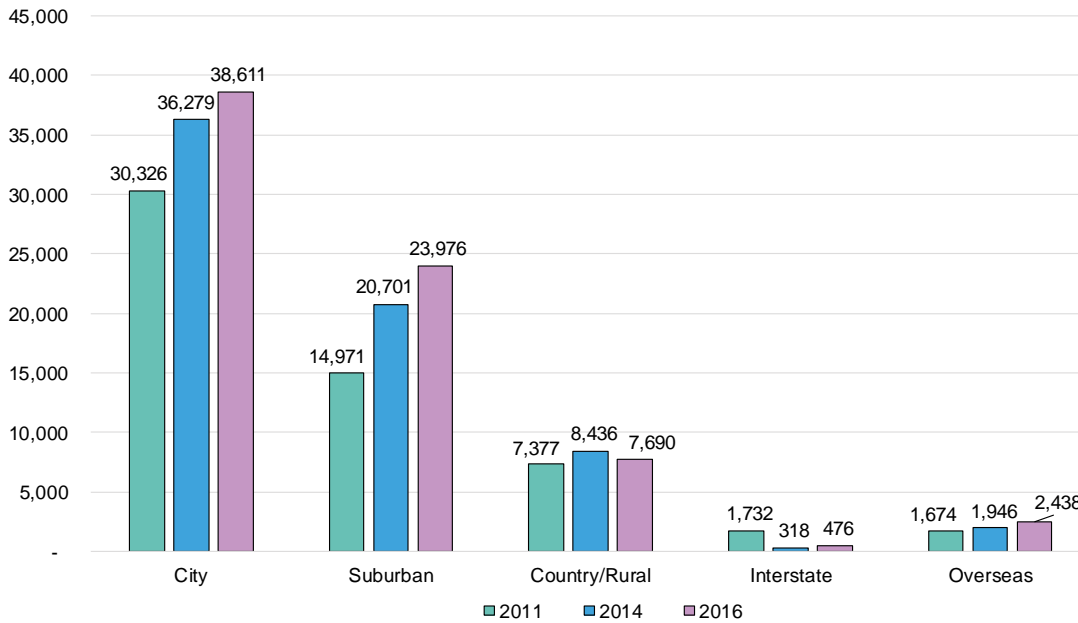
However, the number of solicitors working interstate decreased significantly between 2011 and 2016 (-72.5%).

Table 13 – Number of solicitors by location in 2011, 2014 and 2016

|                | Number of solicitors |               |               | Change        |              |               |
|----------------|----------------------|---------------|---------------|---------------|--------------|---------------|
|                | 2011*                | 2014          | 2016          | 2011-14       | 2014-16      | 2011-16       |
| City           | 30,326               | 36,279        | 38,611        | +19.6%        | +6.4%        | +27.3%        |
| Suburban       | 14,971               | 20,701        | 23,976        | +38.3%        | +15.8%       | +60.1%        |
| Country/ Rural | 7,377                | 8,436         | 7,690         | +14.4%        | -8.8%        | +4.2%         |
| Interstate     | 1,732                | 318           | 476           | +81.6%        | +49.7%       | -72.5%        |
| Overseas       | 1,674                | 1,946         | 2,438         | +16.2%        | +25.3%       | +45.6%        |
| Unknown        | 8                    | 52            | 116           | +550.0%       | +123.1%      | +1,350.0%     |
| <b>Total</b>   | <b>56,088</b>        | <b>67,732</b> | <b>73,307</b> | <b>+20.8%</b> | <b>+8.2%</b> | <b>+30.7%</b> |

\* In 2011, data was missing for the ACT.

Figure 28 – Solicitor location for 2011, 2014 and 2016



Note: In 2011, data was missing for the ACT.

### 9.3. WORKPLACE LOCATION FOR YOUNG LAWYERS

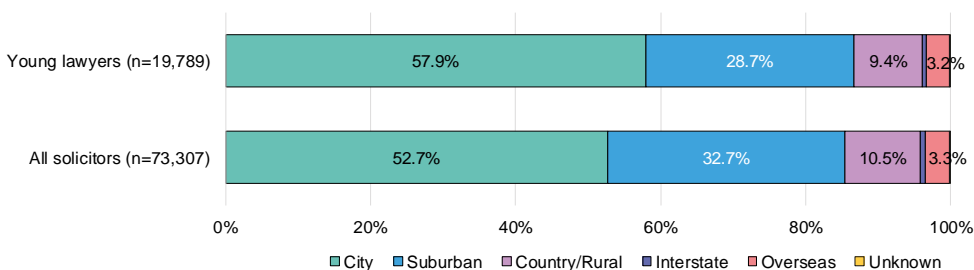
As in previous reporting years, data was also collected to explore workplace locations for *young lawyers*, defined as solicitors admitted for five years or less. Figure 29 compares the workplace location profile for young lawyers versus all solicitors. Data shows that young lawyers were slightly more concentrated in city-based employment than the profession as a whole (58.1% of young lawyers compared to 52.8% of all solicitors).

Conversely, young lawyers were slightly less concentrated in suburban-based employment than the profession as a whole (28.7% of young lawyers compared to 32.8% of all solicitors).

A nearly similar proportion of young lawyers to the profession as a whole were working in country or rural employment (9.4% of young lawyers compared to 10.5% of all solicitors).

Overall, these trends were consistent across all jurisdictions. However, the proportion of *young city-based lawyers* in Queensland was similar to all solicitors working in Queensland city-based locations (63.0% for young city-based lawyers, compared to 63.2% of all solicitors). Moreover, slightly fewer *young Tasmanian lawyers* were working in country/rural locations compared to all Tasmanian solicitors (10.0% of young lawyers, compared to 12.3% of all solicitors).

Figure 29 – Solicitor location – young lawyers versus all solicitors

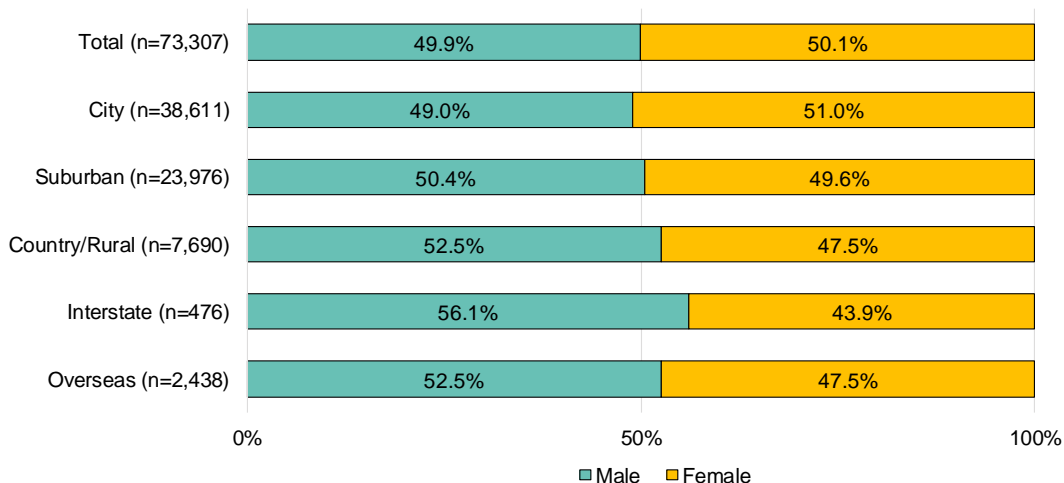


## 9.4. WORKPLACE LOCATION BY GENDER

Figure 30 shows the gender profile of solicitors for each location type. Similar to the overall national gender profile, the proportions of female and male solicitors working at different locations were fairly even. For example, 51.0% of city-based solicitors were females, compared to 49.0% of male solicitors, and 49.6% of suburban solicitors were females, compared to 50.4% of male solicitors.

However, slightly more male solicitors than female solicitors were working in country and rural locations, interstate, and overseas.

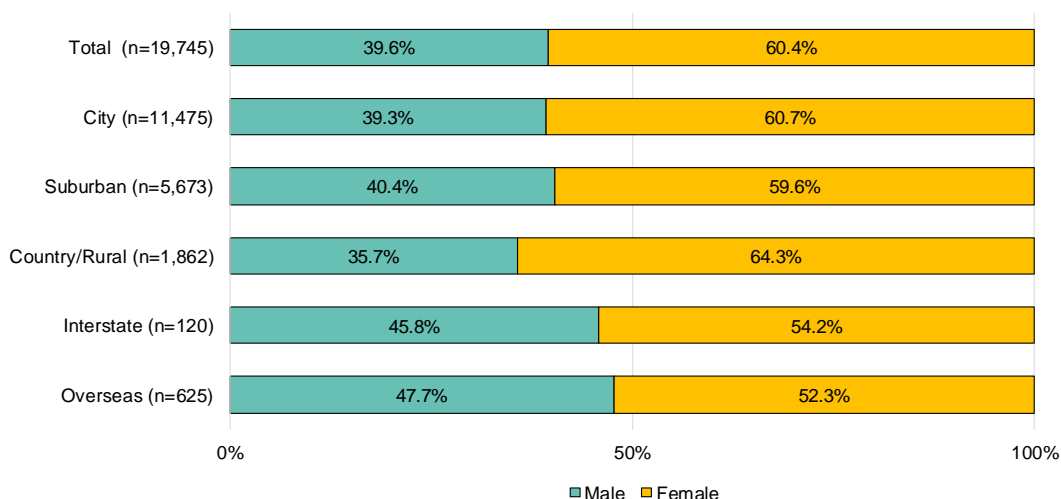
Figure 30 – Solicitor location by gender



As noted earlier, female solicitors were overall younger than male solicitors, which is reflected in larger proportions of *young female solicitors* than their male counterparts across every employment location type (see Figure 31).

*Young female lawyers* were most strongly represented in country and rural areas, with 64.3% young female lawyers compared to 35.7% young male lawyers.

Figure 31 – Solicitor location by gender – young lawyers\*



\* *Young lawyers* were defined as solicitors admitted for 5 or less years.

## 9.5. WORKPLACE LOCATION BY EMPLOYMENT SECTOR

The location profile of solicitors varied according to employment sector (see Figure 32). Overall, city-based solicitors were more prevalent in every major employment sector (private practice, corporate, government, and 'other') than solicitors practising in other locations.



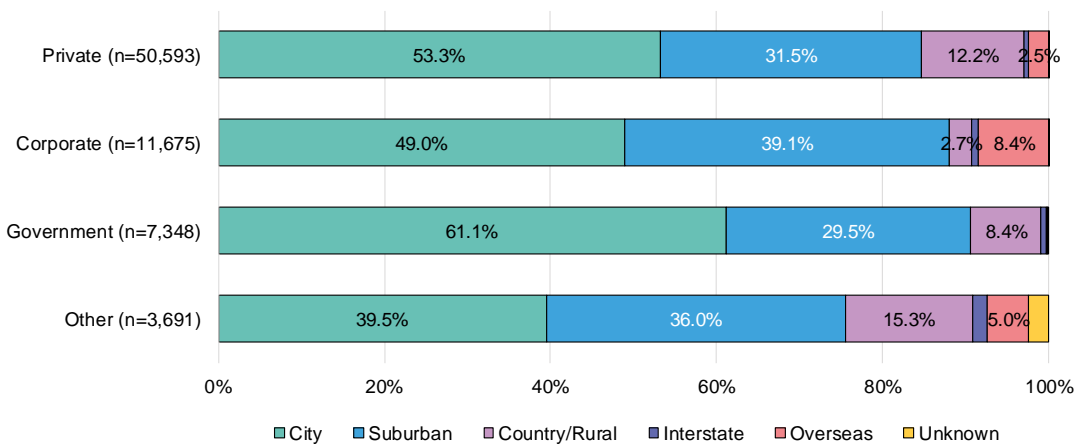
More specifically, the government sector comprised overall the largest proportion of city-based solicitors (61.1%), followed by private practice (53.3%) and the corporate sector (49.0%).

The corporate sector comprised the largest proportion of solicitors working in suburban areas (38.4%) and overseas (8.4%), whilst 'other' employment sectors comprised the largest proportion of solicitors working in country/rural locations (15.3%).

Key differences between jurisdictions include the following:

- the Northern Territory and Tasmania had the highest proportion of private practice solicitors practising in city-based locations (91.0% and 86.6% respectively), compared to 46.9% in Victoria and 48.8% in New South Wales
- the ACT represented the highest proportion of corporate solicitors working in suburban locations (59.5%), followed by Victoria (46.9%) and Western Australia (43.2%)
- New South Wales comprised the highest proportion of corporate solicitors working overseas (12.7%), followed by Western Australia (8.1%) and Queensland (6.1%).

Figure 32 – Solicitor location by employment sector

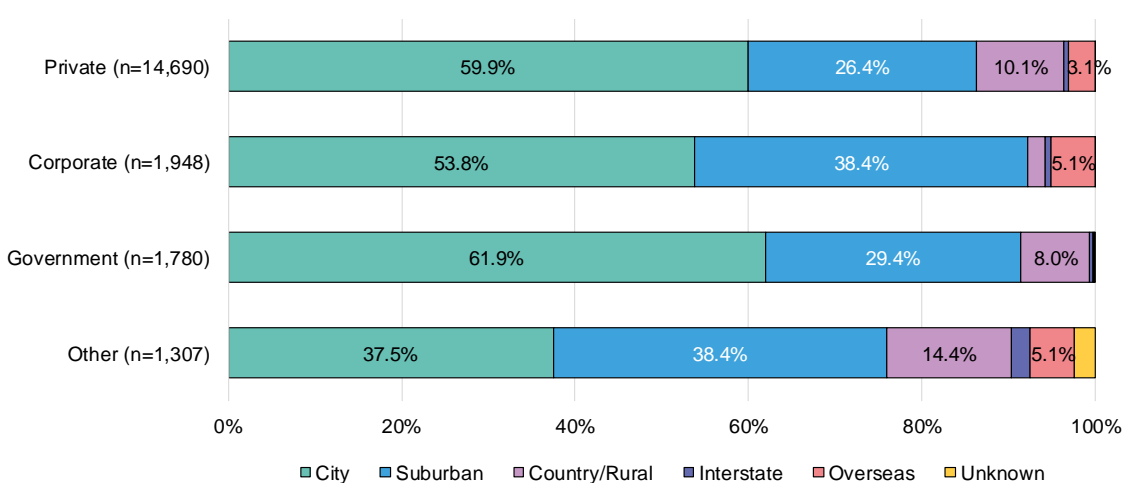


Young lawyers working in city-based locations comprised a majority in every major employment sector, with the exception of 'other' employment sectors (see Figure 33).

More specifically, the government sector comprised the highest proportion of young city-based lawyers (61.9%), followed by 59.9% for private practice, and 53.8% for corporate.

'Other' employment sectors comprised 38.4% of solicitors working in suburban locations, followed by 37.5% for city-based locations.

Figure 33 – Solicitor location by employment sector – young lawyers\*



\* Young lawyers were defined as solicitors admitted for 5 or less years.

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# **APPENDIX A      STATE AND TERRITORY DATA SETS**

## Solicitor age by gender

|              | NEW SOUTH WALES |               |               |               |               |               |
|--------------|-----------------|---------------|---------------|---------------|---------------|---------------|
|              | Male            |               | Female        |               | Total         |               |
|              | n               | %             | n             | %             | n             | %             |
| <24          | 103             | 0.7%          | 203           | 1.3%          | 306           | 1.0%          |
| 25-29        | 1,769           | 11.7%         | 2,816         | 18.7%         | 4585          | 15.2%         |
| 30-34        | 1,884           | 12.5%         | 2,991         | 19.9%         | 4875          | 16.2%         |
| 35-39        | 1,753           | 11.6%         | 2,718         | 18.0%         | 4471          | 14.8%         |
| 40-44        | 1,669           | 11.1%         | 1,929         | 12.8%         | 3598          | 11.9%         |
| 45-49        | 1,627           | 10.8%         | 1,462         | 9.7%          | 3089          | 10.2%         |
| 50-54        | 1,415           | 9.4%          | 1,163         | 7.7%          | 2578          | 8.6%          |
| 55-59        | 1,514           | 10.0%         | 861           | 5.7%          | 2375          | 7.9%          |
| 60-64        | 1,422           | 9.4%          | 504           | 3.3%          | 1926          | 6.4%          |
| 65-69        | 1,064           | 7.1%          | 223           | 1.5%          | 1287          | 4.3%          |
| 70-74        | 522             | 3.5%          | 77            | 0.5%          | 599           | 2.0%          |
| 75+          | 264             | 1.8%          | 34            | 0.2%          | 298           | 1.0%          |
| NA           | 79              | 0.5%          | 84            | 0.6%          | 163           | 0.5%          |
| <b>Total</b> | <b>15,085</b>   | <b>100.0%</b> | <b>15,065</b> | <b>100.0%</b> | <b>30,150</b> | <b>100.0%</b> |

|              | VICTORIA     |               |              |               |               |               |
|--------------|--------------|---------------|--------------|---------------|---------------|---------------|
|              | Male         |               | Female       |               | Total         |               |
|              | n            | %             | n            | %             | n             | %             |
| <24          | 28           | 0.3%          | 51           | 0.6%          | 79            | 0.4%          |
| 25-29        | 943          | 10.6%         | 1,707        | 18.5%         | 2,650         | 14.6%         |
| 30-34        | 1,307        | 14.7%         | 2,062        | 22.3%         | 3,369         | 18.6%         |
| 35-39        | 1,105        | 12.4%         | 1,704        | 18.5%         | 2,809         | 15.5%         |
| 40-44        | 1,023        | 11.5%         | 1,244        | 13.5%         | 2,267         | 12.5%         |
| 45-49        | 868          | 9.7%          | 936          | 10.1%         | 1,804         | 9.9%          |
| 50-54        | 770          | 8.6%          | 569          | 6.2%          | 1,339         | 7.4%          |
| 55-59        | 881          | 9.9%          | 499          | 5.4%          | 1,380         | 7.6%          |
| 60-64        | 850          | 9.5%          | 263          | 2.8%          | 1,113         | 6.1%          |
| 65-69        | 599          | 6.7%          | 125          | 1.4%          | 724           | 4.0%          |
| 70-74        | 354          | 4.0%          | 51           | 0.6%          | 405           | 2.2%          |
| 75+          | 182          | 2.0%          | 23           | 0.2%          | 205           | 1.1%          |
| NA           | -            | -             | -            | -             | -             | -             |
| <b>Total</b> | <b>8,910</b> | <b>100.0%</b> | <b>9,234</b> | <b>100.0%</b> | <b>18,145</b> | <b>100.0%</b> |

|              | QUEENSLAND   |               |              |               |               |               |
|--------------|--------------|---------------|--------------|---------------|---------------|---------------|
|              | Male         |               | Female       |               | Total         |               |
|              | n            | %             | n            | %             | n             | %             |
| <24          | 118          | 2.1%          | 228          | 4.3%          | 346           | 3.2%          |
| 25-29        | 681          | 12.2%         | 1,201        | 22.5%         | 1,882         | 17.2%         |
| 30-34        | 674          | 12.1%         | 1,141        | 21.4%         | 1,815         | 16.6%         |
| 35-39        | 635          | 11.4%         | 870          | 16.3%         | 1,505         | 13.8%         |
| 40-44        | 681          | 12.2%         | 683          | 12.8%         | 1,364         | 12.5%         |
| 45-49        | 700          | 12.5%         | 486          | 9.1%          | 1,186         | 10.9%         |
| 50-54        | 594          | 10.6%         | 307          | 5.8%          | 901           | 8.2%          |
| 55-59        | 557          | 10.0%         | 225          | 4.2%          | 782           | 7.2%          |
| 60-64        | 487          | 8.7%          | 109          | 2.0%          | 596           | 5.5%          |
| 65-69        | 285          | 5.1%          | 45           | 0.8%          | 330           | 3.0%          |
| 70-74        | 126          | 2.3%          | 9            | 0.2%          | 135           | 1.2%          |
| 75+          | 17           | 0.3%          | 1            | 0.0%          | 18            | 0.2%          |
| NA           | 36           | 0.6%          | 26           | 0.5%          | 62            | 0.6%          |
| <b>Total</b> | <b>5,591</b> | <b>100.0%</b> | <b>5,331</b> | <b>100.0%</b> | <b>10,922</b> | <b>100.0%</b> |

|              | WESTERN AUSTRALIA |               |              |               |              |               |
|--------------|-------------------|---------------|--------------|---------------|--------------|---------------|
|              | Male              |               | Female       |               | Total        |               |
|              | n                 | %             | n            | %             | n            | %             |
| <24          | 19                | 0.7%          | 61           | 2.3%          | 80           | 1.5%          |
| 25-29        | 348               | 12.4%         | 574          | 21.9%         | 922          | 17.0%         |
| 30-34        | 392               | 14.0%         | 583          | 22.2%         | 975          | 18.0%         |
| 35-39        | 328               | 11.7%         | 415          | 15.8%         | 743          | 13.7%         |
| 40-44        | 347               | 12.4%         | 304          | 11.6%         | 651          | 12.0%         |
| 45-49        | 356               | 12.7%         | 278          | 10.6%         | 634          | 11.7%         |
| 50-54        | 277               | 9.9%          | 164          | 6.3%          | 441          | 8.1%          |
| 55-59        | 274               | 9.8%          | 122          | 4.6%          | 396          | 7.3%          |
| 60-64        | 232               | 8.3%          | 80           | 3.0%          | 312          | 5.7%          |
| 65-69        | 144               | 5.1%          | 32           | 1.2%          | 176          | 3.2%          |
| 70-74        | 66                | 2.4%          | 10           | 0.4%          | 76           | 1.4%          |
| 75+          | 21                | 0.7%          | 1            | 0.0%          | 22           | 0.4%          |
| NA           | -                 | -             | -            | -             | -            | -             |
| <b>Total</b> | <b>2,804</b>      | <b>100.0%</b> | <b>2,624</b> | <b>100.0%</b> | <b>5,429</b> | <b>100.0%</b> |

|              | SOUTH AUSTRALIA |               |              |               |              |               |
|--------------|-----------------|---------------|--------------|---------------|--------------|---------------|
|              | Male            |               | Female       |               | Total        |               |
|              | n               | %             | n            | %             | n            | %             |
| <24          | 26              | 1.4%          | 68           | 3.7%          | 94           | 2.5%          |
| 25-29        | 196             | 10.4%         | 314          | 17.3%         | 510          | 13.8%         |
| 30-34        | 229             | 12.2%         | 318          | 17.5%         | 547          | 14.8%         |
| 35-39        | 218             | 11.6%         | 309          | 17.0%         | 527          | 14.3%         |
| 40-44        | 167             | 8.9%          | 216          | 11.9%         | 383          | 10.4%         |
| 45-49        | 181             | 9.6%          | 168          | 9.2%          | 349          | 9.4%          |
| 50-54        | 225             | 12.0%         | 150          | 8.3%          | 375          | 10.2%         |
| 55-59        | 194             | 10.3%         | 144          | 7.9%          | 338          | 9.2%          |
| 60-64        | 224             | 11.9%         | 78           | 4.3%          | 302          | 8.2%          |
| 65-69        | 144             | 7.7%          | 36           | 2.0%          | 180          | 4.9%          |
| 70-74        | 60              | 3.2%          | 12           | 0.7%          | 72           | 1.9%          |
| 75+          | 13              | 0.7%          | 4            | 0.2%          | 17           | 0.5%          |
| NA           | -               | -             | -            | -             | -            | -             |
| <b>Total</b> | <b>1,877</b>    | <b>100.0%</b> | <b>1,817</b> | <b>100.0%</b> | <b>3,695</b> | <b>100.0%</b> |



|              | AUSTRALIAN CAPITAL TERRITORY |               |              |               |              |               |
|--------------|------------------------------|---------------|--------------|---------------|--------------|---------------|
|              | Male                         |               | Female       |               | Total        |               |
|              | n                            | %             | n            | %             | n            | %             |
| <24          | 18                           | 1.9%          | 26           | 2.2%          | 44           | 2.1%          |
| 25-29        | 107                          | 11.4%         | 234          | 19.8%         | 341          | 16.1%         |
| 30-34        | 176                          | 18.8%         | 278          | 23.5%         | 454          | 21.4%         |
| 35-39        | 88                           | 9.4%          | 182          | 15.4%         | 270          | 12.7%         |
| 40-44        | 117                          | 12.5%         | 192          | 16.2%         | 309          | 14.6%         |
| 45-49        | 106                          | 11.3%         | 97           | 8.2%          | 203          | 9.6%          |
| 50-54        | 100                          | 10.7%         | 76           | 6.4%          | 176          | 8.3%          |
| 55-59        | 93                           | 9.9%          | 53           | 4.5%          | 146          | 6.9%          |
| 60-64        | 56                           | 6.0%          | 35           | 3.0%          | 91           | 4.3%          |
| 65-69        | 46                           | 4.9%          | 7            | 0.6%          | 53           | 2.5%          |
| 70-74        | 23                           | 2.5%          | 1            | 0.1%          | 24           | 1.1%          |
| 75+          | 7                            | 0.7%          | 1            | 0.1%          | 8            | 0.4%          |
| NA           | -                            | -             | -            | -             | -            | -             |
| <b>Total</b> | <b>937</b>                   | <b>100.0%</b> | <b>1,182</b> | <b>100.0%</b> | <b>2,120</b> | <b>100.0%</b> |

|              | NORTHERN TERRITORY |               |            |               |            |               |
|--------------|--------------------|---------------|------------|---------------|------------|---------------|
|              | Male               |               | Female     |               | Total      |               |
|              | n                  | %             | n          | %             | n          | %             |
| <24          | 1                  | 0.5%          | 14         | 4.8%          | 15         | 3.0%          |
| 25-29        | 26                 | 12.1%         | 74         | 25.3%         | 100        | 19.7%         |
| 30-34        | 32                 | 15.0%         | 61         | 20.8%         | 93         | 18.3%         |
| 35-39        | 24                 | 11.2%         | 39         | 13.3%         | 63         | 12.4%         |
| 40-44        | 24                 | 11.2%         | 33         | 11.3%         | 57         | 11.2%         |
| 45-49        | 19                 | 8.9%          | 22         | 7.5%          | 41         | 8.1%          |
| 50-54        | 28                 | 13.1%         | 21         | 7.2%          | 49         | 9.7%          |
| 55-59        | 19                 | 8.9%          | 13         | 4.4%          | 32         | 6.3%          |
| 60-64        | 21                 | 9.8%          | 13         | 4.4%          | 34         | 6.7%          |
| 65-69        | 13                 | 6.1%          | 3          | 1.0%          | 16         | 3.2%          |
| 70-74        | -                  | -             | -          | -             | -          | -             |
| 75+          | 6                  | 2.8%          | -          | -             | 6          | 1.2%          |
| NA           | 1                  | 0.5%          | -          | -             | 1          | 0.2%          |
| <b>Total</b> | <b>214</b>         | <b>100.0%</b> | <b>293</b> | <b>100.0%</b> | <b>507</b> | <b>100.0%</b> |

|              | TASMANIA   |               |            |               |            |               |
|--------------|------------|---------------|------------|---------------|------------|---------------|
|              | Male       |               | Female     |               | Total      |               |
|              | n          | %             | n          | %             | n          | %             |
| <24          | 1          | 0.3%          | 5          | 2.0%          | 6          | 1.1%          |
| 25-29        | 38         | 13.0%         | 64         | 25.3%         | 102        | 18.7%         |
| 30-34        | 31         | 10.6%         | 53         | 20.9%         | 84         | 15.4%         |
| 35-39        | 25         | 8.6%          | 39         | 15.4%         | 64         | 11.7%         |
| 40-44        | 24         | 8.2%          | 27         | 10.7%         | 51         | 9.4%          |
| 45-49        | 28         | 9.6%          | 23         | 9.1%          | 51         | 9.4%          |
| 50-54        | 24         | 8.2%          | 10         | 4.0%          | 34         | 6.2%          |
| 55-59        | 39         | 13.4%         | 14         | 5.5%          | 53         | 9.7%          |
| 60-64        | 52         | 17.8%         | 10         | 4.0%          | 62         | 11.4%         |
| 65-69        | 19         | 6.5%          | 7          | 2.8%          | 26         | 4.8%          |
| 70-74        | 10         | 3.4%          | 1          | 0.4%          | 11         | 2.0%          |
| 75+          | 1          | 0.3%          | -          | -             | 1          | 0.2%          |
| NA           | -          | -             | -          | -             | -          | -             |
| <b>Total</b> | <b>292</b> | <b>100.0%</b> | <b>253</b> | <b>100.0%</b> | <b>546</b> | <b>100.0%</b> |

### Years since admission by gender

|              | NEW SOUTH WALES |               |               |               |               |               |
|--------------|-----------------|---------------|---------------|---------------|---------------|---------------|
|              | Male            |               | Female        |               | Total         |               |
|              | n               | %             | n             | %             | n             | %             |
| ≤ 1 Yrs      | 968             | 6.4%          | 1,306         | 8.7%          | 2,274         | 7.5%          |
| 2-5 years    | 2,294           | 15.2%         | 3,363         | 22.3%         | 5,657         | 18.8%         |
| 6-10 years   | 2,265           | 15.0%         | 3,291         | 21.8%         | 5,556         | 18.4%         |
| 11-14 years  | 1,581           | 10.5%         | 2,251         | 14.9%         | 3,832         | 12.7%         |
| 15+ years    | 7,977           | 52.9%         | 4,854         | 32.2%         | 12,831        | 42.6%         |
| Unknown      | -               | -             | -             | -             | -             | -             |
| <b>Total</b> | <b>15,085</b>   | <b>100.0%</b> | <b>15,065</b> | <b>100.0%</b> | <b>30,150</b> | <b>100.0%</b> |

|              | VICTORIA     |               |              |               |               |               |
|--------------|--------------|---------------|--------------|---------------|---------------|---------------|
|              | Male         |               | Female       |               | Total         |               |
|              | n            | %             | n            | %             | n             | %             |
| ≤ 1 Yrs      | 506          | 5.7%          | 772          | 8.4%          | 1,278         | 7.0%          |
| 2-5 years    | 1,248        | 14.0%         | 2,023        | 21.9%         | 3,271         | 18.0%         |
| 6-10 years   | 1,284        | 14.4%         | 1,902        | 20.6%         | 3,186         | 17.6%         |
| 11-14 years  | 837          | 9.4%          | 1,118        | 12.1%         | 1,955         | 10.8%         |
| 15+ years    | 4,350        | 48.8%         | 2,483        | 26.9%         | 6,833         | 37.7%         |
| Unknown      | 685          | 7.7%          | 936          | 10.1%         | 1,621         | 8.9%          |
| <b>Total</b> | <b>8,910</b> | <b>100.0%</b> | <b>9,234</b> | <b>100.0%</b> | <b>18,144</b> | <b>100.0%</b> |

|              | QUEENSLAND   |               |              |               |               |               |
|--------------|--------------|---------------|--------------|---------------|---------------|---------------|
|              | Male         |               | Female       |               | Total         |               |
|              | n            | %             | n            | %             | n             | %             |
| ≤ 1 Yrs      | 476          | 8.5%          | 791          | 14.8%         | 1,267         | 11.6%         |
| 2-5 years    | 833          | 14.9%         | 1,302        | 24.4%         | 2,135         | 19.5%         |
| 6-10 years   | 868          | 15.5%         | 1,330        | 24.9%         | 2,198         | 20.1%         |
| 11-14 years  | 724          | 12.9%         | 728          | 13.7%         | 1,452         | 13.3%         |
| 15+ years    | 2,610        | 46.7%         | 1,134        | 21.3%         | 3,744         | 34.3%         |
| Unknown      | 80           | 1.4%          | 46           | 0.9%          | 126           | 1.2%          |
| <b>Total</b> | <b>5,591</b> | <b>100.0%</b> | <b>5,331</b> | <b>100.0%</b> | <b>10,922</b> | <b>100.0%</b> |

|              | WESTERN AUSTRALIA |               |              |               |              |               |
|--------------|-------------------|---------------|--------------|---------------|--------------|---------------|
|              | Male              |               | Female       |               | Total        |               |
|              | n                 | %             | n            | %             | n            | %             |
| ≤ 1 Yrs      | 217               | 7.7%          | 367          | 14.0%         | 584          | 10.8%         |
| 2-5 years    | 429               | 15.3%         | 609          | 23.2%         | 1,038        | 19.1%         |
| 6-10 years   | 449               | 16.0%         | 556          | 21.2%         | 1,005        | 18.5%         |
| 11-14 years  | 290               | 10.3%         | 275          | 10.5%         | 565          | 10.4%         |
| 15+ years    | 1,273             | 45.4%         | 603          | 23.0%         | 1,876        | 34.6%         |
| Unknown      | 146               | 5.2%          | 214          | 8.2%          | 360          | 6.6%          |
| <b>Total</b> | <b>2,804</b>      | <b>100.0%</b> | <b>2,624</b> | <b>100.0%</b> | <b>5,428</b> | <b>100.0%</b> |

|              | SOUTH AUSTRALIA |               |              |               |              |               |
|--------------|-----------------|---------------|--------------|---------------|--------------|---------------|
|              | Male            |               | Female       |               | Total        |               |
|              | n               | %             | n            | %             | n            | %             |
| ≤ 1 Yrs      | 105             | 5.6%          | 177          | 9.7%          | 282          | 7.6%          |
| 2-5 years    | 215             | 11.5%         | 331          | 18.2%         | 546          | 14.8%         |
| 6-10 years   | 273             | 14.5%         | 390          | 21.5%         | 663          | 17.9%         |
| 11-14 years  | 217             | 11.6%         | 298          | 16.4%         | 515          | 13.9%         |
| 15+ years    | 1,067           | 56.8%         | 621          | 34.2%         | 1,688        | 45.7%         |
| Unknown      | -               | -             | -            | -             | -            | -             |
| <b>Total</b> | <b>1,877</b>    | <b>100.0%</b> | <b>1,817</b> | <b>100.0%</b> | <b>3,694</b> | <b>100.0%</b> |

|              | AUSTRALIAN CAPITAL TERRITORY |               |              |               |              |               |
|--------------|------------------------------|---------------|--------------|---------------|--------------|---------------|
|              | Male                         |               | Female       |               | Total        |               |
|              | n                            | %             | n            | %             | n            | %             |
| ≤ 1 Yrs      | 109                          | 11.6%         | 157          | 13.3%         | 266          | 12.6%         |
| 2-5 years    | 163                          | 17.4%         | 295          | 25.0%         | 458          | 21.6%         |
| 6-10 years   | 157                          | 16.8%         | 250          | 21.2%         | 407          | 19.2%         |
| 11-14 years  | 101                          | 10.8%         | 195          | 16.5%         | 296          | 14.0%         |
| 15+ years    | 401                          | 42.8%         | 278          | 23.5%         | 679          | 32.0%         |
| Unknown      | 6                            | 0.6%          | 7            | 0.6%          | 13           | 0.6%          |
| <b>Total</b> | <b>937</b>                   | <b>100.0%</b> | <b>1,182</b> | <b>100.0%</b> | <b>2,119</b> | <b>100.0%</b> |

|              | NORTHERN TERRITORY |               |            |               |            |               |
|--------------|--------------------|---------------|------------|---------------|------------|---------------|
|              | Male               |               | Female     |               | Total      |               |
|              | n                  | %             | n          | %             | n          | %             |
| ≤ 1 Yrs      | 17                 | 7.9%          | 51         | 17.4%         | 68         | 13.4%         |
| 2-5 years    | 44                 | 20.6%         | 72         | 24.6%         | 116        | 22.9%         |
| 6-10 years   | 41                 | 19.2%         | 57         | 19.5%         | 98         | 19.3%         |
| 11-14 years  | 19                 | 8.9%          | 33         | 11.3%         | 52         | 10.3%         |
| 15+ years    | 93                 | 43.5%         | 78         | 26.6%         | 171        | 33.7%         |
| Unknown      | -                  | -             | 2          | 0.7%          | 2          | 0.4%          |
| <b>Total</b> | <b>214</b>         | <b>100.0%</b> | <b>293</b> | <b>100.0%</b> | <b>507</b> | <b>100.0%</b> |

|              | TASMANIA   |               |            |               |            |               |
|--------------|------------|---------------|------------|---------------|------------|---------------|
|              | Male       |               | Female     |               | Total      |               |
|              | n          | %             | n          | %             | n          | %             |
| ≤ 1 Yrs      | 4          | 1.4%          | 10         | 4.0%          | 14         | 2.6%          |
| 2-5 years    | 48         | 16.4%         | 81         | 32.0%         | 129        | 23.7%         |
| 6-10 years   | 36         | 12.3%         | 60         | 23.7%         | 96         | 17.6%         |
| 11-14 years  | 33         | 11.3%         | 29         | 11.5%         | 62         | 11.4%         |
| 15+ years    | 171        | 58.6%         | 72         | 28.5%         | 243        | 44.6%         |
| Unknown      | -          | -             | 1          | 0.4%          | 1          | 0.2%          |
| <b>Total</b> | <b>292</b> | <b>100.0%</b> | <b>253</b> | <b>100.0%</b> | <b>545</b> | <b>100.0%</b> |

## Sector by gender

|                  | NEW SOUTH WALES |              |               |              |               |               |
|------------------|-----------------|--------------|---------------|--------------|---------------|---------------|
|                  | Male            |              | Female        |              | Total         |               |
|                  | n               | %            | n             | %            | n             | %             |
| Private Practice | 11,487          | 54.7%        | 9,512         | 45.3%        | 20,999        | 100.0%        |
| Corporate        | 2,418           | 41.7%        | 3,380         | 58.3%        | 5,798         | 100.0%        |
| Government       | 1,169           | 35.3%        | 2,144         | 64.7%        | 3,313         | 100.0%        |
| Other            | 11              | 27.5%        | 29            | 72.5%        | 40            | 100.0%        |
| <b>Total</b>     | <b>15,085</b>   | <b>50.0%</b> | <b>15,065</b> | <b>50.0%</b> | <b>30,150</b> | <b>100.0%</b> |

|                  | VICTORIA     |              |               |              |               |               |
|------------------|--------------|--------------|---------------|--------------|---------------|---------------|
|                  | Male         |              | Female        |              | Total         |               |
|                  | n            | %            | n             | %            | n             | %             |
| Private Practice | 7,061        | 55.3%        | 5,698         | 44.7%        | 12,759        | 100.0%        |
| Corporate        | 1,604        | 43.5%        | 2,080         | 56.5%        | 3,684         | 100.0%        |
| Government       | 608          | 34.9%        | 1,132         | 65.1%        | 1,740         | 100.0%        |
| Other            | 563          | 32.0%        | 1,196         | 68.0%        | 1,759         | 100.0%        |
| <b>Total</b>     | <b>9,836</b> | <b>49.3%</b> | <b>10,106</b> | <b>50.7%</b> | <b>19,942</b> | <b>100.0%</b> |

|                  | QUEENSLAND   |              |              |              |               |               |
|------------------|--------------|--------------|--------------|--------------|---------------|---------------|
|                  | Male         |              | Female       |              | Total         |               |
|                  | n            | %            | n            | %            | n             | %             |
| Private Practice | 4,454        | 54.2%        | 3,763        | 45.8%        | 8,217         | 100.0%        |
| Corporate        | 508          | 45.2%        | 615          | 54.8%        | 1,123         | 100.0%        |
| Government       | 184          | 42.0%        | 254          | 58.0%        | 438           | 100.0%        |
| Other            | 445          | 38.9%        | 699          | 61.1%        | 1,144         | 100.0%        |
| <b>Total</b>     | <b>5,591</b> | <b>51.2%</b> | <b>5,331</b> | <b>48.8%</b> | <b>10,922</b> | <b>100.0%</b> |

|                  | WESTERN AUSTRALIA |              |              |              |              |               |
|------------------|-------------------|--------------|--------------|--------------|--------------|---------------|
|                  | Male              |              | Female       |              | Total        |               |
|                  | n                 | %            | n            | %            | n            | %             |
| Private Practice | 2,369             | 54.1%        | 2,008        | 45.9%        | 4,377        | 100.0%        |
| Corporate        | 281               | 45.2%        | 340          | 54.8%        | 621          | 100.0%        |
| Government       | 47                | 39.8%        | 71           | 60.2%        | 118          | 100.0%        |
| Other            | 107               | 34.3%        | 205          | 65.7%        | 312          | 100.0%        |
| <b>Total</b>     | <b>2,804</b>      | <b>51.7%</b> | <b>2,624</b> | <b>48.3%</b> | <b>5,428</b> | <b>100.0%</b> |

|                  | SOUTH AUSTRALIA |              |              |              |              |               |
|------------------|-----------------|--------------|--------------|--------------|--------------|---------------|
|                  | Male            |              | Female       |              | Total        |               |
|                  | n               | %            | n            | %            | n            | %             |
| Private Practice | 1,493           | 57.1%        | 1,121        | 42.9%        | 2,614        | 100.0%        |
| Corporate        | 133             | 40.5%        | 195          | 59.5%        | 328          | 100.0%        |
| Government       | 207             | 31.9%        | 441          | 68.1%        | 648          | 100.0%        |
| Other            | 44              | 42.3%        | 60           | 57.7%        | 104          | 100.0%        |
| <b>Total</b>     | <b>1,877</b>    | <b>50.8%</b> | <b>1,817</b> | <b>49.2%</b> | <b>3,694</b> | <b>100.0%</b> |

|                  | AUSTRALIAN CAPITAL TERRITORY |              |              |              |              |               |
|------------------|------------------------------|--------------|--------------|--------------|--------------|---------------|
|                  | Male                         |              | Female       |              | Total        |               |
|                  | n                            | %            | n            | %            | n            | %             |
| Private Practice | 480                          | 48.4%        | 511          | 51.6%        | 991          | 100.0%        |
| Corporate        | 33                           | 41.8%        | 46           | 58.2%        | 79           | 100.0%        |
| Government       | 386                          | 39.9%        | 581          | 60.1%        | 967          | 100.0%        |
| Other            | 38                           | 46.3%        | 44           | 53.7%        | 82           | 100.0%        |
| <b>Total</b>     | <b>937</b>                   | <b>44.2%</b> | <b>1,182</b> | <b>55.8%</b> | <b>2,119</b> | <b>100.0%</b> |

|                  | NORTHERN TERRITORY |              |            |              |            |               |
|------------------|--------------------|--------------|------------|--------------|------------|---------------|
|                  | Male               |              | Female     |              | Total      |               |
|                  | n                  | %            | n          | %            | n          | %             |
| Private Practice | 86                 | 51.8%        | 80         | 48.2%        | 166        | 100.0%        |
| Corporate        | 5                  | 50.0%        | 5          | 50.0%        | 10         | 100.0%        |
| Government       | 53                 | 42.7%        | 71         | 57.3%        | 124        | 100.0%        |
| Other            | 70                 | 33.8%        | 137        | 66.2%        | 207        | 100.0%        |
| <b>Total</b>     | <b>214</b>         | <b>42.2%</b> | <b>293</b> | <b>57.8%</b> | <b>507</b> | <b>100.0%</b> |

|                  | TASMANIA   |              |            |              |            |               |
|------------------|------------|--------------|------------|--------------|------------|---------------|
|                  | Male       |              | Female     |              | Total      |               |
|                  | n          | %            | n          | %            | n          | %             |
| Private Practice | 252        | 53.6%        | 218        | 46.4%        | 470        | 100.0%        |
| Corporate        | 12         | 37.5%        | 20         | 62.5%        | 32         | 100.0%        |
| Government       | -          | -            | -          | -            | -          | -             |
| Other            | 15         | 34.9%        | 28         | 65.1%        | 43         | 100.0%        |
| <b>Total</b>     | <b>279</b> | <b>51.2%</b> | <b>266</b> | <b>48.8%</b> | <b>545</b> | <b>100.0%</b> |



## Ratio of employed solicitors to principals by firm size

|                   | NEW SOUTH WALES |               |                             |
|-------------------|-----------------|---------------|-----------------------------|
|                   | No. partners    | No. employees | Ratio employees to partners |
| 40 or more        | 851             | 2,562         | 3.0                         |
| 21 to 39          | 354             | 831           | 2.3                         |
| 11 to 20          | 377             | 920           | 2.4                         |
| 5 to 10           | 344             | 666           | 1.9                         |
| 2 to 4            | 1,375           | 2,054         | 1.5                         |
| Sole Practitioner | 4,975           | 3,334         | 0.7                         |
| Unknown           | -               | -             | -                           |
| <b>Total</b>      | <b>8,276</b>    | <b>10,367</b> | <b>1.3</b>                  |

|                   | VICTORIA     |               |                             |
|-------------------|--------------|---------------|-----------------------------|
|                   | No. partners | No. employees | Ratio employees to partners |
| 40 or more        | 822          | 2,696         | 3.3                         |
| 21 to 39          | 564          | 153           | 0.3                         |
| 11 to 20          | 703          | 246           | 0.3                         |
| 5 to 10           | 1,302        | 504           | 0.4                         |
| 2 to 4            | 1,254        | 1,050         | 0.8                         |
| Sole Practitioner | 55           | 3,413         | 62.1                        |
| Unknown           | -            | -             | -                           |
| <b>Total</b>      | <b>4,700</b> | <b>8,062</b>  | <b>1.7</b>                  |

|                   | QUEENSLAND   |               |                             |
|-------------------|--------------|---------------|-----------------------------|
|                   | No. partners | No. employees | Ratio employees to partners |
| 40 or more        | 542          | 1,607         | 3.0                         |
| 21 to 39          | 129          | 348           | 2.7                         |
| 11 to 20          | 299          | 834           | 2.8                         |
| 5 to 10           | 391          | 1,059         | 2.7                         |
| 2 to 4            | 866          | 1,141         | 1.3                         |
| Sole Practitioner | 853          | 148           | 0.2                         |
| Unknown           | -            | -             | -                           |
| <b>Total</b>      | <b>3,080</b> | <b>5,137</b>  | <b>1.7</b>                  |

|                   | WESTERN AUSTRALIA |               |                             |
|-------------------|-------------------|---------------|-----------------------------|
|                   | No. partners      | No. employees | Ratio employees to partners |
| 40 or more        | 214               | 896           | 4.2                         |
| 21 to 39          | 90                | 335           | 3.7                         |
| 11 to 20          | 67                | 470           | 7.0                         |
| 5 to 10           | 43                | 522           | 12.1                        |
| 2 to 4            | 48                | 781           | 16.3                        |
| Sole Practitioner | 7                 | 904           | 129.1                       |
| Unknown           | -                 | -             | -                           |
| <b>Total</b>      | <b>469</b>        | <b>3,908</b>  | <b>8.3</b>                  |

|                   | SOUTH AUSTRALIA |               |                             |
|-------------------|-----------------|---------------|-----------------------------|
|                   | No. partners    | No. employees | Ratio employees to partners |
| 40 or more        | 82              | 365           | 4.5                         |
| 21 to 39          | 70              | 307           | 4.4                         |
| 11 to 20          | 40              | 144           | 3.6                         |
| 5 to 10           | 99              | 251           | 2.5                         |
| 2 to 4            | 274             | 279           | 1.0                         |
| Sole Practitioner | 703             | -             | -                           |
| Unknown           | -               | -             | -                           |
| <b>Total</b>      | <b>1,268</b>    | <b>1,346</b>  | <b>1.1</b>                  |

|                   | AUSTRALIAN CAPITAL TERRITORY |               |                             |
|-------------------|------------------------------|---------------|-----------------------------|
|                   | No. partners                 | No. employees | Ratio employees to partners |
| 40 or more        | 26                           | 109           | 4.2                         |
| 21 to 39          | 42                           | 183           | 4.4                         |
| 11 to 20          | 36                           | 105           | 2.9                         |
| 5 to 10           | 49                           | 129           | 2.6                         |
| 2 to 4            | 71                           | 119           | 1.7                         |
| Sole Practitioner | 94                           | -             | -                           |
| Unknown           | 2                            | 26            | 13.0                        |
| <b>Total</b>      | <b>320</b>                   | <b>671</b>    | <b>2.1</b>                  |

|                   | NORTHERN TERRITORY |               |                             |
|-------------------|--------------------|---------------|-----------------------------|
|                   | No. partners       | No. employees | Ratio employees to partners |
| 40 or more        | -                  | -             | -                           |
| 21 to 39          | -                  | -             | -                           |
| 11 to 20          | 10                 | 16            | 1.6                         |
| 5 to 10           | 13                 | 31            | 2.4                         |
| 2 to 4            | 28                 | 26            | 0.9                         |
| Sole Practitioner | 38                 | 3             | 0.1                         |
| Unknown           | 2                  | -             | -                           |
| <b>Total</b>      | <b>91</b>          | <b>76</b>     | <b>0.8</b>                  |

|                   | TASMANIA     |               |                             |
|-------------------|--------------|---------------|-----------------------------|
|                   | No. partners | No. employees | Ratio employees to partners |
| 40 or more        | 13           | 41            | 3.2                         |
| 21 to 39          | 23           | 50            | 2.2                         |
| 11 to 20          | 21           | 58            | 2.8                         |
| 5 to 10           | 31           | 79            | 2.5                         |
| 2 to 4            | 47           | 41            | 0.9                         |
| Sole Practitioner | 63           | 3             | 0.0                         |
| Unknown           | -            | -             | -                           |
| <b>Total</b>      | <b>198</b>   | <b>272</b>    | <b>1.4</b>                  |

## Location by sector

|              | NEW SOUTH WALES |               |              |               |              |               |           |               |
|--------------|-----------------|---------------|--------------|---------------|--------------|---------------|-----------|---------------|
|              | Private         |               | Corporate    |               | Government   |               | Other     |               |
|              | n               | %             | n            | %             | n            | %             | n         | %             |
| City         | 10,244          | 48.8%         | 2,576        | 44.4%         | 1,857        | 56.1%         | 12        | 30.0%         |
| Suburban     | 6,838           | 32.6%         | 2,276        | 39.3%         | 994          | 30.0%         | 21        | 52.5%         |
| Country      | 3,135           | 14.9%         | 167          | 2.9%          | 426          | 12.9%         | 6         | 15.0%         |
| Interstate   | 87              | 0.4%          | 44           | 0.8%          | 28           | 0.8%          | 1         | 2.5%          |
| Overseas     | 695             | 3.3%          | 735          | 12.7%         | 8            | 0.2%          | 0         | 0.0%          |
| Unknown      | -               | -             | -            | -             | -            | -             | -         | -             |
| <b>Total</b> | <b>20,999</b>   | <b>100.0%</b> | <b>5,798</b> | <b>100.0%</b> | <b>3,313</b> | <b>100.0%</b> | <b>40</b> | <b>100.0%</b> |

|              | VICTORIA      |               |              |               |              |               |              |               |
|--------------|---------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|
|              | Private       |               | Corporate    |               | Government   |               | Other        |               |
|              | n             | %             | n            | %             | n            | %             | n            | %             |
| City         | 5,982         | 46.9%         | 1,727        | 46.9%         | 1,000        | 57.5%         | 605          | 34.4%         |
| Suburban     | 5,261         | 41.2%         | 1,727        | 46.9%         | 612          | 35.2%         | 902          | 51.3%         |
| Country      | 1,184         | 9.3%          | 64           | 1.7%          | 118          | 6.8%          | 165          | 9.4%          |
| Interstate   | 53            | 0.4%          | 37           | 1.0%          | 10           | 0.6%          | 19           | 1.1%          |
| Overseas     | 279           | 2.2%          | 129          | 3.5%          | -            | -             | 68           | 3.9%          |
| Unknown      | -             | -             | -            | -             | -            | -             | -            | -             |
| <b>Total</b> | <b>12,759</b> | <b>100.0%</b> | <b>3,684</b> | <b>100.0%</b> | <b>1,740</b> | <b>100.0%</b> | <b>1,759</b> | <b>100.0%</b> |

|              | QUEENSLAND   |               |              |               |            |               |              |               |
|--------------|--------------|---------------|--------------|---------------|------------|---------------|--------------|---------------|
|              | Private      |               | Corporate    |               | Government |               | Other        |               |
|              | n            | %             | n            | %             | n          | %             | n            | %             |
| City         | 5,120        | 62.3%         | 869          | 77.4%         | 329        | 75.1%         | 590          | 51.6%         |
| Suburban     | 1,483        | 18.0%         | 129          | 11.5%         | 40         | 9.1%          | 197          | 17.2%         |
| Country      | 1,365        | 16.6%         | 43           | 3.8%          | 58         | 13.2%         | 269          | 23.5%         |
| Interstate   | 108          | 1.3%          | 13           | 1.2%          | 11         | 2.5%          | 39           | 3.4%          |
| Overseas     | 141          | 1.7%          | 69           | 6.1%          | 0          | 0.0%          | 46           | 4.0%          |
| Unknown      | -            | -             | -            | -             | -          | -             | 3            | 0.3%          |
| <b>Total</b> | <b>8,217</b> | <b>100.0%</b> | <b>1,123</b> | <b>100.0%</b> | <b>438</b> | <b>100.0%</b> | <b>1,144</b> | <b>100.0%</b> |

|              | WESTERN AUSTRALIA |               |            |               |            |               |            |               |
|--------------|-------------------|---------------|------------|---------------|------------|---------------|------------|---------------|
|              | Private           |               | Corporate  |               | Government |               | Other      |               |
|              | n                 | %             | n          | %             | n          | %             | n          | %             |
| City         | 2,436             | 55.7%         | 297        | 47.8%         | 75         | 63.6%         | 86         | 27.6%         |
| Suburban     | 1,561             | 35.7%         | 268        | 43.2%         | 40         | 33.9%         | 164        | 52.6%         |
| Country      | 226               | 5.2%          | 6          | 1.0%          | 1          | 0.8%          | 48         | 15.4%         |
| Interstate   | 10                | 0.2%          | -          | -             | 1          | 0.8%          | 2          | 0.6%          |
| Overseas     | 144               | 3.3%          | 50         | 8.1%          | 1          | 0.8%          | 12         | 3.8%          |
| Unknown      | -                 | -             | -          | -             | -          | -             | -          | -             |
| <b>Total</b> | <b>4,377</b>      | <b>100.0%</b> | <b>621</b> | <b>100.0%</b> | <b>118</b> | <b>100.0%</b> | <b>312</b> | <b>100.0%</b> |

|              | SOUTH AUSTRALIA |               |            |               |            |               |            |               |
|--------------|-----------------|---------------|------------|---------------|------------|---------------|------------|---------------|
|              | Private         |               | Corporate  |               | Government |               | Other      |               |
|              | n               | %             | n          | %             | n          | %             | n          | %             |
| City         | 1,880           | 71.9%         | 182        | 55.5%         | 601        | 92.7%         | 29         | 27.9%         |
| Suburban     | 521             | 19.9%         | 115        | 35.1%         | 37         | 5.7%          | 28         | 26.9%         |
| Country      | 208             | 8.0%          | 29         | 8.8%          | 10         | 1.5%          | 16         | 15.4%         |
| Interstate   | 5               | 0.2%          | 2          | 0.6%          | -          | -             | 4          | 3.8%          |
| Overseas     | -               | -             | -          | -             | -          | -             | 27         | 26.0%         |
| Unknown      | -               | -             | -          | -             | -          | -             | -          | -             |
| <b>Total</b> | <b>2,614</b>    | <b>100.0%</b> | <b>328</b> | <b>100.0%</b> | <b>648</b> | <b>100.0%</b> | <b>104</b> | <b>100.0%</b> |

|              | AUSTRALIAN CAPITAL TERRITORY |               |           |               |            |               |           |               |
|--------------|------------------------------|---------------|-----------|---------------|------------|---------------|-----------|---------------|
|              | Private                      |               | Corporate |               | Government |               | Other     |               |
|              | n                            | %             | n         | %             | n          | %             | n         | %             |
| City         | 723                          | 73.0%         | 30        | 38.0%         | 510        | 52.7%         | 16        | 19.5%         |
| Suburban     | 254                          | 25.6%         | 47        | 59.5%         | 445        | 46.0%         | 16        | 19.5%         |
| Country      | -                            | -             | -         | -             | -          | -             | -         | -             |
| Interstate   | -                            | -             | -         | -             | -          | -             | -         | -             |
| Overseas     | 1                            | 0.1%          | -         | -             | -          | -             | 33        | 40.2%         |
| Unknown      | 13                           | 1.3%          | 2         | 2.5%          | 12         | 1.2%          | 17        | 20.7%         |
| <b>Total</b> | <b>991</b>                   | <b>100.0%</b> | <b>79</b> | <b>100.0%</b> | <b>967</b> | <b>100.0%</b> | <b>82</b> | <b>100.0%</b> |

|              | NORTHERN TERRITORY |               |           |               |            |               |            |               |
|--------------|--------------------|---------------|-----------|---------------|------------|---------------|------------|---------------|
|              | Private            |               | Corporate |               | Government |               | Other      |               |
|              | n                  | %             | n         | %             | n          | %             | n          | %             |
| City         | 151                | 91.0%         | 7         | 70.0%         | 118        | 95.2%         | 81         | 39.1%         |
| Suburban     | -                  | -             | -         | -             | -          | -             | -          | -             |
| Country      | 14                 | 8.4%          | 2         | 20.0%         | 6          | 4.8%          | 57         | 27.5%         |
| Interstate   | 1                  | 0.6%          | 1         | 10.0%         | -          | -             | -          | -             |
| Overseas     | -                  | -             | -         | -             | -          | -             | -          | -             |
| Unknown      | -                  | -             | -         | -             | -          | -             | 69         | 33.3%         |
| <b>Total</b> | <b>166</b>         | <b>100.0%</b> | <b>10</b> | <b>100.0%</b> | <b>124</b> | <b>100.0%</b> | <b>207</b> | <b>100.0%</b> |

|              | TASMANIA   |               |           |               |            |          |           |               |
|--------------|------------|---------------|-----------|---------------|------------|----------|-----------|---------------|
|              | Private    |               | Corporate |               | Government |          | Other     |               |
|              | n          | %             | n         | %             | n          | %        | n         | %             |
| City         | 407        | 86.6%         | 31        | 96.9%         | 0          | -        | 40        | 93.0%         |
| Suburban     | -          | -             | -         | -             | -          | -        | -         | -             |
| Country      | 63         | 13.4%         | 1         | 3.1%          | 0          | -        | 3         | 7.0%          |
| Interstate   | -          | -             | -         | -             | -          | -        | -         | -             |
| Overseas     | -          | -             | -         | -             | -          | -        | -         | -             |
| Unknown      | -          | -             | -         | -             | -          | -        | -         | -             |
| <b>Total</b> | <b>470</b> | <b>100.0%</b> | <b>32</b> | <b>100.0%</b> | <b>-</b>   | <b>-</b> | <b>43</b> | <b>100.0%</b> |

### Location by gender

|              | NEW SOUTH WALES |               |               |               |               |               |
|--------------|-----------------|---------------|---------------|---------------|---------------|---------------|
|              | Male            |               | Female        |               | Total         |               |
|              | n               | %             | n             | %             | n             | %             |
| City         | 7,061           | 46.8%         | 7,628         | 50.6%         | 14,689        | 48.7%         |
| Suburban     | 5,163           | 34.2%         | 4,966         | 33.0%         | 10,129        | 33.6%         |
| Country      | 2,021           | 13.4%         | 1,713         | 11.4%         | 3,734         | 12.4%         |
| Interstate   | 83              | 0.6%          | 77            | 0.5%          | 160           | 0.5%          |
| Overseas     | 757             | 5.0%          | 681           | 4.5%          | 1,438         | 4.8%          |
| Unknown      | -               | -             | -             | -             | -             | -             |
| <b>Total</b> | <b>15,085</b>   | <b>100.0%</b> | <b>15,065</b> | <b>100.0%</b> | <b>30,150</b> | <b>100.0%</b> |

|              | VICTORIA     |               |               |               |               |               |
|--------------|--------------|---------------|---------------|---------------|---------------|---------------|
|              | Male         |               | Female        |               | Total         |               |
|              | n            | %             | n             | %             | n             | %             |
| City         | 4,526        | 46.0%         | 4,788         | 47.4%         | 9,314         | 46.7%         |
| Suburban     | 4,193        | 42.6%         | 4,309         | 42.6%         | 8,502         | 42.6%         |
| Country      | 798          | 8.1%          | 733           | 7.3%          | 1,531         | 7.7%          |
| Interstate   | 69           | 0.7%          | 50            | 0.5%          | 119           | 0.6%          |
| Overseas     | 250          | 2.5%          | 226           | 2.2%          | 476           | 2.4%          |
| Unknown      | -            | -             | -             | -             | -             | -             |
| <b>Total</b> | <b>9,836</b> | <b>100.0%</b> | <b>10,106</b> | <b>100.0%</b> | <b>19,942</b> | <b>100.0%</b> |

|              | QUEENSLAND   |               |              |               |               |               |
|--------------|--------------|---------------|--------------|---------------|---------------|---------------|
|              | Male         |               | Female       |               | Total         |               |
|              | n            | %             | n            | %             | n             | %             |
| City         | 3,506        | 62.7%         | 3,402        | 63.8%         | 6,908         | 63.2%         |
| Suburban     | 968          | 17.3%         | 881          | 16.5%         | 1,849         | 16.9%         |
| Country      | 885          | 15.8%         | 850          | 15.9%         | 1,735         | 15.9%         |
| Interstate   | 103          | 1.8%          | 68           | 1.3%          | 171           | 1.6%          |
| Overseas     | 127          | 2.3%          | 129          | 2.4%          | 256           | 2.3%          |
| Unknown      | 2            | 0.0%          | 1            | 0.0%          | 3             | 0.0%          |
| <b>Total</b> | <b>5,591</b> | <b>100.0%</b> | <b>5,331</b> | <b>100.0%</b> | <b>10,922</b> | <b>100.0%</b> |

|              | WESTERN AUSTRALIA |               |              |               |              |               |
|--------------|-------------------|---------------|--------------|---------------|--------------|---------------|
|              | Male              |               | Female       |               | Total        |               |
|              | n                 | %             | n            | %             | n            | %             |
| City         | 1,493             | 53.2%         | 1,401        | 53.4%         | 2,894        | 53.3%         |
| Suburban     | 1,058             | 37.7%         | 975          | 37.2%         | 2,033        | 37.5%         |
| Country      | 135               | 4.8%          | 146          | 5.6%          | 281          | 5.2%          |
| Interstate   | 4                 | 0.1%          | 9            | 0.3%          | 13           | 0.2%          |
| Overseas     | 114               | 4.1%          | 93           | 3.5%          | 207          | 3.8%          |
| Unknown      | -                 | -             | -            | -             | -            | -             |
| <b>Total</b> | <b>2,804</b>      | <b>100.0%</b> | <b>2,624</b> | <b>100.0%</b> | <b>5,428</b> | <b>100.0%</b> |

|              | SOUTH AUSTRALIA |               |              |               |              |               |
|--------------|-----------------|---------------|--------------|---------------|--------------|---------------|
|              | Male            |               | Female       |               | Total        |               |
|              | n               | %             | n            | %             | n            | %             |
| City         | 1,370           | 73.0%         | 1,322        | 72.8%         | 2,692        | 72.9%         |
| Suburban     | 357             | 19.0%         | 344          | 18.9%         | 701          | 19.0%         |
| Country      | 129             | 6.9%          | 134          | 7.4%          | 263          | 7.1%          |
| Interstate   | 6               | 0.3%          | 5            | 0.3%          | 11           | 0.3%          |
| Overseas     | 15              | 0.8%          | 12           | 0.7%          | 27           | 0.7%          |
| Unknown      | -               | -             | -            | -             | -            | -             |
| <b>Total</b> | <b>1,877</b>    | <b>100.0%</b> | <b>1,817</b> | <b>100.0%</b> | <b>3,694</b> | <b>100.0%</b> |

|              | AUSTRALIAN CAPITAL TERRITORY |               |             |               |             |               |
|--------------|------------------------------|---------------|-------------|---------------|-------------|---------------|
|              | Male                         |               | Female      |               | Total       |               |
|              | n                            | %             | n           | %             | n           | %             |
| City         | 545                          | 58.2%         | 734         | 62.1%         | 1279        | 60.4%         |
| Suburban     | 350                          | 37.4%         | 412         | 34.9%         | 762         | 36.0%         |
| Country      | -                            | -             | -           | -             | -           | -             |
| Interstate   | -                            | -             | -           | -             | -           | -             |
| Overseas     | 18                           | 1.9%          | 16          | 1.4%          | 34          | 1.6%          |
| Unknown      | 24                           | 2.6%          | 20          | 1.7%          | 44          | 2.1%          |
| <b>Total</b> | <b>937</b>                   | <b>100.0%</b> | <b>1182</b> | <b>100.0%</b> | <b>2119</b> | <b>100.0%</b> |

|              | NORTHERN TERRITORY |               |            |               |            |               |
|--------------|--------------------|---------------|------------|---------------|------------|---------------|
|              | Male               |               | Female     |               | Total      |               |
|              | n                  | %             | n          | %             | n          | %             |
| City         | 154                | 72.0%         | 203        | 69.3%         | 357        | 70.4%         |
| Suburban     | -                  | -             | -          | -             | -          | -             |
| Country      | 35                 | 16.4%         | 44         | 15.0%         | 79         | 15.6%         |
| Interstate   | 2                  | 0.9%          | -          | -             | 2          | 0.4%          |
| Overseas     | -                  | -             | -          | -             | -          | -             |
| Unknown      | 23                 | 10.7%         | 46         | 15.7%         | 69         | 13.6%         |
| <b>Total</b> | <b>214</b>         | <b>100.0%</b> | <b>293</b> | <b>100.0%</b> | <b>507</b> | <b>100.0%</b> |

|              | TASMANIA   |               |            |               |            |               |
|--------------|------------|---------------|------------|---------------|------------|---------------|
|              | Male       |               | Female     |               | Total      |               |
|              | n          | %             | n          | %             | n          | %             |
| City         | 255        | 87.3%         | 223        | 88.1%         | 478        | 87.7%         |
| Suburban     | -          | -             | -          | -             | -          | -             |
| Country      | 37         | 12.7%         | 30         | 11.9%         | 67         | 12.3%         |
| Interstate   | -          | -             | -          | -             | -          | -             |
| Overseas     | -          | -             | -          | -             | -          | -             |
| Unknown      | -          | -             | -          | -             | -          | -             |
| <b>Total</b> | <b>292</b> | <b>100.0%</b> | <b>253</b> | <b>100.0%</b> | <b>545</b> | <b>100.0%</b> |



## Location young lawyers (admitted for 5 years or less)

|               | NSW          |               | VIC          |             | QLD          |               | WA           |               | SA         |               |
|---------------|--------------|---------------|--------------|-------------|--------------|---------------|--------------|---------------|------------|---------------|
|               | n            | %             | n            | %           | n            | %             | n            | %             | n          | %             |
| City          | 4,515        | 56.9%         | 2,496        | 50.2%       | 2,143        | 63.0%         | 955          | 58.9%         | 635        | 76.7%         |
| Suburban      | 2,210        | 27.9%         | 2,017        | 40.6%       | 579          | 17.0%         | 523          | 32.2%         | 131        | 15.8%         |
| Country/Rural | 835          | 10.5%         | 341          | 6.9%        | 526          | 15.5%         | 61           | 3.8%          | 58         | 7.0%          |
| Interstate    | 38           | 0.5%          | 27           | 0.5%        | 47           | 1.4%          | 6            | 0.4%          | 2          | 0.2%          |
| Overseas      | 333          | 4.2%          | 90           | 1.8%        | 105          | 3.1%          | 77           | 4.7%          | 2          | 0.2%          |
| Unknown       | -            | -             | -            | -           | 2            | 0.1%          | -            | -             | -          | -             |
| <b>Total</b>  | <b>7,931</b> | <b>100.0%</b> | <b>4,971</b> | <b>100%</b> | <b>3,402</b> | <b>100.0%</b> | <b>1,622</b> | <b>100.0%</b> | <b>828</b> | <b>100.0%</b> |

|               | NT         |               | ACT        |               | TAS        |               |
|---------------|------------|---------------|------------|---------------|------------|---------------|
|               | n          | %             | n          | %             | n          | %             |
| City          | 110        | 73.3%         | 478        | 66.0%         | 135        | 90.0%         |
| Suburban      | -          | -             | 213        | 29.4%         | -          | -             |
| Country/Rural | 24         | 16.1%         | -          | 0.0%          | 15         | 10.0%         |
| Interstate    | -          | -             | -          | 0.0%          | -          | -             |
| Overseas      | -          | -             | 18         | 2.5%          | -          | -             |
| Unknown       | 27         | 10.6%         | 15         | 2.1%          | -          | -             |
| <b>Total</b>  | <b>161</b> | <b>100.0%</b> | <b>724</b> | <b>100.0%</b> | <b>150</b> | <b>100.0%</b> |



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