

# 2024 NATIONAL PROFILE OF SOLICITORS

Final

Prepared for  
**LAW SOCIETY OF NSW**  
13 June 2025



# ACKNOWLEDGEMENT OF COUNTRY

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Urbis acknowledges the traditional custodians of the lands we operate on.

We recognise that first nations sovereignty was never ceded and respect first nations peoples continuing connection to these lands, waterways and ecosystems for over 60,000 years.

We pay our respects to first nations elders, past and present.



The river is the symbol of the Dreaming and the journey of life. The circles and lines represent people meeting and connections across time and space. When we are working in different places, we can still be connected and work towards the same goal.

Title: Sacred River Dreaming  
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*Cover image: Bathurst Historical Courthouse*

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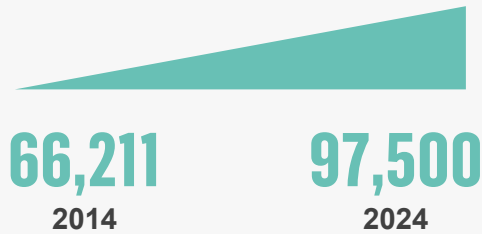
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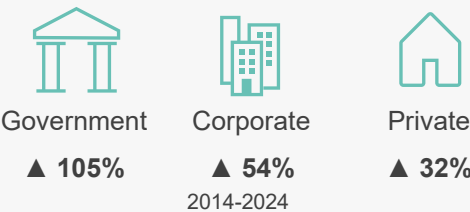


# THE LAW PROFESSION IN AUSTRALIA

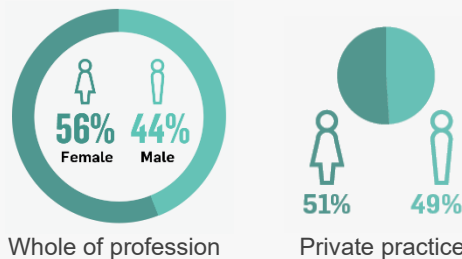
The legal profession continues to experience strong growth and is approaching 100,000 practitioners



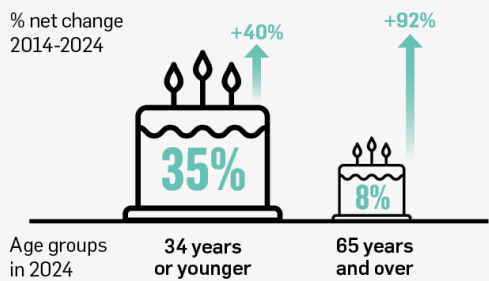
While two-thirds of the profession work in private practice, the corporate and government legal sectors have experienced higher growth



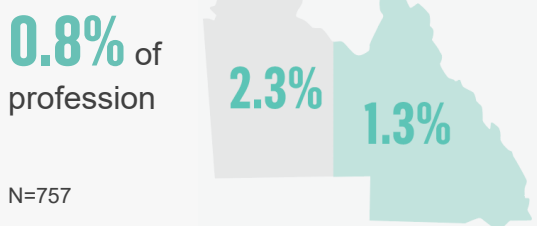
Female solicitors continue to outnumber male solicitors in all states and territories and, for the first time within private practice



Representation is increasing at both ends of the age spectrum



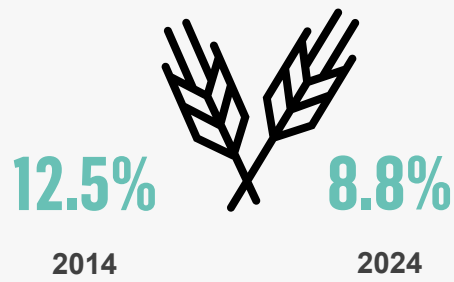
The number and proportion of Aboriginal and Torres Strait Islander solicitors remains low



Large private practice firms represent <1% of firms but employ more than one-in-five solicitors.



The proportion of solicitors based in rural areas has decreased over the past decade



# EXECUTIVE SUMMARY

Urbis was commissioned by the Law Society of New South Wales, on behalf of the Conference of Law Societies, to prepare a profile of solicitors practising in Australia in 2024. This National Profile presents a demographic picture of the legal profession, as well as changes observed over time. It is based on data provided by the state and territory law societies and regulators which license solicitors to practise in Australia. This is the seventh National Profile, and follows previous reports published in 2011 and biennially since 2014.

## FINDINGS

### Size of the profession



In October 2024, there were 97,500 practising solicitors in Australia. The largest proportion of solicitors were registered in New South Wales (42%), followed by Victoria (25%) and Queensland (16%).

Between 2014 and 2024, the number of practising solicitors increased nationally by 47%. While increases were observed across all states and territories, the most notable increases were in the Australian Capital Territory (+83%) and Tasmania (+81%).

### Gender



In 2024, the Australian legal profession comprised a greater proportion of female solicitors (56%) than male solicitors (44%). This trend was first observed in 2018 and reflects the greater number of female solicitors entering the profession compared to male solicitors (+106% compared to +37%) since 2011.

A trend first observed in 2020, all states and territories across Australia continued to have a greater proportion of female solicitors than male solicitors. The Australian Capital Territory and Northern Territory had notably higher female representation (62% and 61% respectively), which is driven by the greater proportion of government solicitors in those jurisdictions.

### Aboriginal and/or Torres Strait Islander status



Since 2014, data has been provided on solicitors identifying as Aboriginal and/or Torres Strait Islander. In 2024, a total of 757 solicitors (0.8%) identified as Aboriginal and/or Torres Strait Islander, and this has remained relatively stable across the past decade.

The highest proportion of Aboriginal and/or Torres Strait Islander solicitors were in the Northern Territory (2.3%) and Queensland (1.3%).

### Age



The mean age of all Australian solicitors in 2024 was 42 years old and has remained stable over time. Since 2014 there has, however, been large increases in the proportion of solicitors at both ends of the age spectrum. The proportion of solicitors aged 65 years and older has increased by 92% while the proportion of solicitors aged 24 years and younger has grown by 44%.

Almost half of all solicitors were aged between 25 to 39 years (48%). Solicitors in the Northern Territory and Australian Capital Territory were slightly younger than other jurisdictions, with a mean age of 40 years.

Female solicitors were younger on average, with a mean age of 40 years, compared to 46 years for male solicitors. Two in five female solicitors were aged under 35 (40%), compared to just over a quarter of male solicitors (28%). Conversely, 13% of all male solicitors were aged 65 years and older compared to only 3% of females.

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## Practice sector



In 2024, almost two-thirds of solicitors in Australia were working in private practice (64%). This was consistent across all jurisdictions with the exception of the Australian Capital Territory and the Northern Territory, in which there were larger proportions of solicitors working in the government legal sector (48% and 29% respectively).

The community and government legal sectors had the highest representation of females, with over two-thirds of all practitioners being female (73% and 70% respectively). Females represented half of all private practice solicitors (51%).

Since 2014, all practice sectors have experienced growth, with the government legal sector experiencing the strongest growth (+105%), followed by the corporate legal sector (+54%) and private practice (+32%).

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## Years since admission



In 2024, two-fifths of all solicitors had been admitted for 15 years or more (41%), with one-fifth being admitted for two to five years (19%) and six to ten years (18%) respectively. One in ten solicitors had been admitted for one year or less (11%). The profile of years since admission remained relatively stable over the past decade, with only small shifts across reporting periods.

When comparing across jurisdictions, the largest proportion of solicitors admitted for 15 years or more were in South Australia (45%) and New South Wales (43%). The largest proportion of solicitors who had been admitted for one year or less were in Victoria (20%) and the Northern Territory (12%).

More than half of all female solicitors had been admitted for 10 years or less (53%) compared to two in five male solicitors (41%), consistent with the overrepresentation of female solicitors in younger age brackets.

There was a larger proportion of solicitors admitted for 15 years or more working in the corporate legal sector (49%), compared to in private practice (41%), the government legal sector (34%) and the community legal sector (23%). The proportion of those who had been admitted for one year or less was highest in the community legal sector (16%), followed by private practice (13%) and the government legal sector (11%). Only 6% of those in the corporate legal sector had been admitted for one year or less.

Larger private practice firms tended to have a greater proportion of solicitors admitted for a shorter period of time compared to smaller law practices.

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## Private law practices



In October 2024, there were 16,793 private law practices in Australia (excluding the ACT<sup>1</sup>), up from 16,205 in 2022. As private practice firm data was not available for the Australian Capital Territory in 2024, this is still likely to be undercounting the real growth in the number of firms. Most firms were sole practices (78%), followed by law practices with two to four principals (13%). Higher proportions of sole practices were observed in South Australia (85%), Western Australia (83%) and NSW (82%).

Across Australia, there were 79 law practices with 21 or more principals. Around two-fifths were based in either New South Wales (34) and Victoria (30). While large practices represent less than 1% of total firms, they employ over one in five (21%) solicitors.

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<sup>1</sup> Practice size data from the ACT was unavailable for this reporting period, ACT data has been excluded from this reporting.

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## Location



In 2024, more than half of all solicitors were practising in a city-based location (58%), over a quarter were located in suburban areas (29%) and one in ten were practising in a country/rural area (9%).

There were some key differences in location across jurisdictions. Tasmania and Queensland had the highest proportions of solicitors working in a city area (83% each), and the Australian Capital Territory had the highest proportion of solicitors working in suburban areas (47%). In addition, the Northern Territory had the highest proportion of solicitors working in country/rural areas (19%).

The representation of females was consistent across locations with more females than males working in city (57%), suburban (55%) and country/rural locations (57%).

Early career lawyers (solicitors admitted for five years or less) were slightly more concentrated in city-based locations (63%) compared to the total profession (58%).

Since 2014, the strongest growth has occurred in interstate (+259%) and overseas (+56%) locations and in cities (+55%). By contrast, country/rural areas have experienced little growth over the same period (+2%). The proportion of practitioners based in a country/rural area has decreased from 12.5% in 2014 to 8.8% in 2024.



# 1. INTRODUCTION

## 1.1. THIS REPORT

Urbis was commissioned by the Law Society of New South Wales, on behalf of the Conference of Law Societies, to prepare a national demographic profile of the practising profession in 2024. The National Profile comprises a demographic breakdown of solicitors based on data provided by:

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

This is the seventh National Profile of Solicitors and follows previous reports published in 2011, 2014, 2016, 2018, 2020 and 2022. The purpose of this report is to collate and analyse information about the demographic profile of practising solicitors in 2024 and to identify and monitor trends over time.

## 1.2. METHODOLOGY

Urbis worked in conjunction with the Law Society of New South Wales with input from the other bodies outlined above.

Urbis developed a standard template of data tables which was populated by each state or territory organisation with census data for solicitors registered in jurisdictional databases as at 31 October 2024. Although the numbers in the profession fluctuate over the course of the year, October is considered the most stable month to measure the profession.

Jurisdictional data was collated and analysed to compile a national profile of solicitors in 2024. The breakdown of results for each state and territory has been provided for key demographic indicators including age, gender and practice sector. Cross-tabulation of multiple demographic indicators (e.g. age by gender), has been provided at the national level, with commentary provided for any observed variations across jurisdictions. A breakdown of state and territory data referenced in the body of the report can be found at Appendix A.

Where possible, 2024 data was compared with the results of previous studies (2011, 2014, 2016, 2018, 2020 and 2022) at a national level.

In 2020, revisions were made to the data collection template, to include definitions of practice sectors and roles. This was implemented to improve consistency across all states and territories; however, it may have resulted in inconsistencies between reporting years. Details of the definitions provided can be found at Appendix B.

### 1.2.1. Limitations

- Due to the variation in solicitor certification requirements, as well as in the function of the law societies and the regulators, 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 throughout the report.
- Practice size data from the ACT was unavailable for the 2024 report and has not been included.
- Each state and territory collects data in different ways, and their methods of data extraction have not been visible to Urbis. Therefore, it is possible there have been different methods for recording and extracting data across different jurisdictions, as well as different methods for extracting data across different reporting years. This is noted in the report in relation to years since admission calculations and location categorisations, however there may be further discrepancies throughout the data which have also impacted the accuracy of the data.

- Throughout this report 'sole practice' is used to refer to sole practices and one principal law practices. Different methods are used across jurisdictions for defining sole practices and one principal law practices, therefore these categories have been combined in tables and charts.
- All reported percentages have been rounded to the nearest whole number. Some charts and tables do not add to 100% due to rounding. Sums of values within text have been aligned with the chart sums for consistency.
- Stacked bar charts have been used to show cross-tabulations of data. Where percentage values are 2% or less, data labels have not been included.

## 2. SIZE OF THE PROFESSION

In October 2024, there were 97,500 practising solicitors in Australia. The largest proportion of solicitors was in New South Wales (42%), followed by Victoria (25%) and Queensland (16%).

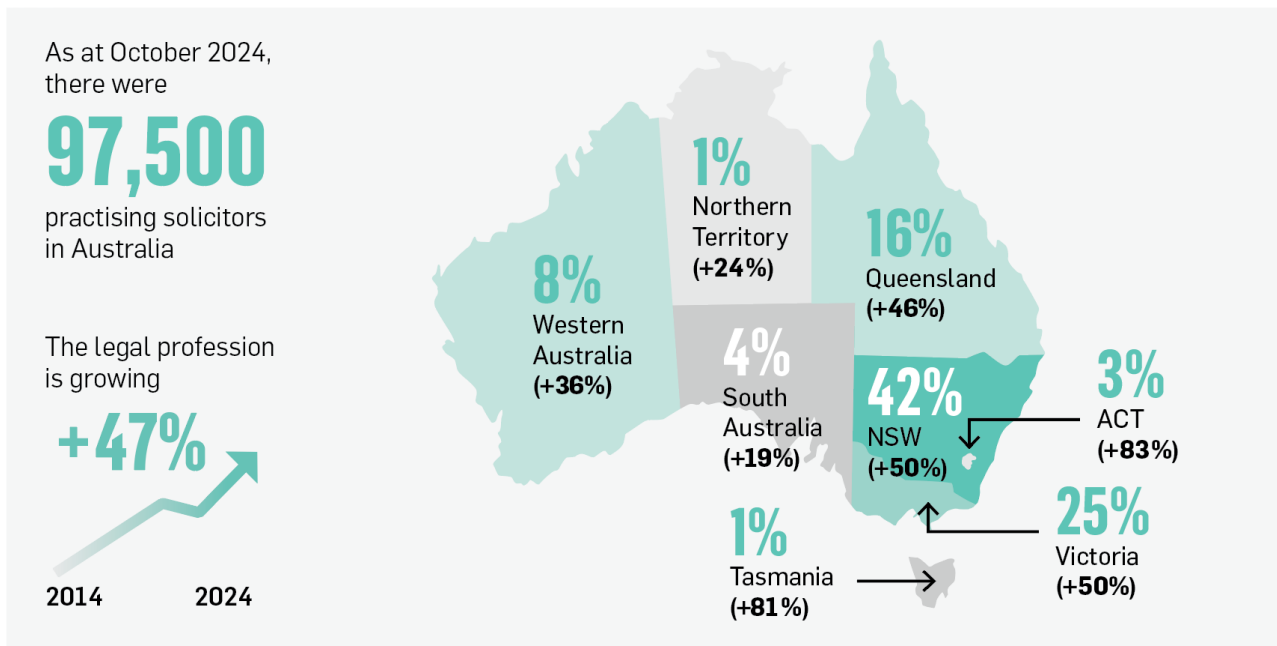
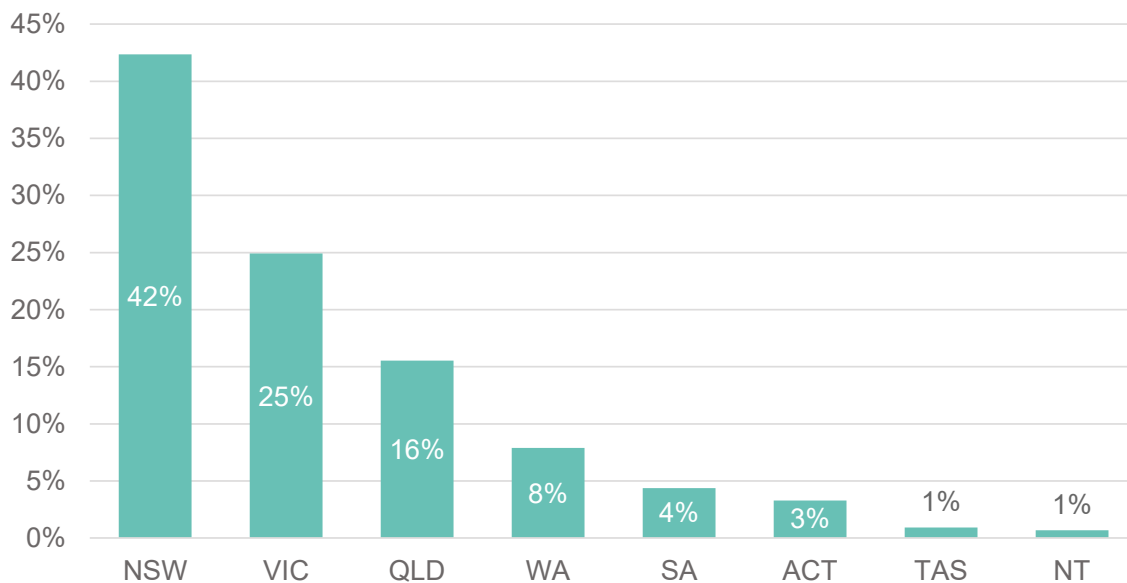


Figure 1 – Number of solicitors by jurisdiction



Base N=97,500

At the national level, there has been a steady growth in the profession over time. When broken down by state and territory, the distribution of solicitors across Australia is consistent across reporting years. The results show:

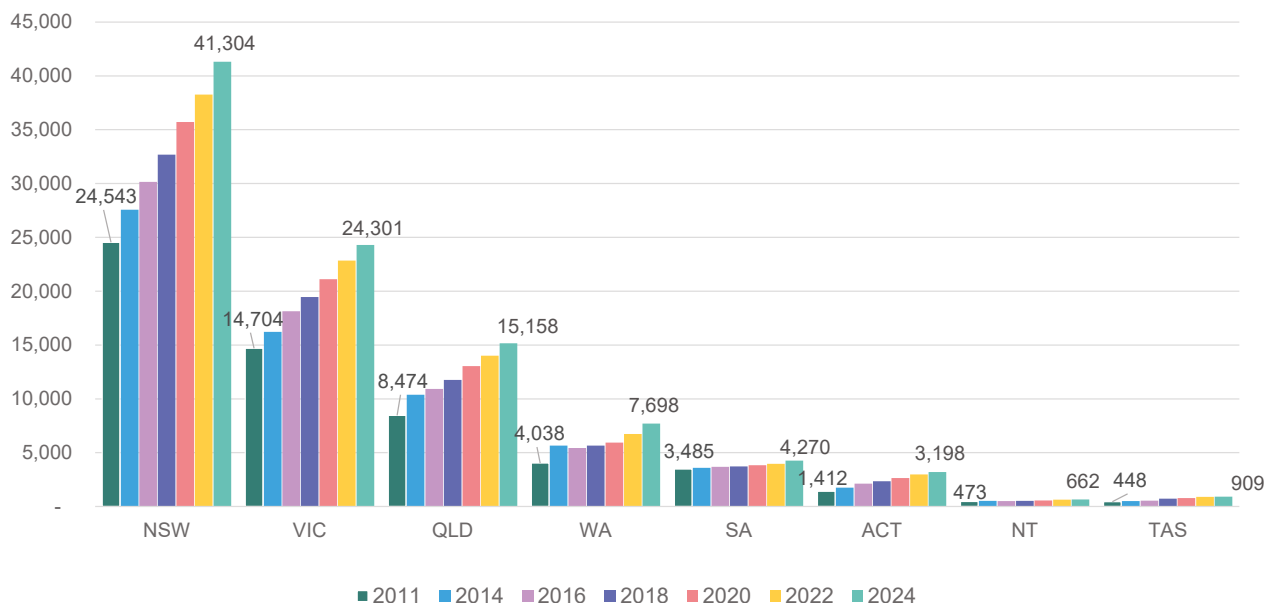
- Since 2011, the total number of practising solicitors in Australia has increased by +69%.
- The national growth rate has been steady at between 8% and 9%, excluding between 2011 and 2014 where there was an increase of 15%.
- All jurisdictions experienced positive growth between 2022 and 2024.
- The Australian Capital Territory (+126%) and Tasmania (+103%) have experienced the highest proportional growth since 2011 while South Australia has recorded the lowest level of growth (+23%).

Table 1 – Number of solicitors by jurisdiction over time

		Solicitors							Change 2011-24
		2011	2014	2016	2018	2020	2022	2024	
NSW	N	24,543	27,575	30,150	32,679	35,718	38,265	41,304	+68%
	%	43%	42%	42%	43%	43%	42%	42%	
	Change from previous	-	+12%	+9%	+8%	+9%	+7%	+8%	
VIC	N	14,704	16,214	18,144	19,460	21,118	22,847	24,301	+65%
	%	26%	25%	25%	26%	25%	25%	25%	
	Change from previous	-	+10%	+12%	+7%	+9%	+8%	+6%	
QLD	N	8,474	10,380	10,922	11,758	13,043	14,016	15,158	+79%
	%	15%	16%	15%	15%	16%	16%	16%	
	Change from previous	-	+23%	+5%	+8%	+11%	+7%	+8%	
WA	N	4,038	5,666	5,428	5,656	5,936	6,737	7,698	+91%
	%	7%	9%	8%	7%	7%	7%	8%	
	Change from previous	-	+40%	-4%	+4%	+5%	+13%	+14%	
SA	N	3,485	3,588	3,694	3,726	3,836	3,960	4,270	+23%
	%	6%	5%	5%	5%	5%	4%	4%	
	Change from previous	-	+3%	+3%	+1%	+3%	+3%	+8%	
ACT	N	1,412	1,752	2,119	2,356	2,649	2,980	3,198	+126%
	%	3%	3%	3%	3%	3%	3%	3%	
	Change from previous	-	+24%	+21%	+11%	+12%	+12%	+7%	
NT	N	473	533	507	517	559	633	662	+40%
	%	1%	1%	1%	1%	1%	1%	1%	
	Change from previous	-	+13%	-5%	+2%	+8%	+13%	+5%	
TAS	N	448	503	545	727	784	891	909	+103%
	%	1%	1%	1%	1%	1%	1%	1%	
	Change from previous	-	+12%	+8%	+33%	+8%	+14%	+2%	
Total	N	57,577	66,211	71,509	76,879	83,643	90,329	97,500	+69%
	%	100%	100%	100%	100%	100%	100%	100%	
	Change from previous	-	+15%	+8%	+8%	+9%	+8%	+8%	

*Note: In 2020, data collection was standardised to include all solicitors holding a practising certificate in the relevant jurisdiction. In 2018, the total number of solicitors in Western Australia excluded solicitors who held a practising certificate and were not actively practising, and those who held a practising certificate but were admitted outside Western Australia. For the purpose of analysing the growth rate of solicitors, the 2018 WA data has been adjusted to include these groups and will be different to the data in the 2018 report (Table 1 and Figure 2). For all other purposes, the 2018 WA data remains unchanged, including when analysing trends over time by gender, age, years since admission, practice sector or location. The Tasmanian data does not include government solicitors in 2011, 2014 and 2016.*

Figure 2 – Number of solicitors by jurisdiction over time



For the second time, analysis was undertaken on the ratio of solicitors to state or territory population. The Australian Capital Territory had the largest representation of solicitors to population with 1 in every 149 residents being holding a practising certificate, followed by New South Wales (1 in 206) and Victoria (1 in 289). Tasmania had the smallest representation, with 1 in 634 residents holding a practising certificate.

Table 2 – Ratio of solicitors to population by jurisdiction

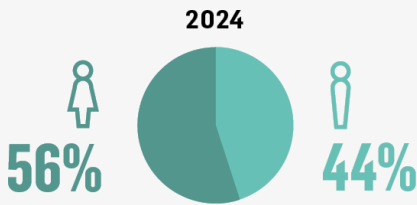
Jurisdiction	Number of solicitors in 2024	Population <sup>2</sup>	Ratio (solicitors: population)
NSW	41,304	8,511,200	1:206
VIC	24,301	7,013,000	1:289
QLD	15,158	5,608,700	1:370
WA	7,698	2,981,800	1:387
SA	4,270	1,882,700	1:441
ACT	3,198	475,600	1:149
NT	662	255,600	1:386
TAS	909	576,000	1:634

<sup>2</sup> Australian Bureau of Statistics. (2024). *National, state and territory population*. ABS.  
<https://www.abs.gov.au/statistics/people/population/national-state-and-territory-population/latest-release>



# 3. GENDER

As at October 2024, female solicitors continue to outnumber male solicitors – a trend first observed in 2018



Since 2014, more women than men have entered the profession

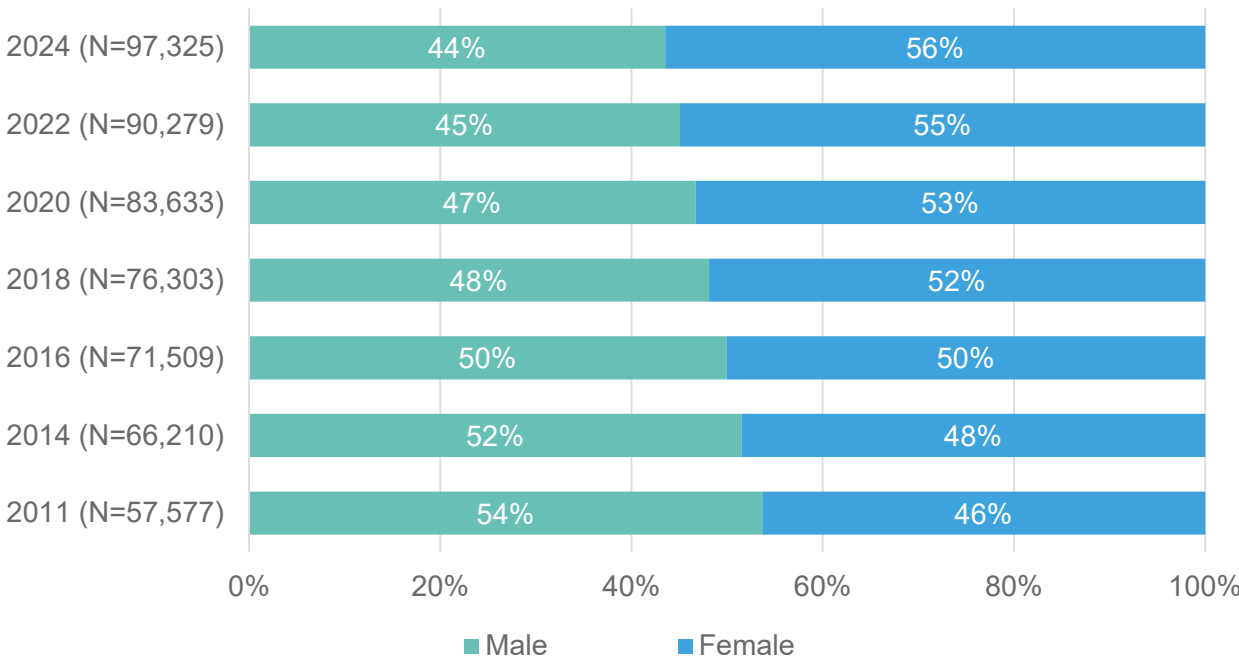


*Note: Excludes solicitors who identified as 'Other'*

## 3.1. GENDER – NATIONAL PROFILE

In 2024, there continues to be more female solicitors than male solicitors nationally, a trend first observed in 2018, with 56% of the profession being female and 44% male. The proportion of female solicitors has steadily increased over time, with 2016 being the first year to see an even distribution of genders (50% of each).

Figure 3 – Number of solicitors by gender over time

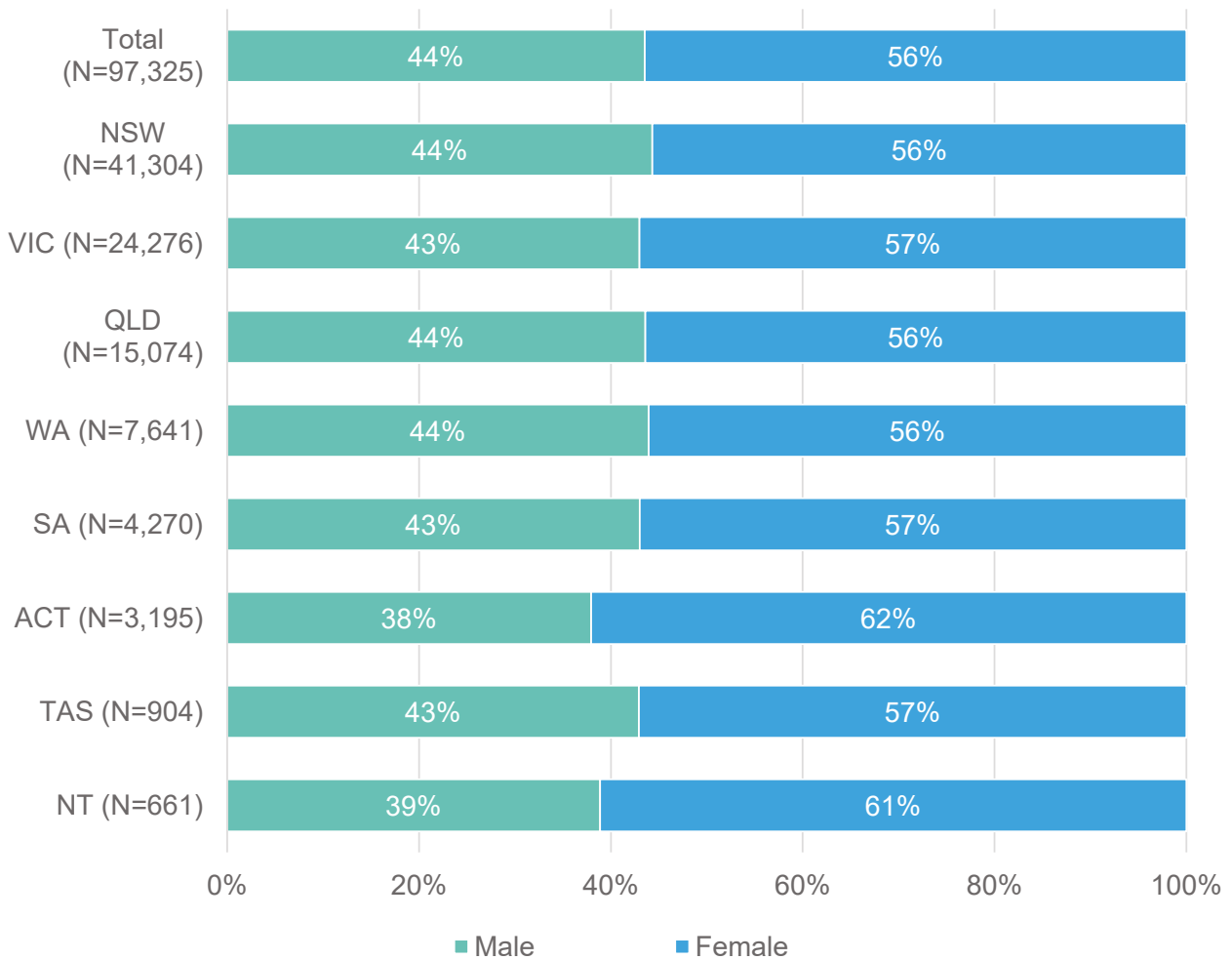


*Note: Excludes solicitors who identified as 'Other'*

## 3.2. GENDER BY JURISDICTION

All states and territories had more female solicitors than male solicitors. This trend was first observed in 2020. The Northern Territory and the Australian Capital Territory had particularly high representation of female solicitors (61% and 62% respectively), driven by the greater proportion of government solicitors in those jurisdictions.

Figure 4 – Gender by jurisdiction



*Note: Excludes solicitors who identified as 'Other'*

### 3.2.1. Gender by jurisdiction over time

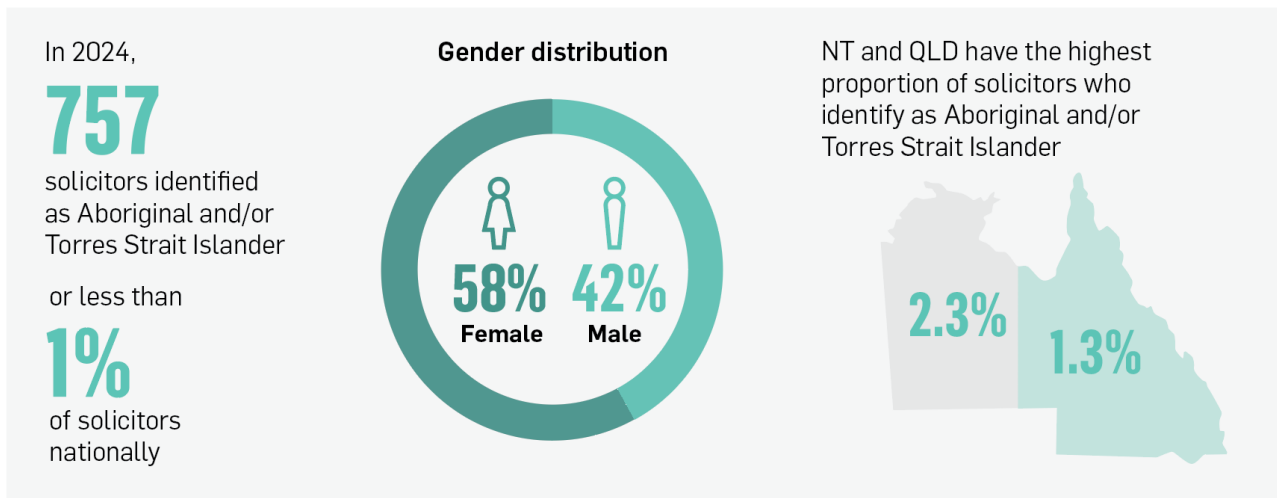
At the national level, the growth rate of female solicitors since 2011 (+106%) continues to be higher than that of male solicitors (+37%). By jurisdiction, the highest growth rates for female solicitors were observed in Tasmania and the Australian Capital Territory. The highest growth rates for male solicitors were observed in the Australian Capital Territory and Western Australia.

Table 3 – Gender by jurisdiction over time

State	Gender	Year							Change 2011-24
		2011	2014	2016	2018	2020	2022	2024	
NSW	Male	13,112	14,204	15,085	15,882	16,903	17,480	18,312	+40%
	Female	11,431	13,371	15,065	16,797	18,815	20,785	22,992	+101%
VIC	Male	7,789	8,298	8,910	9,212	9,674	10,155	10,434	+34%
	Female	6,915	7,916	9,234	10,248	11,436	12,682	13,842	+100%
QLD	Male	4,704	5,423	5,591	5,777	6,239	6,325	6,572	+40%
	Female	3,770	4,956	5,331	5,981	6,802	7,660	8,502	+126%
WA	Male	2,239	2,959	2,804	2,538	2,833	3,103	3,357	+50%
	Female	1,799	2,707	2,624	2,542	3,103	3,630	4,284	+138%
SA	Male	1,845	1,850	1,877	1,753	1,770	1,801	1,837	-<1%
	Female	1,640	1,738	1,817	1,973	2,066	2,159	2,433	+48%
ACT	Male	730	813	937	977	1,050	1,180	1,212	+66%
	Female	682	939	1,182	1,379	1,599	1,800	1,983	+191%
NT	Male	213	266	214	201	218	249	257	+21%
	Female	260	267	293	316	341	383	404	+55%
TAS	Male	272	287	292	351	365	404	388	+43%
	Female	176	216	253	376	419	483	516	+193%
Total	Male	30,904	34,100	35,710	36,691	39,052	40,697	42,369	+37%
	Female	26,673	32,110	35,799	39,612	44,581	49,582	54,956	+106%
	Male & Female	57,577	66,210	71,509	76,303	83,633	90,279	97,325	+69%

*Note: Excludes solicitors who identified as 'Other'. In 2020, data collection was standardised to include all solicitors holding a practising certificate in the relevant jurisdiction. In 2018, the total number of solicitors in Western Australia excluded solicitors who held a practising certificate and were not actively practising, and those who held a practising certificate but were admitted outside Western Australia. For the purpose of analysing the growth rate of solicitors, the 2018 WA data has been adjusted to include these groups and will be different to the data in the 2018 report (Table 1 and Figure 2). For all other purposes, the 2018 WA data remains unchanged, including when analysing trends over time by gender, age, years since admission, practice sector or location. The Tasmanian data does not include government solicitors in 2011, 2014 and 2016.*

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



Since 2014, data has been provided on solicitors who identify as Aboriginal and/or Torres Strait Islander in all jurisdictions (with the exception of Victoria which provided data for the first time in 2020). In 2024, a total of 757 practising solicitors identified as Aboriginal and/or Torres Strait Islander, representing 0.8% of all practising solicitors nationally.

The highest proportion of Aboriginal and/or Torres Strait Islander solicitors was in the Northern Territory (2.3%), followed by Queensland (1.3%).

Consistent with the gender distribution of the total profession, there were more female than male Aboriginal and/or Torres Strait Islander solicitors (58% versus 42%).

Table 4 – Aboriginal and/or Torres Strait Islander status

	NSW	VIC	QLD	WA	SA	ACT	NT	TAS	Total
Aboriginal and Torres Strait Islander (%)	0.8%	0.3%	1.3%	0.8%	0.5%	0.8%	2.3%	0.6%	0.8%
Aboriginal and Torres Strait Islander (N)	350	83	197	61	20	26	15	5	757
<b>Total profession (N)</b>	<b>41,304</b>	<b>24,301</b>	<b>15,158</b>	<b>7,698</b>	<b>4,270</b>	<b>3,198</b>	<b>662</b>	<b>909</b>	<b>97,500</b>

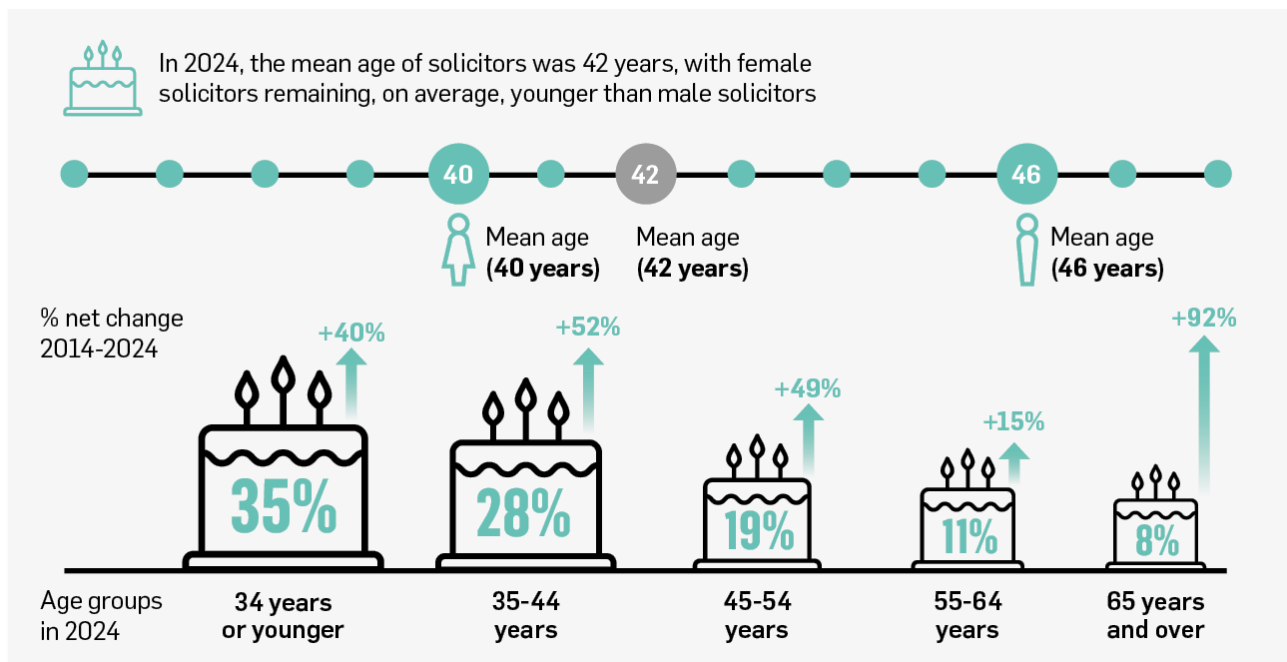
Over time, the proportion of solicitors who identify as Aboriginal and/or Torres Strait Islander has remained relatively stable.

Table 5 – Aboriginal and/or Torres Strait Islander status over time

	2014	2016	2018	2020	2022	2024
Aboriginal and Torres Strait Islander (%)	0.8%	1.2%	0.7%	0.7%	0.8%	0.8%
Aboriginal and Torres Strait Islander (N)	559	621	519	632	749	757
<b>Total profession (N)</b>	<b>66,211</b>	<b>71,509</b>	<b>76,879</b>	<b>83,643</b>	<b>90,329</b>	<b>97,500</b>

Note: Data available for Victoria for the first time in 2020

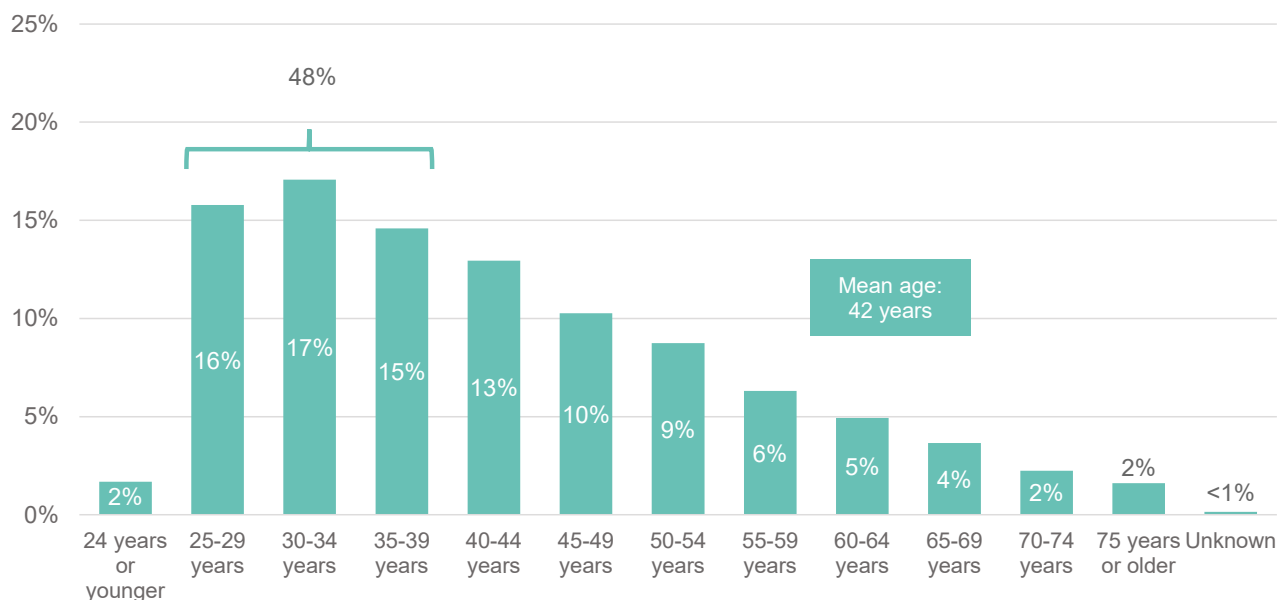
## 5. AGE



### 5.1. AGE – NATIONAL PROFILE

The mean age of Australian solicitors in 2024 was 42 years. The largest proportion of solicitors (based on five-year increments) were aged 30 to 34 years (17%), followed by those aged 25 to 29 years (16%) and those aged 35 to 39 years (15%). When combined, the 25-39 age group makes up almost half of all solicitors (48%).

Figure 5 – Age



Base N=97,500



## 5.2. AGE BY JURISDICTION

The distribution of age was similar across all states and territories. Differences between jurisdictions included:

- Solicitors in the Northern Territory and Australian Capital Territory were slightly younger than those in other jurisdictions, with a mean age of 40 years.
- Solicitors in South Australia, Western Australia and New South Wales were slightly older, with a mean age of 43 years.
- The largest proportions of solicitors aged 29 years or younger were observed in the Northern Territory (22%) and the Australian Capital Territory (20%).
- The largest proportions of solicitors aged 65 years and older were observed in New South Wales (9%), Victoria (8%) and South Australia (8%).

Table 6 – Age by jurisdiction

	NSW	VIC	QLD	WA	SA	ACT	NT	TAS	Total
<i>N (solicitors)</i>	41,304	24,301	15,158	7,698	4,270	3,198	662	909	<b>97,500</b>
24 years or younger	2%	1%	2%	1%	3%	2%	2%	2%	<b>2%</b>
25-29 years	16%	16%	16%	14%	16%	18%	20%	16%	<b>16%</b>
30-34 years	17%	18%	16%	16%	15%	18%	25%	16%	<b>17%</b>
35-39 years	14%	16%	14%	16%	13%	15%	11%	15%	<b>15%</b>
40-44 years	13%	13%	13%	15%	14%	14%	10%	13%	<b>13%</b>
45-49 years	10%	10%	10%	10%	11%	10%	7%	11%	<b>10%</b>
50-54 years	9%	8%	10%	10%	7%	8%	7%	8%	<b>9%</b>
55-59 years	6%	6%	7%	7%	6%	6%	7%	7%	<b>6%</b>
60-64 years	5%	5%	5%	5%	6%	3%	5%	5%	<b>5%</b>
65-69 years	4%	4%	4%	4%	4%	2%	3%	4%	<b>4%</b>
70-74 years	3%	2%	2%	2%	3%	1%	2%	2%	<b>2%</b>
75 years or older	2%	2%	1%	1%	1%	1%	1%	1%	<b>2%</b>
Unknown	0%	0%	1%	<1%	0%	<1%	0%	0%	<b>&lt;1%</b>
<i>Estimated mean age</i>	43	42	42	43	43	40	40	42	<b>42</b>

*Note: 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 every other age bracket. This year, mean age calculations excluded solicitors with 'Unknown' ages.*

### 5.3. AGE OVER TIME

The age profile of solicitors over time shows that while solicitors aged 70 and over make up only a small proportion of the profession (4% in 2024) the number of solicitors within this age group has increased by 175%, by far the largest increase across all age groups. The smallest increase has occurred within the 55-64 year age group with this group only increasing by 15% in a decade.

Table 7 – Age over time

	Number of solicitors (N)							% Change 2014-24*	% Net change 2014-24*
	2011	2014	2016	2018	2020	2022	2024		
24 years or younger	1,055	1,140	970	1,513	1,355	1,523	1,642	+44%	+40%
25-29 years	9,651	11,252	11,092	12,465	13,542	14,778	15,381	+37%	
30-34 years	9,400	11,598	12,212	12,958	14,292	15,510	16,645	+44%	
35-39 years	7,668	9,274	10,452	11,234	12,427	13,087	14,228	+53%	+52%
40-44 years	6,487	8,367	8,680	9,138	10,248	11,466	12,623	+51%	
45-49 years	5,500	6,437	7,357	7,974	8,656	9,055	10,009	+55%	+49%
50-54 years	5,366	6,002	5,893	5,883	6,769	7,699	8,527	+42%	
55-59 years	4,647	5,495	5,502	5,504	5,542	5,652	6,154	+12%	+15%
60-64 years	3,188	4,039	4,436	4,488	4,672	4,726	4,817	+19%	
65-69 years	1,607	2,444	2,792	2,920	3,269	3,476	3,561	+46%	+92%
70-74 years	614	927	1,322	1,561	1,893	2,028	2,194	+137%	
75 years or older	297	441	575	664	909	1,234	1,570	+256%	
Unknown	237	315	226	1	69	95	149	-53%	-53%
<b>Total</b>	<b>55,717</b>	<b>67,731</b>	<b>71,509</b>	<b>76,303</b>	<b>83,643</b>	<b>90,329</b>	<b>97,500</b>	<b>+44%</b>	<b>+44%</b>
<i>Mean age</i>	<b>42</b>	<b>42</b>	<b>43</b>	<b>42</b>	<b>42</b>	<b>42</b>	<b>42</b>	-	-

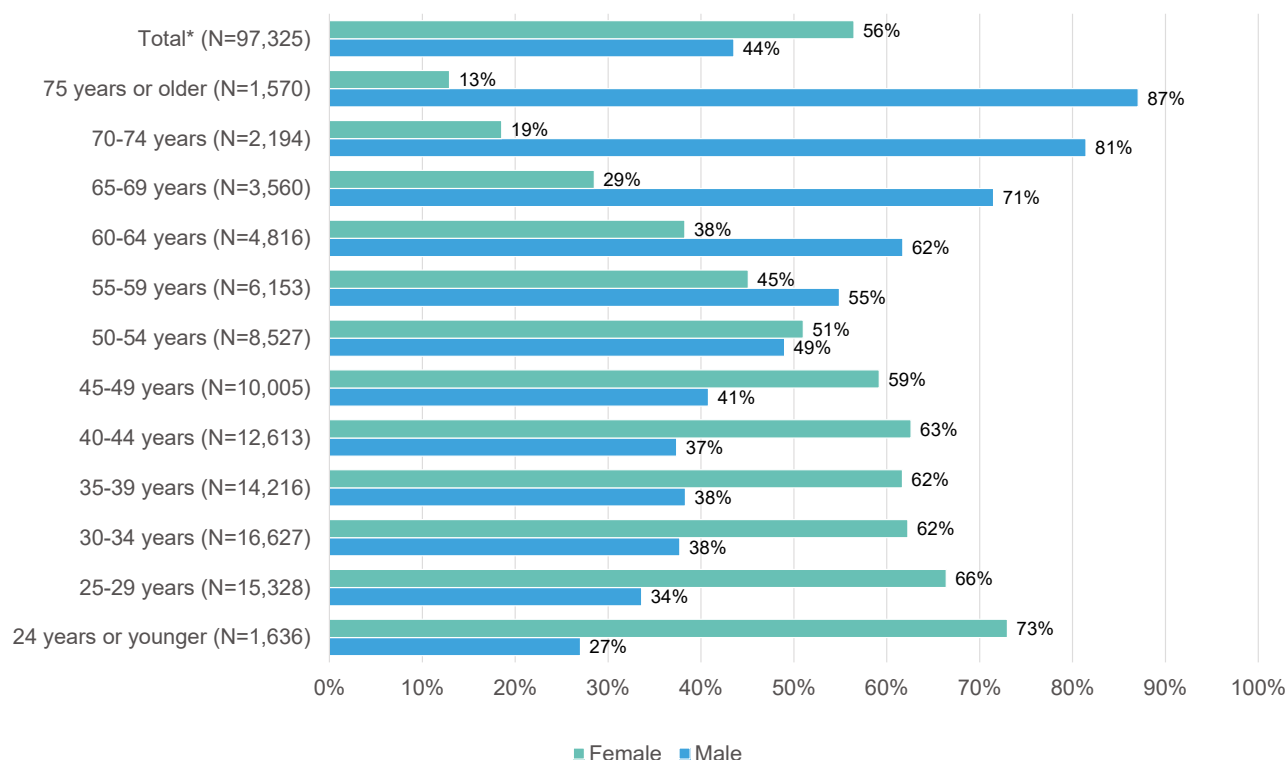
Notes: Data for Victoria in 2011, 2014 and 2016 was based on number of solicitor roles in each practice sector, rather than on number of individual solicitors. This year, mean age calculations excluded solicitors with 'Unknown' ages, therefore mean ages over time may be different to previous reports.

\*As age data was not available for Tasmania and the Australian Capital Territory in 2011, the comparison over time has been made between 2014 and 2024.

## 5.4. AGE BY GENDER

The age profile of solicitors varied considerably by gender. Female solicitors had a younger age profile, being overrepresented in age brackets of 49 years and younger. In contrast, male solicitors had an older age profile, being overrepresented in age brackets of 55 years and older.

Figure 6 – Age by gender



Note: Excludes solicitors who identified as 'Other'

Two-fifths of female solicitors were aged 34 years or younger (40%), compared to just over a quarter of males (28%). Conversely, 13% of all male solicitors were aged 65 years or older compared to only 3% of females.

Table 8 – Age by gender

	Male			Female		
	N	%	Net %	N	%	Net %
24 years or younger	442	1%	28%	1,194	2%	40%
25-29 years	5,151	12%		10,177	19%	
30-34 years	6,272	15%		10,355	19%	
35-39 years	5,447	13%	24%	8,769	16%	30%
40-44 years	4,715	11%		7,898	14%	
45-49 years	4,083	10%	19%	5,922	11%	19%
50-54 years	4,178	10%		4,349	8%	
55-59 years	3,378	8%	15%	2,775	5%	8%
60-64 years	2,973	7%		1,843	3%	
65-69 years	2,545	6%	13%	1,015	2%	3%
70-74 years	1,787	4%		407	1%	
75 years or older	1,367	3%		203	<1%	
Unknown	31	<1%	<1%	49	<1%	<1%
<b>Total</b>	<b>42,369</b>	<b>100%</b>	<b>100%</b>	<b>54,956</b>	<b>100%</b>	<b>100%</b>

Due to the larger proportion of female solicitors in younger age brackets, the mean age of females was notably lower than that of males (40 years compared to 46 years). This mean age of female lawyers has slowly increased with time (37 years in 2011 to 40 years in 2024). This suggests that, on the whole the profession may have successfully retained females within the profession.

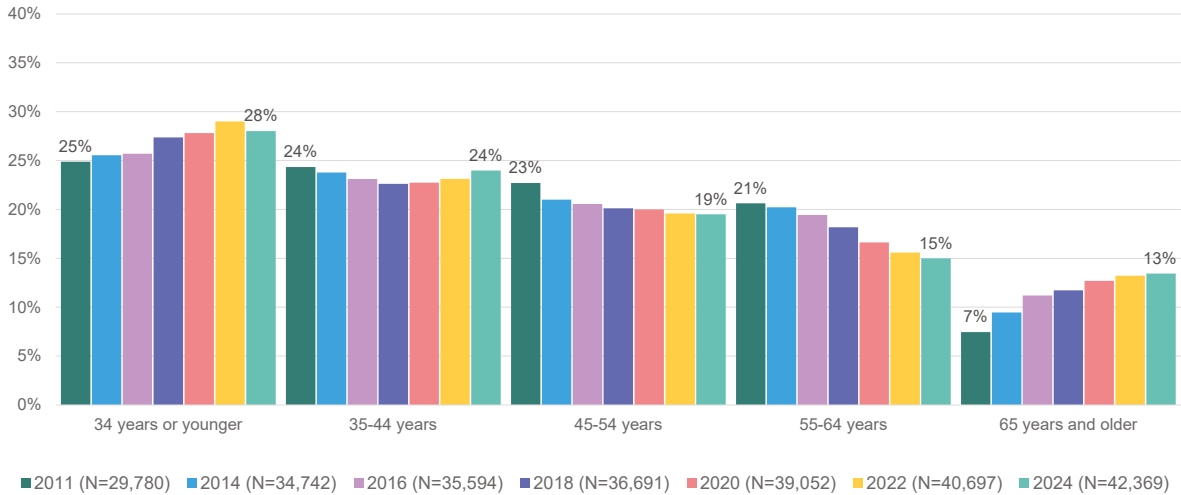
Table 9 – Mean age by gender

Year	Male mean age	Female mean age
2024	46	40
2022	46	39
2020	46	39
2018	46	39
2016	46	39
2014	46	38
2011	46	37

*Note: 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 every other age bracket. This year, mean age calculations excluded solicitors with 'Unknown' ages, therefore mean ages over time may be different to previous reports.*

The proportion of males aged 65 years and over has been increasing since 2011 (7% in 2011 to 13% in 2024) as has the proportion of male solicitors aged 34 years and under (from 25% to 28% over the same period). However, the proportions of male solicitors in the 45-54 and 55-64 years age brackets have been declining slightly since 2011.

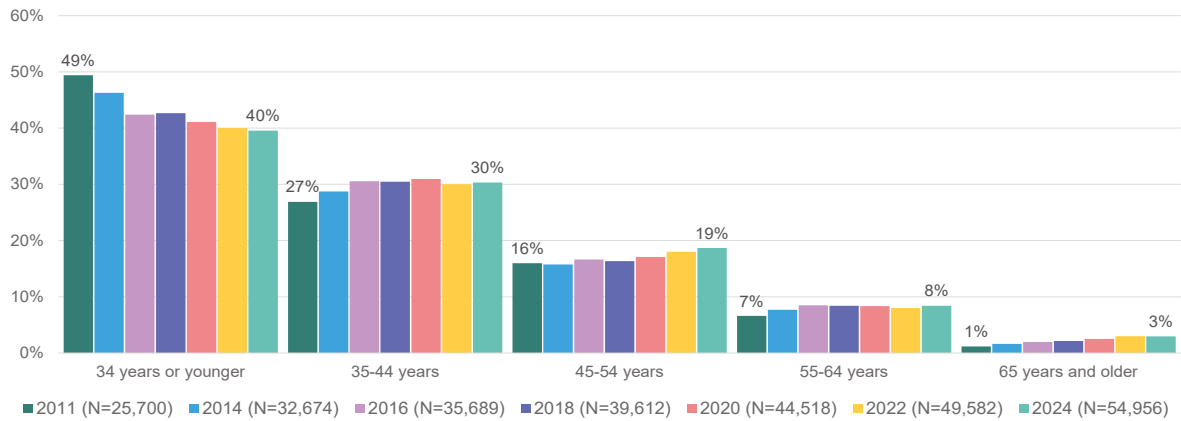
Figure 7 – Age of male solicitors over time



*Note: Data for Tasmania and the Australian Capital Territory was not available in 2011 and is therefore excluded from this analysis*

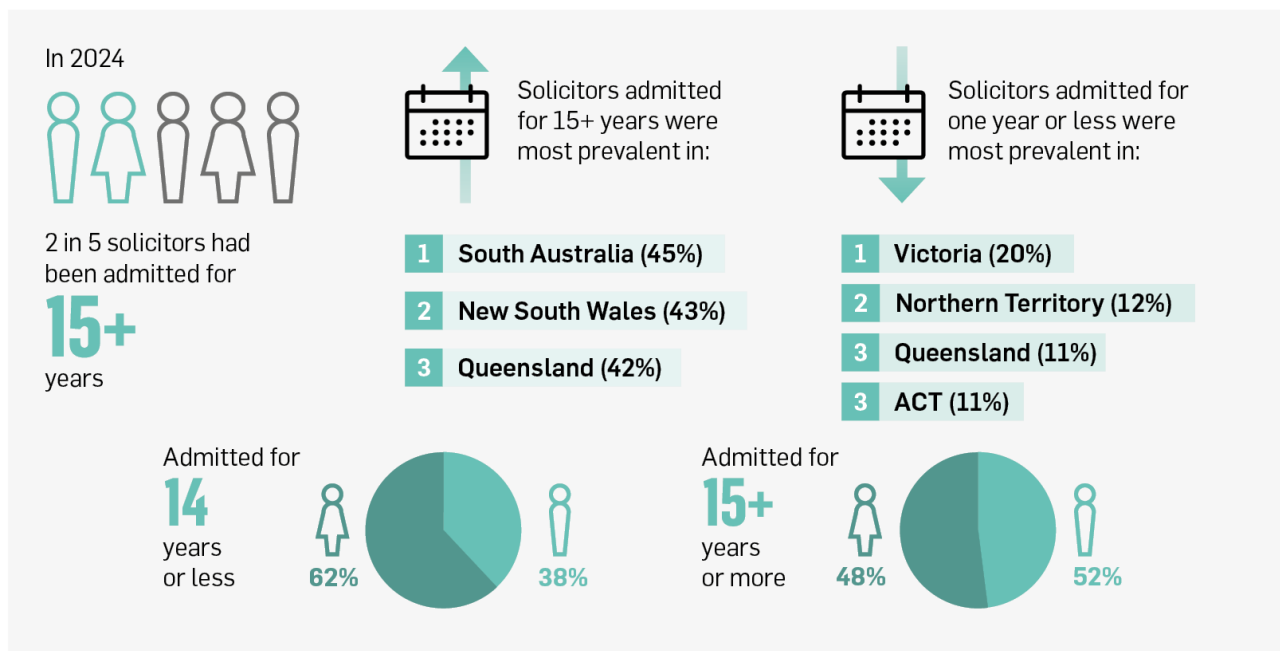
The age profile of female solicitors remained relatively stable between 2011 and 2024. The proportion of female solicitors aged under 35 years has stabilised at 40% after a declining trend between 2011 and 2016. Similarly, the proportion of female solicitors aged 35 to 44 years has stabilised at 30% after an increasing trend during the same period.

Figure 8 – Age of female solicitors over time



*Note: Data for Tasmania and the Australian Capital Territory was not available in 2011 and is therefore excluded from this analysis.*

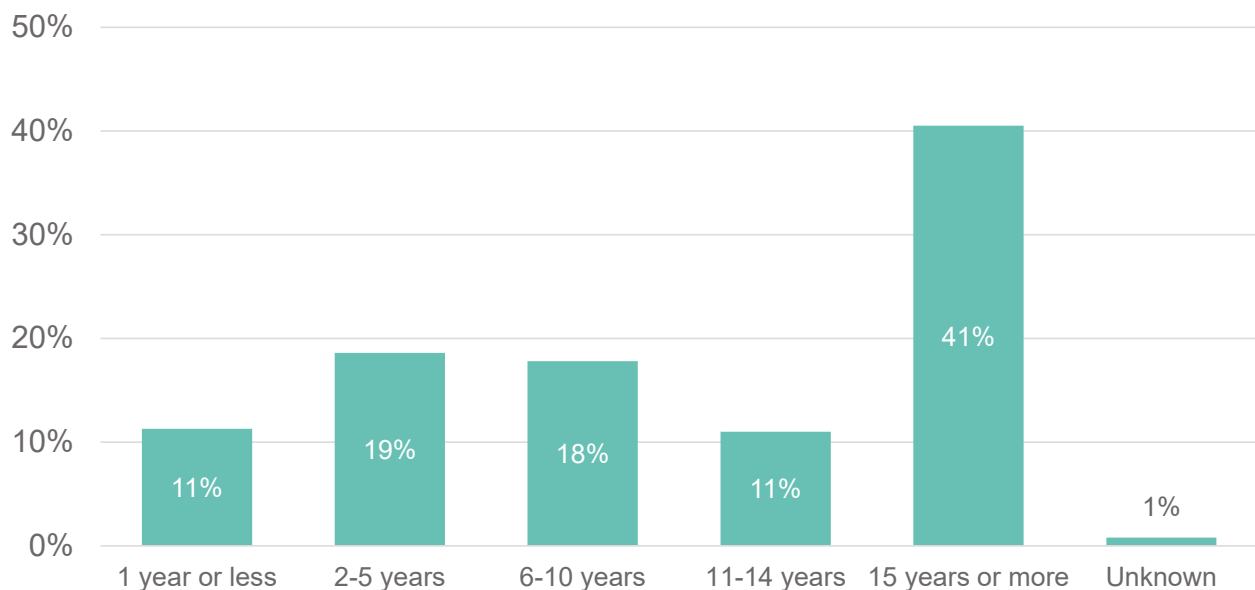
## 6. YEARS SINCE ADMISSION



### 6.1. YEARS SINCE ADMISSION – NATIONAL PROFILE

In 2024, two-fifths of all solicitors had been admitted for 15 years or more (41%), while one in ten had been admitted for less than a year (11%).<sup>3</sup>

Figure 9 – Years since admission in 2024



Base N=97,500

<sup>3</sup> Data on years since admission indicates the number of years since a solicitor was admitted, in their particular jurisdiction, as at the date on which the data was extracted. The data does not take into account any breaks in practice when a solicitor may have not renewed their practising certificate, or solicitors not practising for an extended period but continuing to hold a practising certificate (for example, during parental leave or long service leave). It should be noted that each jurisdiction has a different method for calculating years since admission, and therefore, the data in this chapter is indicative only. Years since admission is used as a proxy for the years of experience of solicitors.

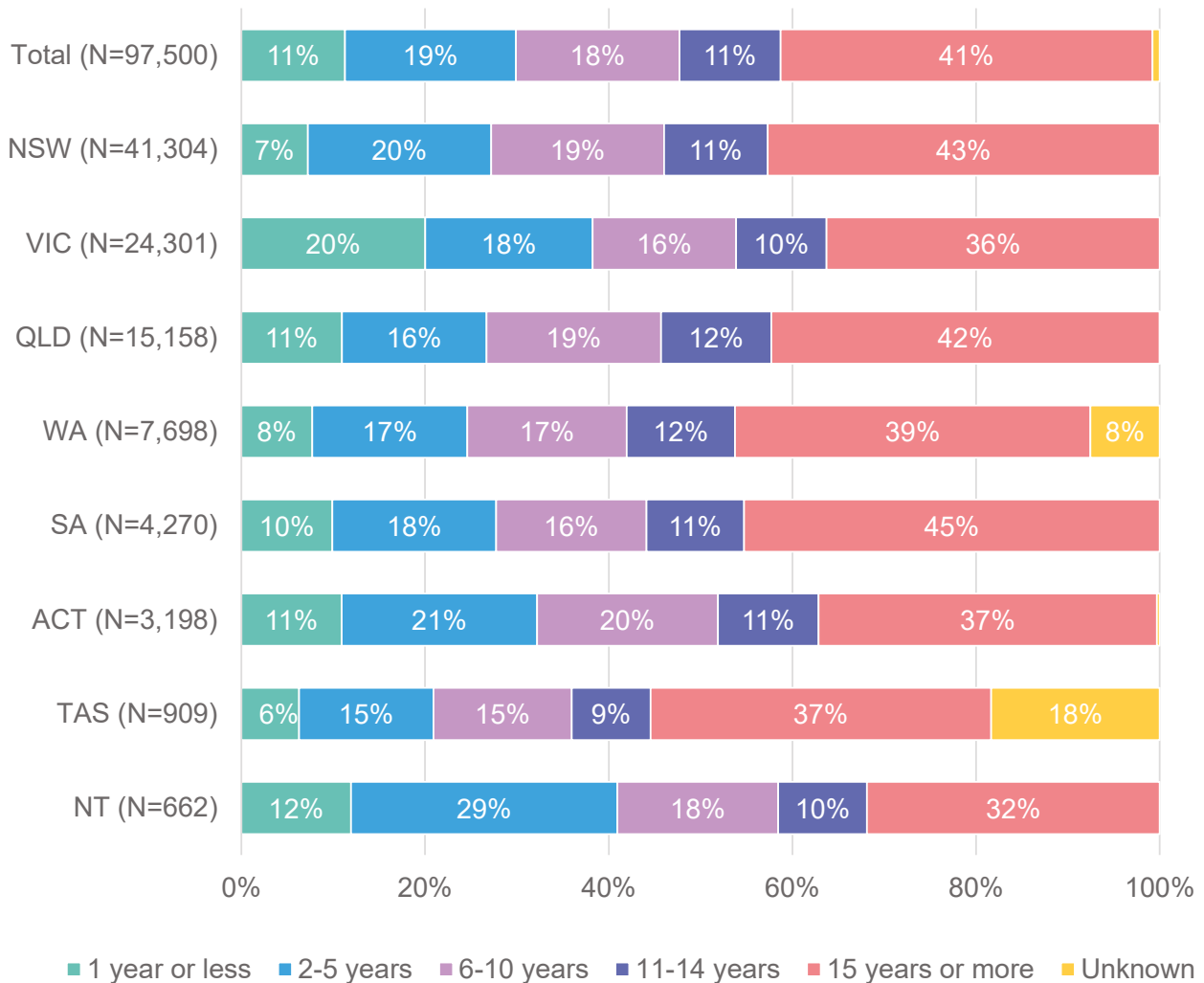


## 6.2. YEARS SINCE ADMISSION BY JURISDICTION

When comparing across jurisdictions, key differences include:

- Victoria (20%) and the Northern Territory (12%) had the largest proportions of solicitors admitted for one year or less.
- South Australia and New South Wales had the largest proportions of solicitors admitted for 15 years or more (45% and 43% respectively).

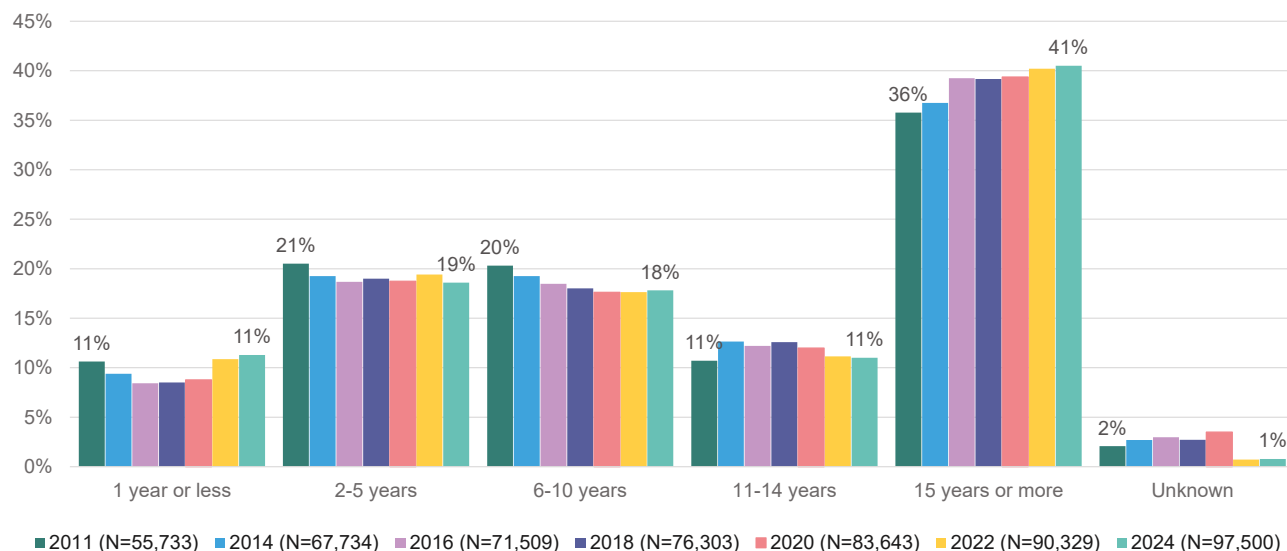
Figure 10 – Years since admission by state/territory



## 6.3. YEARS SINCE ADMISSION OVER TIME

The profile of years since admission has remained relatively stable between 2011 and 2024, with only small shifts within bands. The proportion of solicitors admitted for 15 years or more has increased from 36% in 2011 to 41% in 2024. This is consistent with the observed ageing of the profession (see Section 5.3) .

Figure 11 – Years since admission over time



Note: Data for Tasmania and the Australian Capital Territory was not available in 2011 and is therefore excluded from this analysis.

## 6.4. YEARS SINCE ADMISSION BY GENDER

Almost one-half of males had been admitted for 15 years or more (48%) compared with one-third of females (35%). Conversely, one-quarter of males had been admitted for five years or less (25%) compared with one-third of females (34%). There is an even distribution of females across early, mid and later-career solicitors whereas males are more heavily skewed towards later-career practitioners.

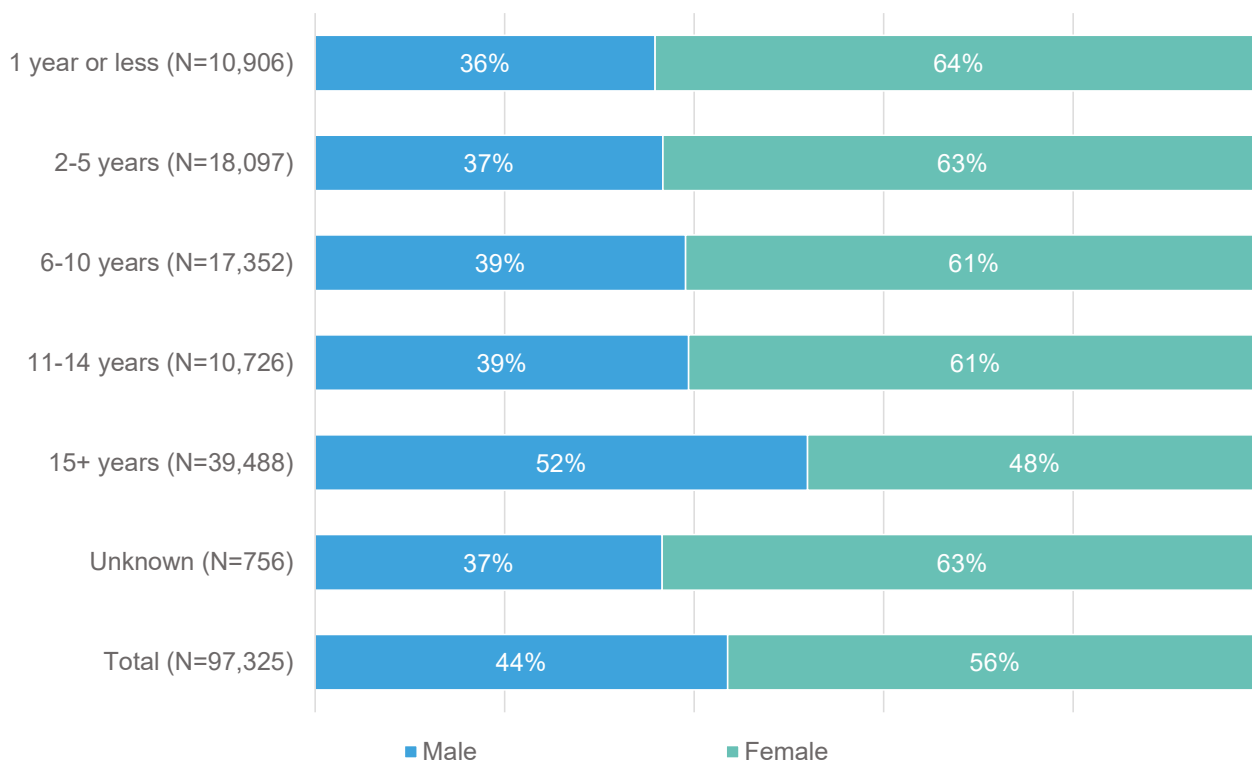
Table 10 – Years since admission by gender in 2024

	Male			Female			Total*		
	N	%	Net %	N	%	Net %	N	%	Net %
1 year or less	3,914	9%	25%	6,992	13%	34%	11,008	11%	30%
2-5 years	6,643	16%		11,454	21%		18,135	19%	
6-10 years	6,784	16%	26%	10,568	19%	31%	17,363	18%	29%
11-14 years	4,227	10%		6,499	12%		10,732	11%	
15 years or more	20,524	48%	48%	18,964	35%	35%	39,500	41%	41%
Unknown	277	1%	1%	479	1%	1%	762	1%	1%
<b>Total</b>	<b>42,369</b>	<b>100%</b>	<b>100%</b>	<b>54,956</b>	<b>100%</b>	<b>100%</b>	<b>97,500</b>	<b>100%</b>	<b>100%</b>

\*Total includes solicitors who identified as 'Other' (N=175)

Females make up a majority of solicitors admitted for 14 years or less with similar rates of representation across experience levels within the cohort. Conversely, male solicitors admitted for 15 years or more were overrepresented compared to female solicitors (52% compared to 48%).

Figure 12 – Years since admission by gender in 2024



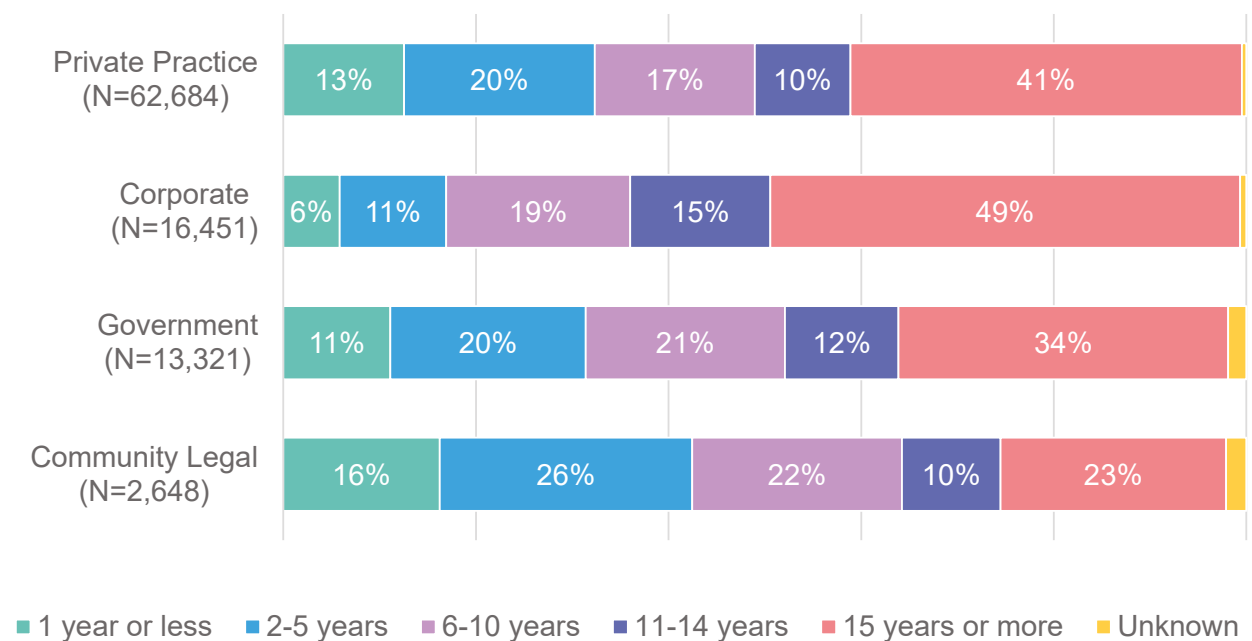
Note: Excludes solicitors who identified as 'Other'

## 6.5. YEARS SINCE ADMISSION BY PRACTICE SECTOR

The community legal sector had the highest proportion of solicitors admitted for five years or less (42%) and the lowest proportion of solicitors admitted for 15 years or more (23%)

Conversely, almost half of solicitors working within the corporate legal sector had been admitted for 15 years or more (49%) while only 6% had been admitted for one year or less.

Figure 13 – Years since admission by practice sector

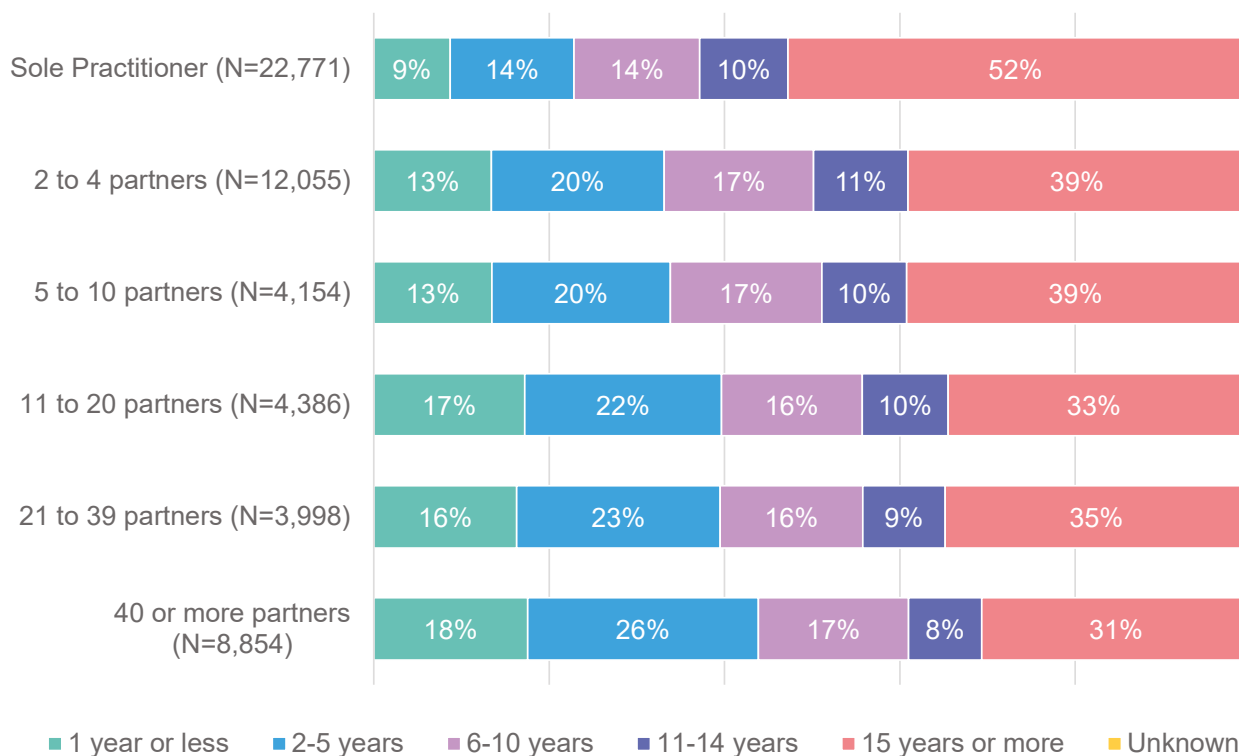


### 6.5.1. Private practice – years since admission by law practice size

Within private practice, years since admission varied by law practice size. Sole practitioners tended to have been admitted for longer – over half had been admitted for 15 years or more (52%), compared to less than one-third of solicitors working in large law practices of 40 or more principals (31%).

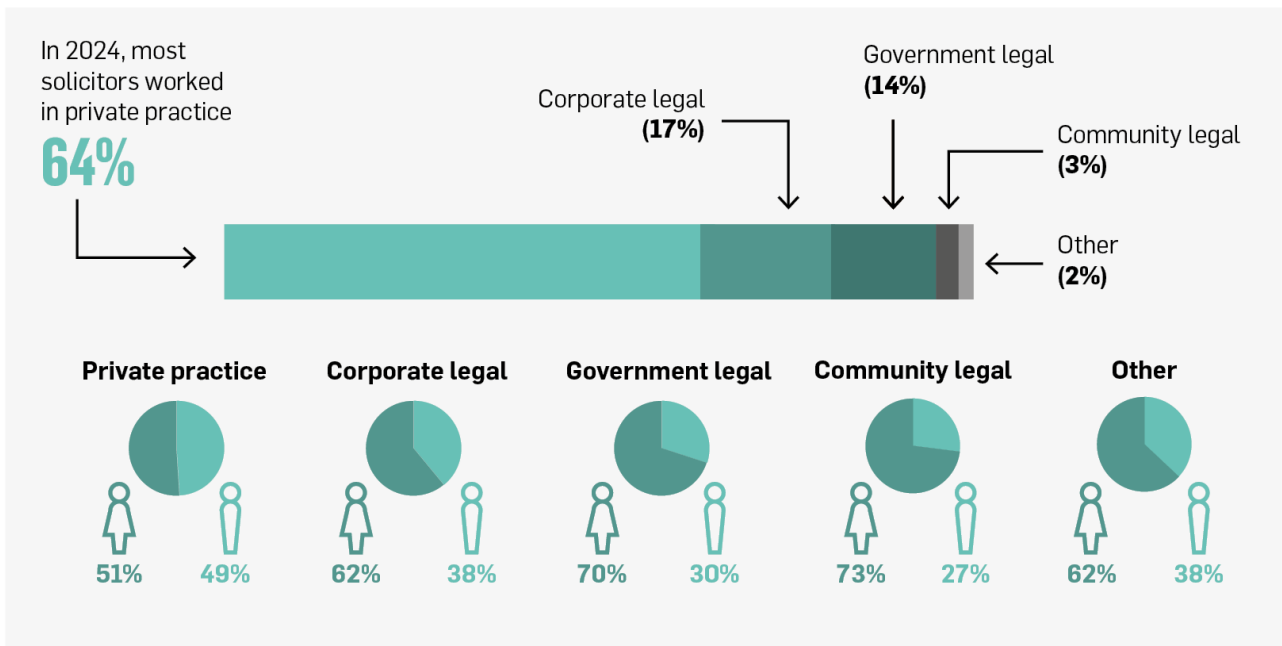
Conversely, larger law practices had a greater proportion of solicitors admitted for five years or less (44% of firms with 40+ partners) compared to smaller law practices (33% of firms with 2-4 partners).

Figure 14 – Years since admission by law practice size



*Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined. Practice size data from the ACT was unavailable and has not been included in this chart*

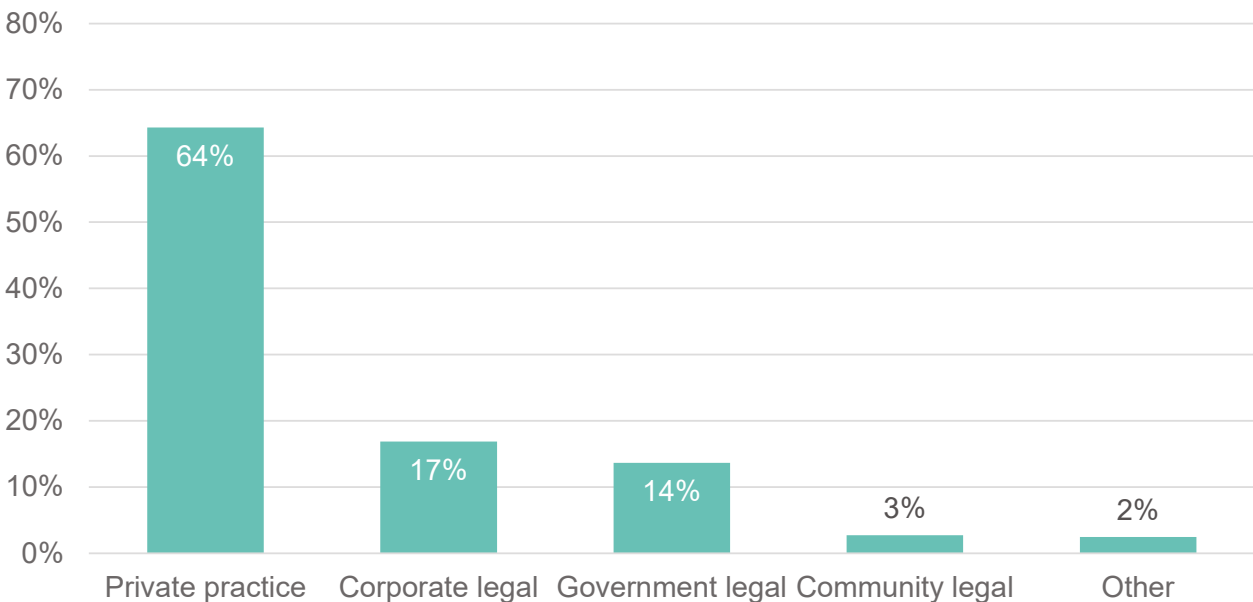
# 7. PRACTICE SECTOR



## 7.1. PRACTICE SECTOR – NATIONAL PROFILE

In 2024, almost two-thirds of solicitors in Australia were working in private practice (64%), followed by the corporate legal sector (17%) and the government legal sector (14%). Only 3% of solicitors worked in the community legal sector (which was identified as a separate sector for the first time in the 2020 report).

Figure 15 – Practice sector



Base N=97,500

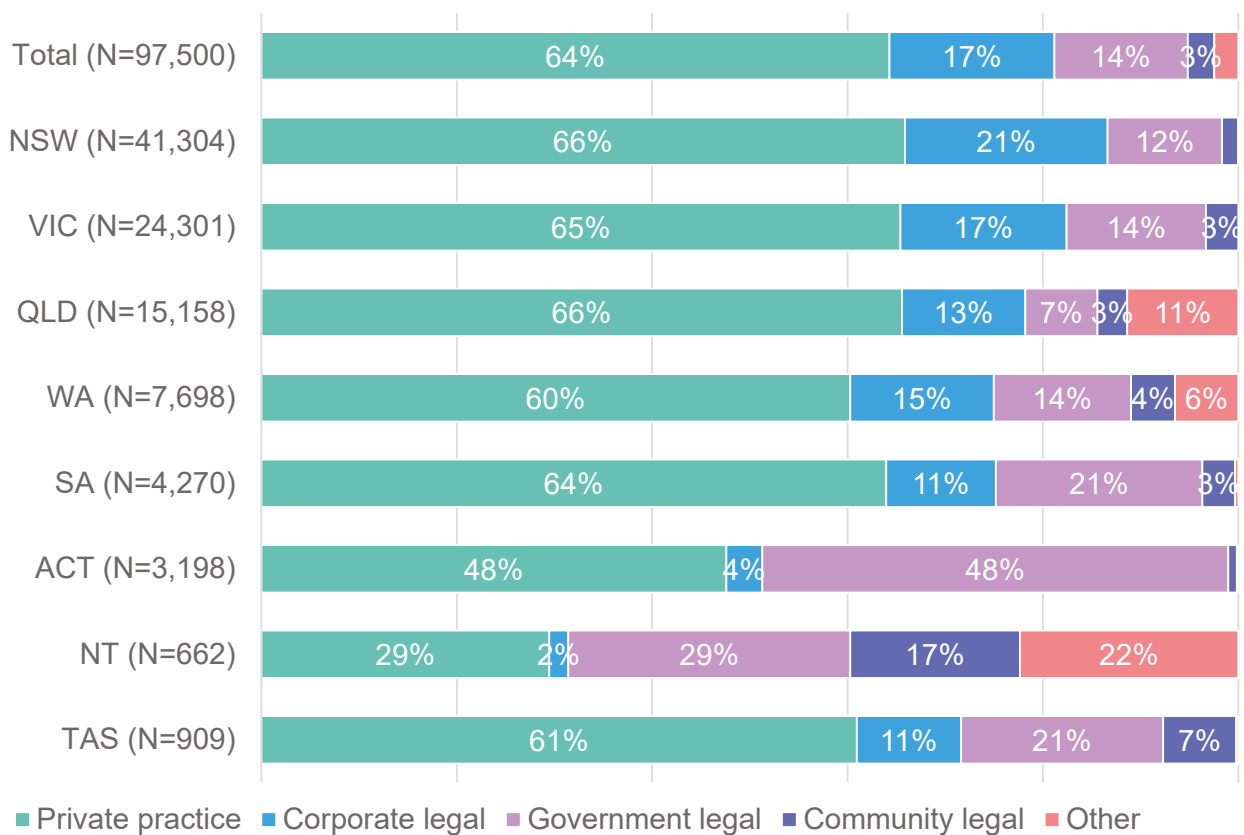


## 7.2. PRACTICE SECTOR BY JURISDICTION

In most jurisdictions, the majority of solicitors were working in private practice, with the exception of the Australian Capital Territory and the Northern Territory. More specifically, the data shows:

- The Australian Capital Territory had the highest proportion of solicitors working in the government legal sector (48%) (reflecting the concentration of public servants living and working in Canberra).
- The Northern Territory had the highest proportion of solicitors working in the community legal sector (17%) and in 'other' sectors (22%) and the second highest proportion of solicitors working in the government sector (29%).
- New South Wales and Queensland had the highest proportion of solicitors working in private practice (66% each), followed closely by Victoria and Tasmania (65% and 64% respectively).
- New South Wales had the highest proportion of solicitors working in the corporate legal sector (21%), followed by Victoria (17%).

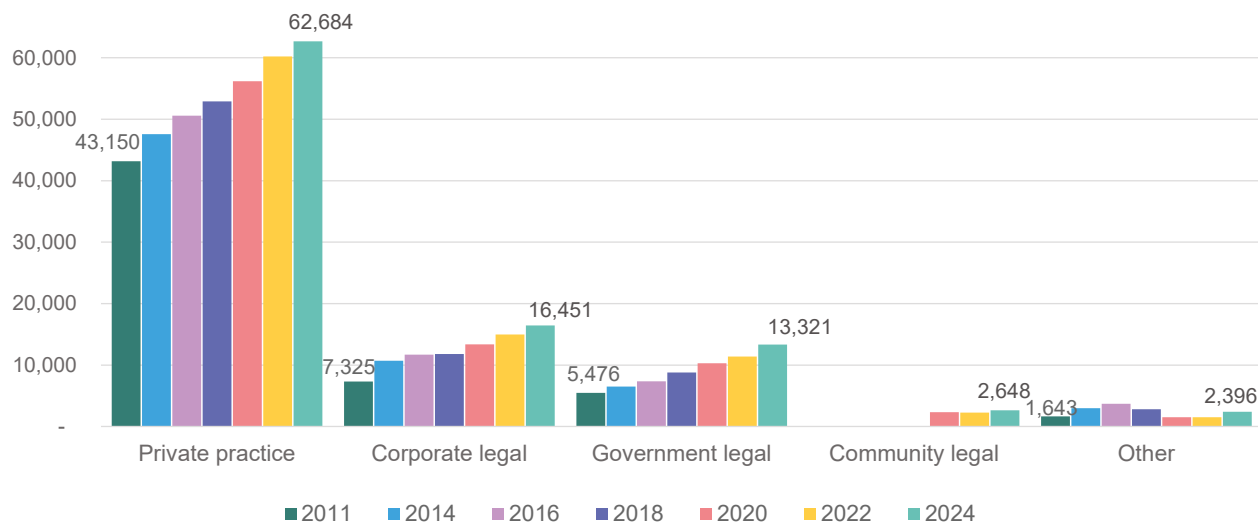
Figure 16 – Practice sector by jurisdiction



## 7.3. PRACTICE SECTOR OVER TIME

The legal profession has experienced strong growth over the past thirteen years; however, growth has varied depending on the practice sector. The highest growth has been seen in the government and corporate legal sectors (143% and 125% respectively). By contrast, the rate of growth has been much lower in private practice (45%).

Figure 17 – Practice sector over time



*Note: Data was not available for government practitioners working in Tasmania in 2011 and is therefore excluded from this analysis. Community legal was separated as a category for the first time in 2020 and therefore over time analysis is not available.*

Table 11 – Practice sector over time

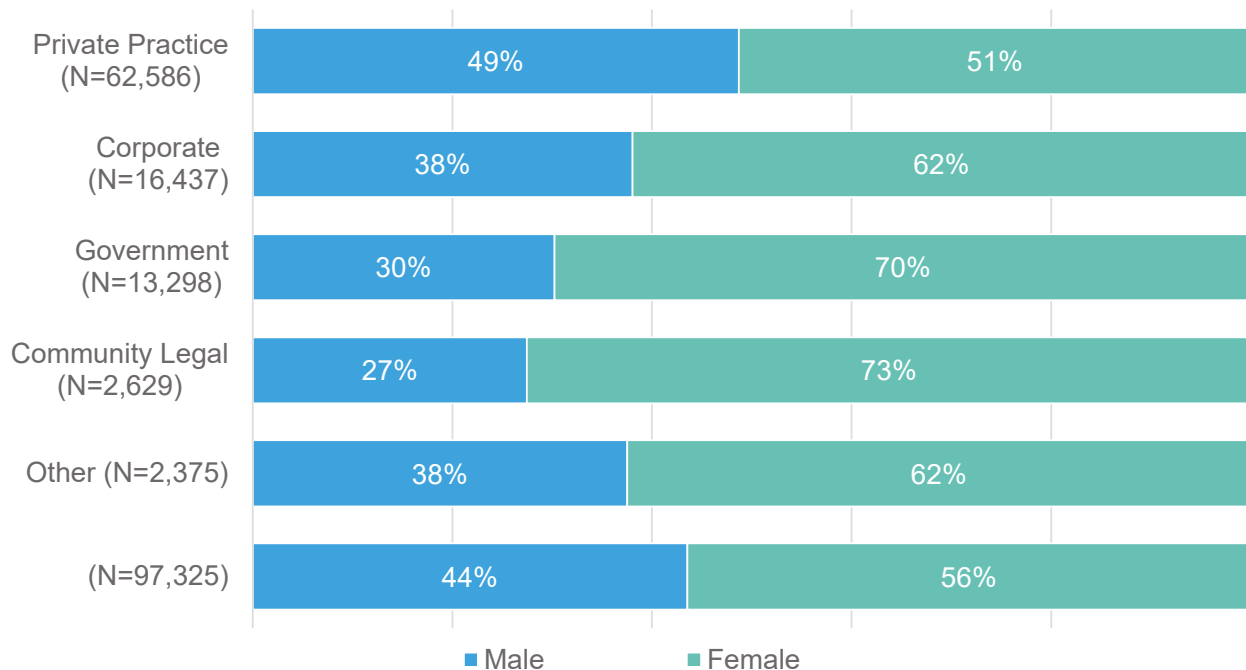
		Year							Change from 2011-24
		2011	2014	2016	2018	2020	2022	2024	
Private practice	N	43,150	47,569	50,593	52,893	56,185	60,210	62,684	19,534
	Change from previous period	-	+10%	+6%	+5%	+6%	+7%	+4%	+45%
Corporate legal	N	7,325	10,684	11,675	11,804	13,360	14,977	16,451	9,126
	Change from previous period	-	+46%	+9%	+1%	+13%	+12%	+10%	+125%
Government legal	N	5,476	6,509	7,348	8,795	10,282	11,372	13,321	7,845
	Change from previous period	-	+19%	+13%	+20%	+17%	+11%	+17%	+143%
Community legal	N	-	-	-	-	2,319	2,272	2,648	-
	Change from previous period	-	-	-	-	-	-2%	+17%	-
Other	N	1,643	2,969	3,691	2,811	1,497	1,498	2,396	753
	Change from previous period	-	+81%	+24%	-24%	-47%	+<1%	+60%	+46%
Total		57,594	67,731	73,307	76,303	83,643	90,329	97,500	39,906

*Notes: Data for Victoria in 2011, 2014 and 2016 was based on number of solicitor roles in each practice sector, rather than on number of individual solicitors. Data was not available for government practitioners working in Tasmania in 2011, 2014 and 2016 and is therefore excluded from this analysis. Community legal was separated as a category for the first time in 2020 and therefore over time analysis is limited to the last two reporting periods.*

## 7.4. PRACTICE SECTOR BY GENDER

As outlined previously, female solicitors have outnumbered male solicitors since 2018; however, the gender profile varies across different practice sectors. The community and government legal sectors were the most female dominant, with over two-thirds of practitioners being female (73% and 70% respectively). For the first time in 2024, there was greater representation of female than male solicitors working in private practice.

Figure 18 – Practice sector by gender



Note: Excludes solicitors who identified as 'Other'

### 7.4.1. Practice sector by gender and jurisdiction

Table 12 presents the ratio of female to male solicitors by practice sector. By way of example, a ratio of 1.2 refers to there being 1.2 female solicitors for every male solicitor. Key differences include:

- The Australian Capital Territory had the highest female to male ratio (1.4) in private practice.
- The Northern Territory had more than twice as many female practitioners as male practitioners in the corporate legal sector, with a ratio of 2.3.
- Every jurisdiction had at least two female practitioners for each male practitioner in the government legal sector, with ratios ranging from 2.0 in the Australian Capital Territory and Northern Territory to 2.6 in Queensland.
- Community legal had the highest representation of females overall (2.6) but also had the greatest variance with a ratio of 1.3 in the ACT compared to 3.4 in WA.

Table 12 – Ratio of female to male solicitors in each practice sector

	NSW	VIC	QLD	WA	SA	ACT	NT	TAS	Total
<i>N (solicitors)</i>	41,304	24,301	15,158	7,698	4,270	3,198	662	909	<b>97,500</b>
Private practice	1.0	1.1	1.1	1.0	1.0	1.4	0.8	1.0	<b>1.1</b>
Corporate legal	1.7	1.6	1.6	1.4	1.9	1.6	2.3	1.3	<b>1.6</b>
Government legal	2.3	2.4	2.6	2.1	2.5	2.0	2.0	2.4	<b>2.3</b>
Community legal	2.3	2.9	2.6	3.4	2.5	1.3	2.8	2.2	<b>2.6</b>
Other	-	-	1.5	2.2	1.3	0.3	1.8	1.0	<b>1.7</b>

Note: In 2020, the data collection template was revised to include definitions for practice sectors. This has resulted in missing values for 'Other' sectors in some jurisdictions.

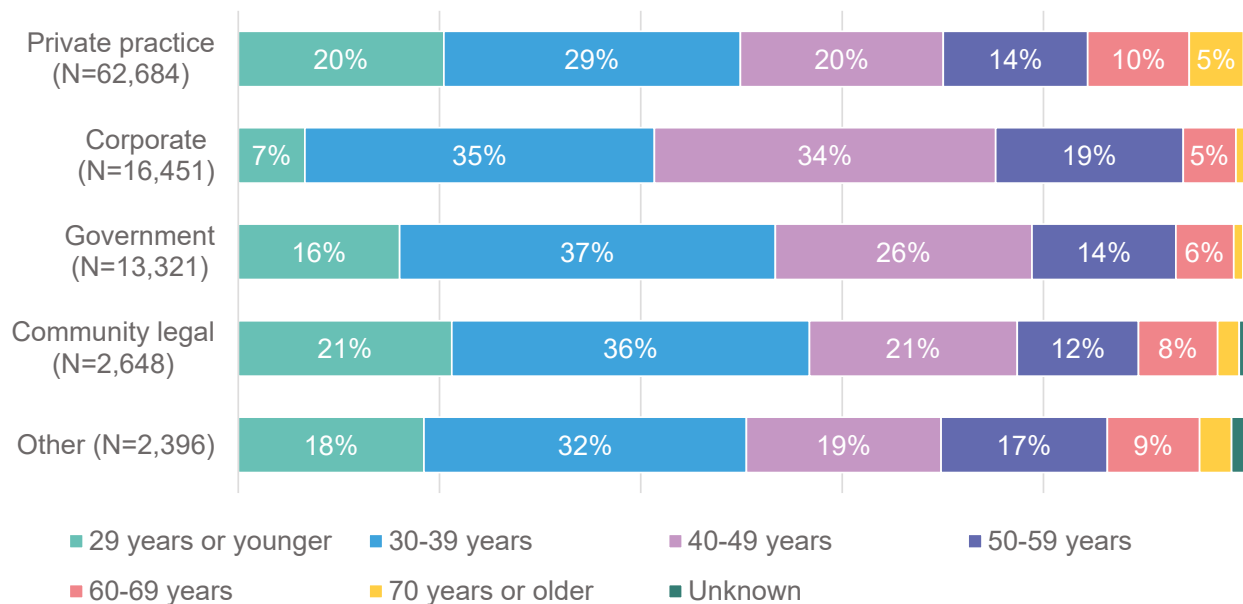
## 7.5. PRACTICE SECTOR BY AGE

When looking at practice sector by age:

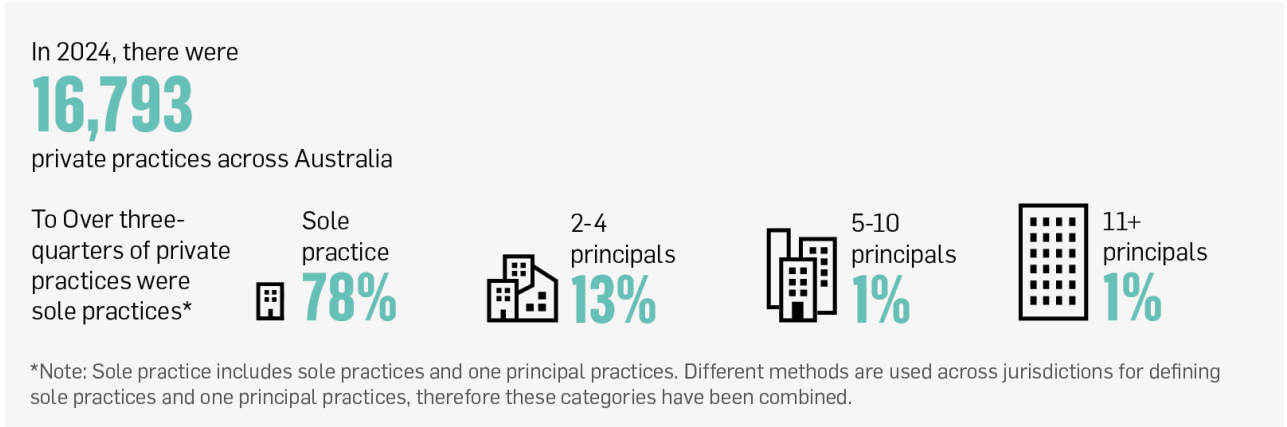
- There was a larger proportion of younger solicitors, aged under 30 years, working in the community legal sector (21%) and private practice (20%), compared to the corporate legal (7%) and the government legal sectors (16%) – this was consistent with the finding that a large proportion of solicitors who had been admitted more recently were working in private practice and community legal (see Section 6.5).
- There was also a larger proportion of older solicitors aged 60 years or over working in private practice (15%), compared to the community legal (10%), the government legal (7%) and the corporate legal sectors (6%).
- Within the corporate legal sector, practitioners were most commonly aged between 30-39 years (35%) or 40-49 years (34%).
- Within the community legal sector, practitioners were most commonly aged between 30-39 years (36%).

These findings are consistent with those in the 2022 report.

Figure 19 – Practice sector by age



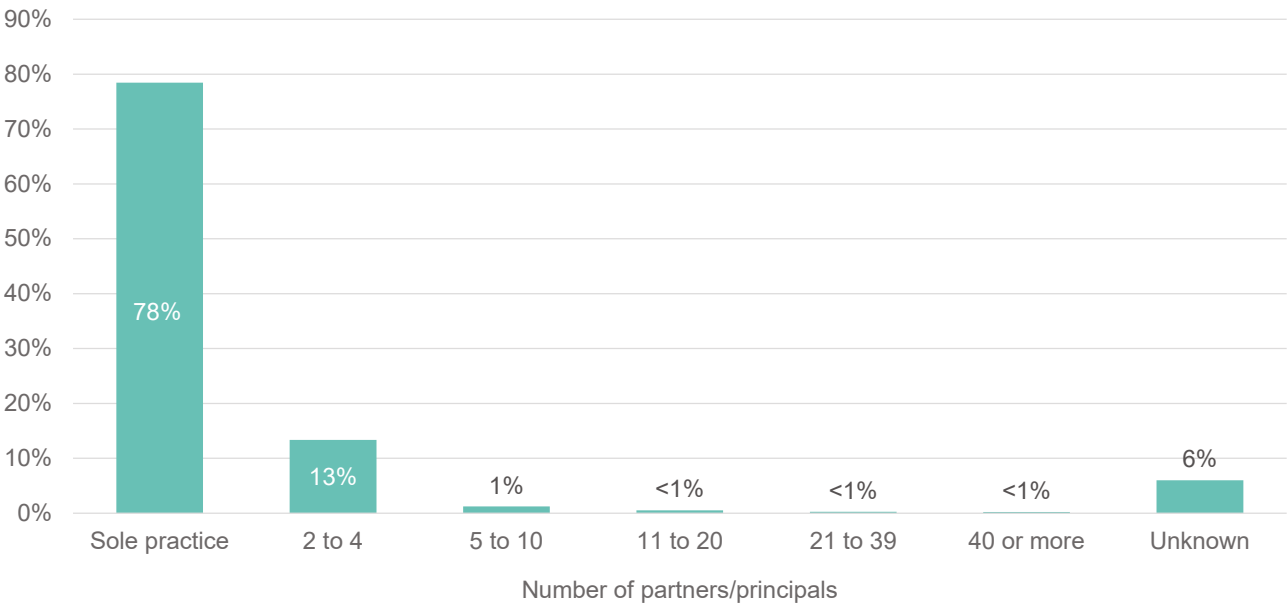
# 8. PRIVATE LAW PRACTICES



## 8.1. PRIVATE LAW PRACTICES – NATIONAL PROFILE

In October 2024, there were 16,793 private law practices operating in Australia. Most were sole practices (78%) followed by law practices with two to four principals (13%).

Figure 20 – Private law practices



Base N=16,793

*Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined. Practice size data from the ACT was unavailable and has not been included in this chart.*

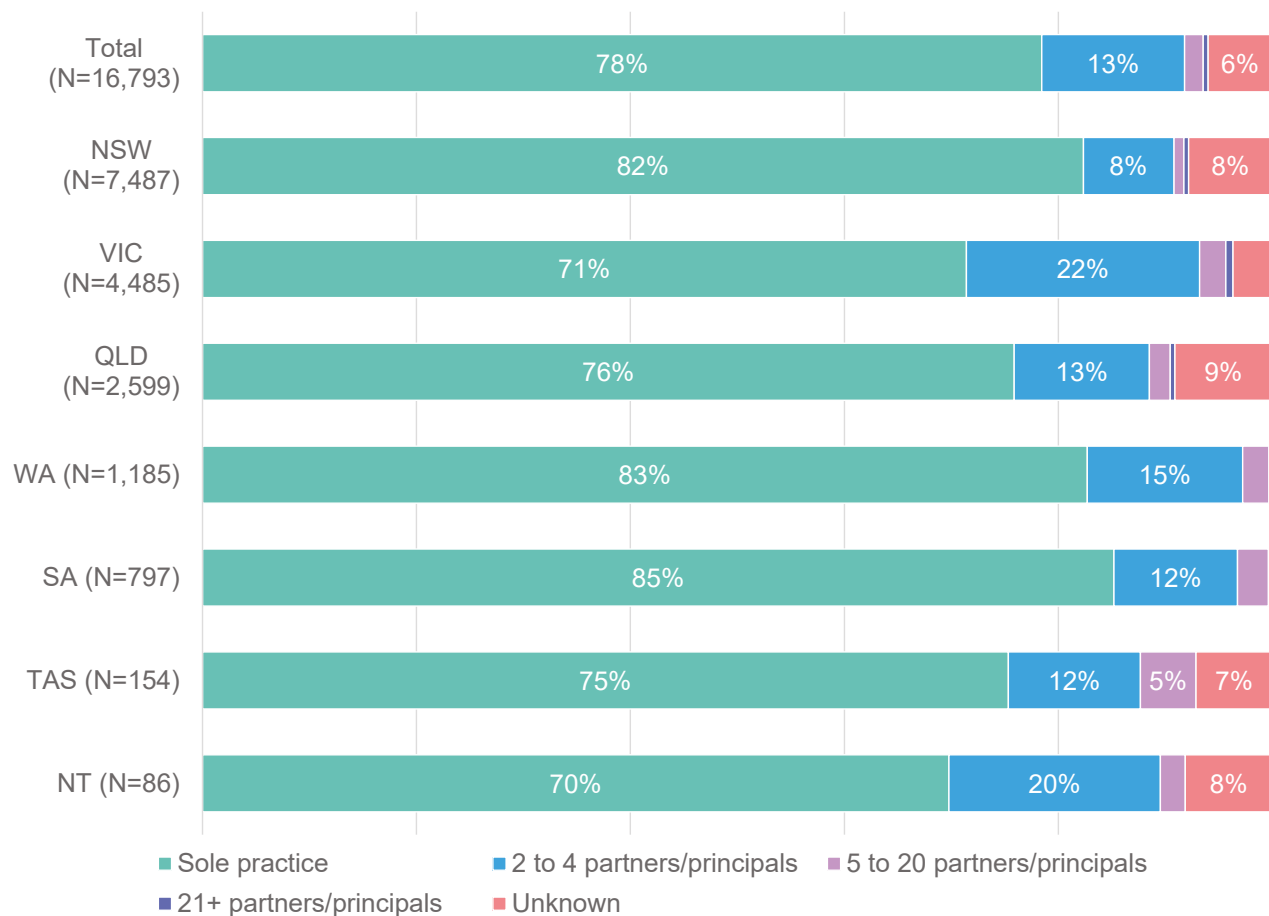
There are more law practices in 2024 (16,793) than in 2022 (16,514 including ACT, 16,205 without ACT). Section 8.2 provides more detail on this change by jurisdiction.

## 8.2. LAW PRACTICES BY JURISDICTION

When looking at the profile of private practices by jurisdiction, key findings include:

- Higher proportions of sole practices were observed in South Australia (85%), Western Australia (83%) and New South Wales (82%).
- Higher proportions of law practices with two to four principals were observed in Victoria (22%) and the Northern Territory (20%).
- Across Australia, there were 79 law practices with 21 or more principals. Two-fifths each were based in New South Wales (34) and Victoria (30), 11 were based in Queensland and 4 based in Western Australia. All practices with 40 or more principals were based in New South Wales (16), Victoria (17) or Queensland (3).

Figure 21 – Law practices by jurisdiction



*Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined. Practice size data from the ACT was unavailable and has not been included in this chart. The overall total number of law practices may be overestimated, given that some law practices will have offices in multiple states or territories. These may have been counted as separate practices rather than multiple offices of a singular law practice.*

From 2022 to 2024, the number of private practice law firms experienced minimal change across jurisdictions, with only South Australia measuring a decrease (-2%), and Victoria seeing the largest increase at 6%.



Table 13 - Number of law practices over time by jurisdiction

	Year				Change	
	2018	2020	2022	2024	2022-24	2018-24
NSW	6,678	6,902	7,251	7,487	+3%	+12%
VIC	5,206	4,322	4,216	4,485	+6%	-14%
QLD	2,179	2,549	2,554	2,599	+2%	+19%
WA	1,163	1,295	1,136	1,185	+4%	+2%
SA	782	825	813	797	-2%	+2%
ACT	231	305	309	-	-	-
NT	68	69	86	86	0%	+26%
TAS	128	126	149	154	+3%	+20%
<b>Total</b>	<b>16,435</b>	<b>16,393</b>	<b>16,514</b>	<b>16,793</b>	<b>+2%</b>	<b>2%</b>

*Note: Practice size data from the ACT was unavailable and has not been included in this table. In 2018, it became clear that there had been discrepancies in recording data on law practice size in previous years. For this reason, data from 2011, 2014 and 2016 is not included in this table.*

### 8.3. SOLICITORS BY LAW PRACTICE SIZE AND JURISDICTION

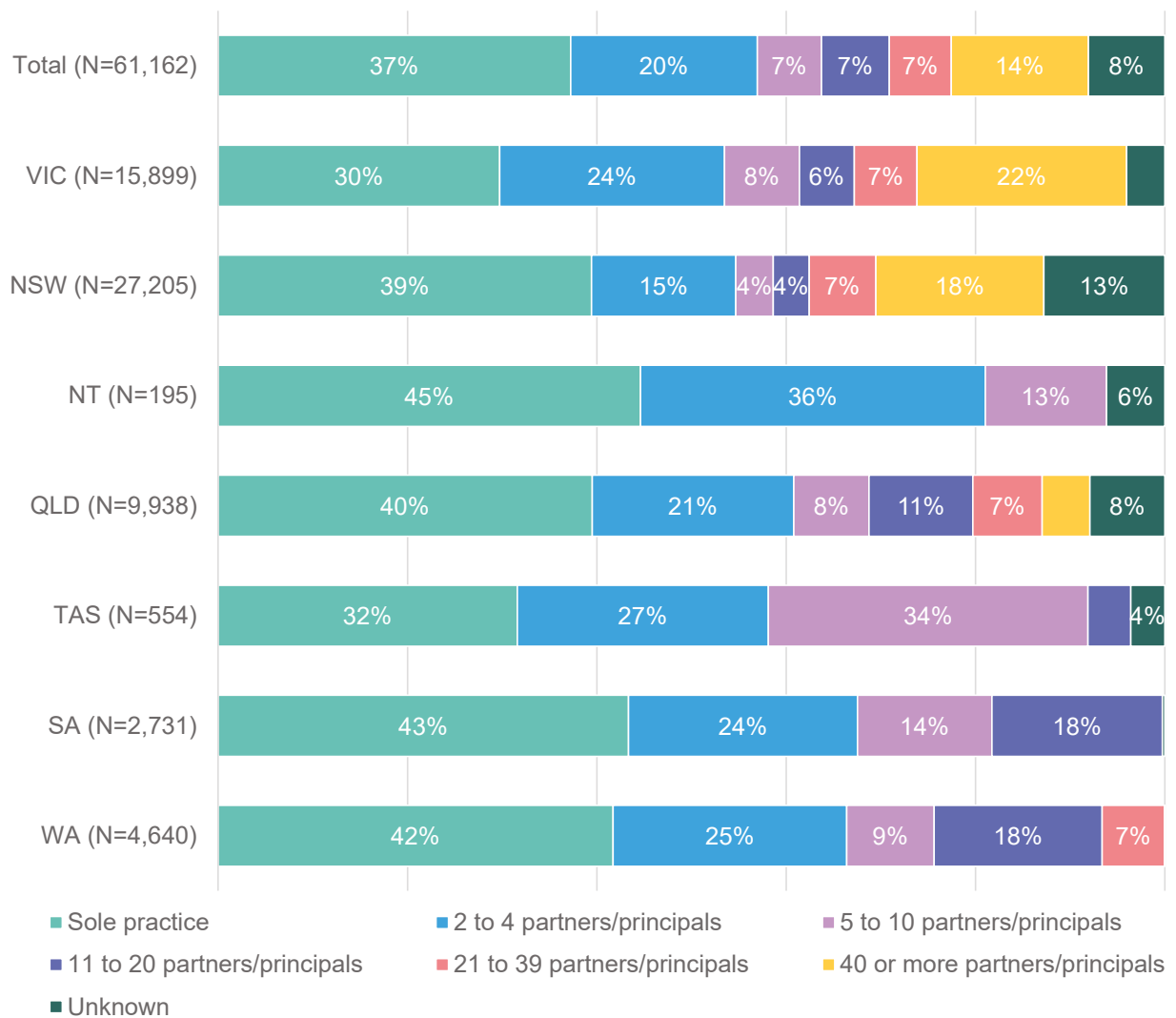
When looking at the size of law practices, approximately two-fifths of solicitors were working in sole practices (37%), followed by those working in law practices of two to four principals (20%) and 40 or more principals (14%).

While there are only 79 practices with 21 or more principals (or 0.5% of all practices), these practices employ 21% of all solicitors.

Key differences between jurisdictions included:

- The Northern Territory had the largest proportion of solicitors in sole practices (45%), followed by South Australia (43%) and Western Australia (42%).
- The Northern Territory also had the largest proportion of solicitors working in practices with two to four principals (36%).
- Tasmania had the largest proportion of solicitors working in law practices of five to ten principals (34%).
- Queensland, Western Australia, Victoria and New South Wales were the only states with solicitors working in law practices of 21-39 principals, consistently representing 7% of solicitors in each state.
- Victoria (22%) and New South Wales (18%) had the largest proportions of solicitors working in law practices of 40 or more principals.

Figure 22 – Solicitors in private practice by law practice size

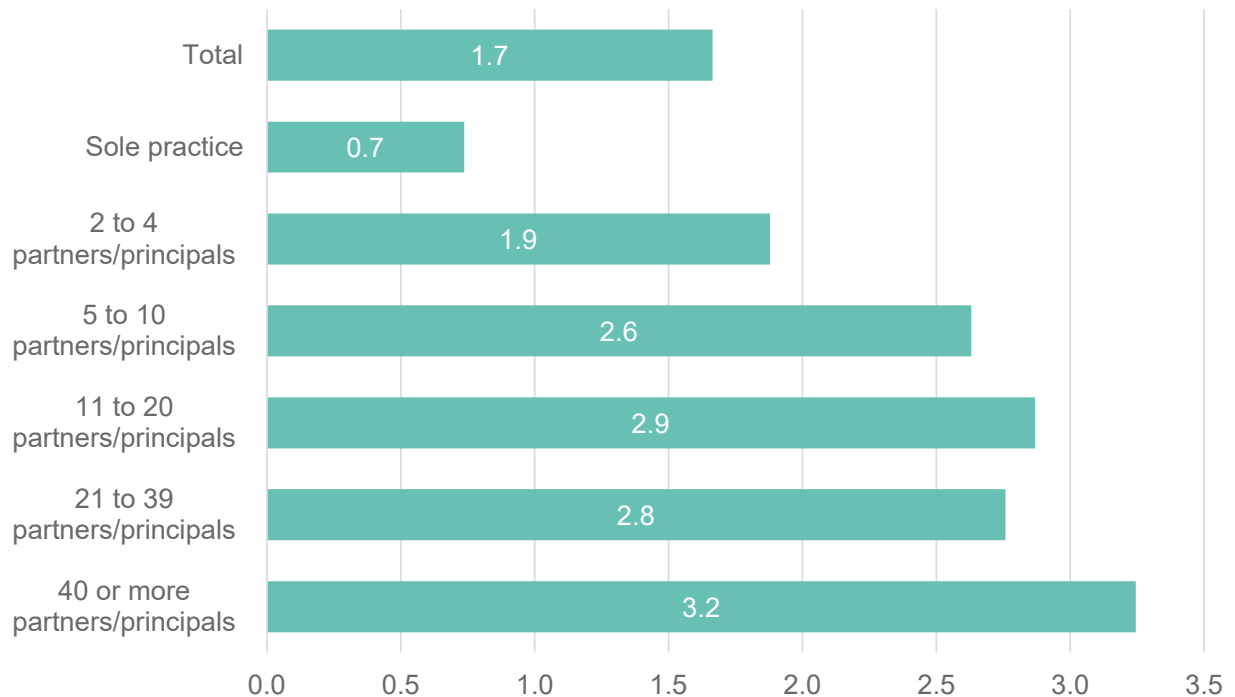


*Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined. Practice size data from the ACT was unavailable and has not been included in this chart.*

## 8.4. EMPLOYEE TO PRINCIPAL RATIOS

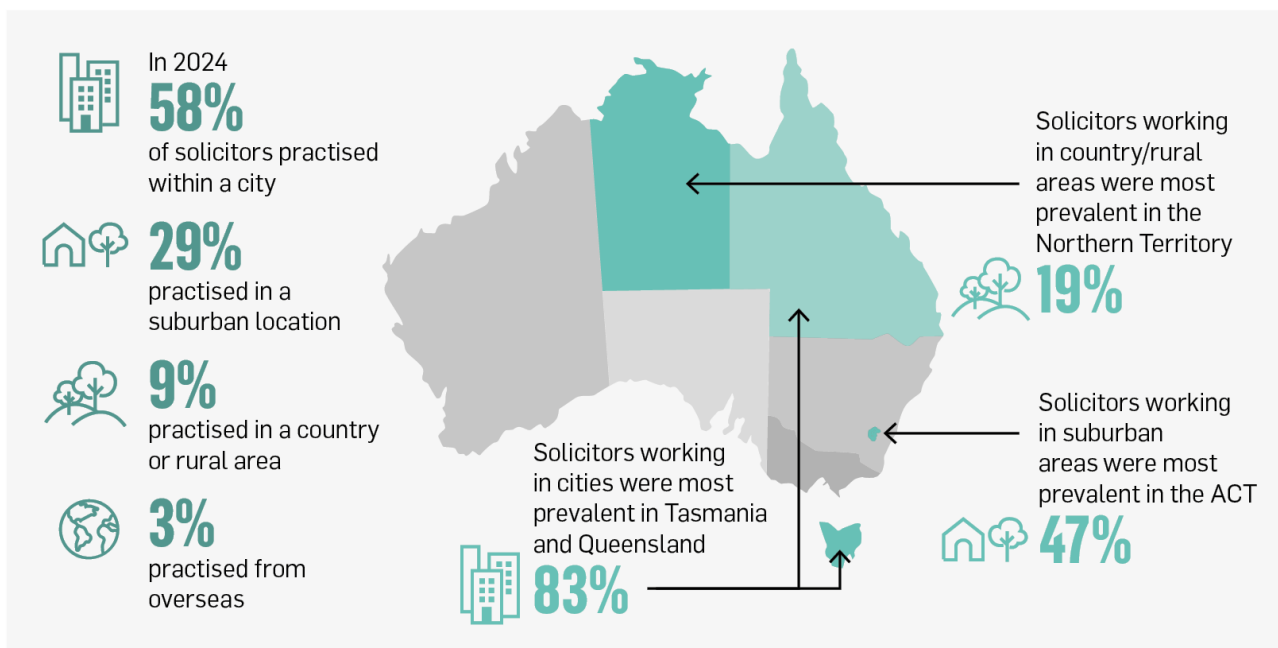
The ratio of employed solicitors to principals varied by law practice size. The ratio at a national level was 1.7 employed solicitors for every principal. The ratio generally decreases with practice size, with the highest ratio recorded in law practices with 40 or more principals (3.2), decreasing to 0.7 for sole practices.

Figure 23 – Ratio of private practice employed solicitors to principals by law practice size



*Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined. Practice size data from the ACT was unavailable and has not been included in this chart.*

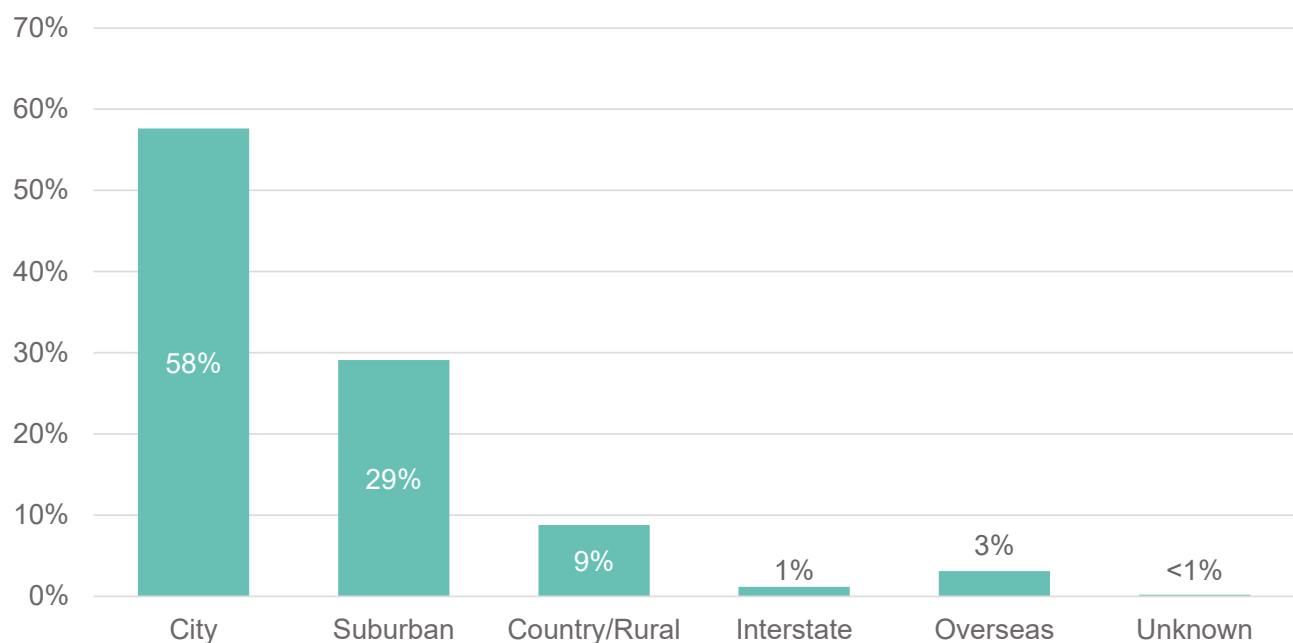
## 9. LOCATION



### 9.1. LOCATION – NATIONAL PROFILE

Jurisdictions provided data on the location of their solicitors based on five categories: city, suburban, country/rural, interstate and overseas. It should be noted that each jurisdiction has a different method for assigning these categories to their solicitors (for example, the “city” category as applied in NSW refers only to the Sydney CBD), and therefore the data is indicative only. Based on this data, more than half of all solicitors were practising in a city (58%), almost one third were practising in a suburban location (29%) and 9% were practising in a country/rural area.

Figure 24 – Location



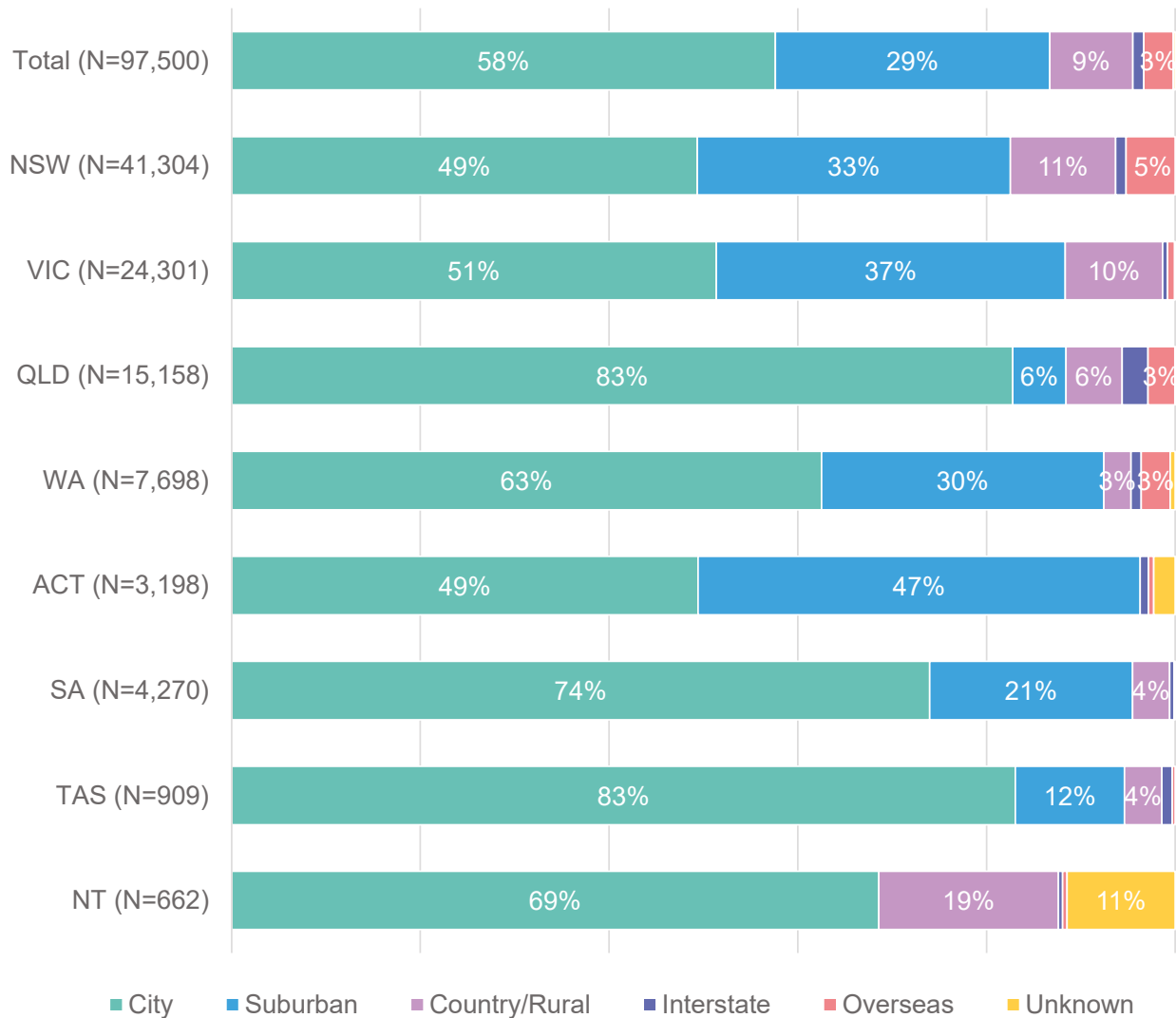
Base N=97,500

## 9.2. LOCATION BY JURISDICTION

There were some key differences in location across jurisdictions, including:

- Tasmania and Queensland had the highest proportions of solicitors working in cities (83% each).
- Almost half of all solicitors working in the Australian Capital Territory were working in suburban locations (47%) a higher proportion than any other jurisdiction.
- The Northern Territory had a higher proportion of solicitors working in country/rural areas (19%).

Figure 25 – Location by jurisdiction



### 9.3. LOCATION OVER TIME

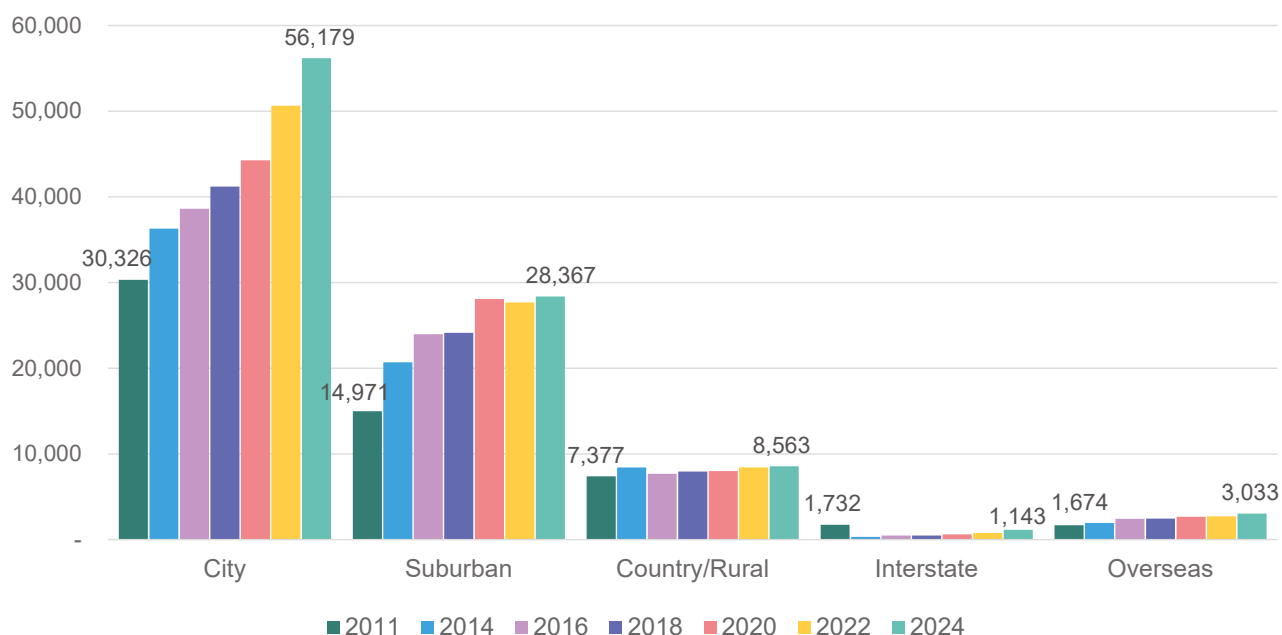
Over the past thirteen years, the strongest employment growth has occurred in suburban areas (+89%), followed by cities (+85%) and overseas locations (+81%). By contrast, country/rural areas have experienced lower growth over the same period (+16%). While only a small proportion of all solicitors (1.2%), the number of solicitors working interstate has increased substantially since 2018 (from 467 to 1,143).

Table 14 – Location over time

		Number of solicitors							Change from 2011-24
		2011	2014	2016	2018	2020	2022	2024	
City	N	30,326	36,279	38,611	41,203	44,246	50,631	56,179	+25,853
	Change from previous period	-	+20%	+6%	+7%	+7%	+14%	+11%	+85%
Suburban	N	14,971	20,701	23,976	24,116	28,065	27,666	28,367	+13,396
	Change from previous period	-	+38%	+16%	+1%	+16%	-1%	+3%	+89%
Country/ Rural	N	7,377	8,436	7,690	7,933	8,005	8,434	8,563	+1,186
	Change from previous period	-	+14%	-9%	+3%	+1%	+5%	+2%	+16%
Interstate	N	1,732	318	476	467	618	778	1,143	-589
	Change from previous period	-	-82%	+50%	-2%	+32%	+26%	+47%	-34%
Overseas	N	1,674	1,946	2,438	2,448	2,668	2,721	3,033	+1,359
	Change from previous period	-	+16%	+25%	+<1%	+9%	+2%	+11%	+81%
Total	N	56,088	67,732	73,307	76,303	83,643	90,329	97,500	+41,412
	Change from previous period	-	+21%	+8%	+4%	+10%	+8%	+8%	+74%

Note: Data was not available for the Australian Capital Territory in 2011 and is therefore excluded from the analysis. Total includes unknown.

Figure 26 – Location over time



Note: Data was not available for the Australian Capital Territory in 2011 and is therefore excluded from the analysis.

Since 2011, the proportion of practitioners based in cities has grown, from 54% in 2011 to 58% in 2024. Conversely, the proportion of practitioners based in country or rural areas has decreased from 13% in 2011 to 9% in 2024.

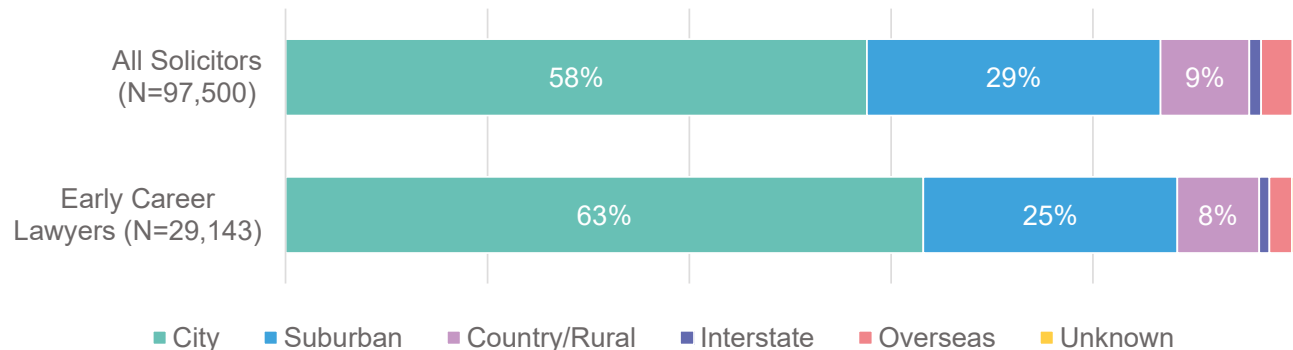
Table 15 – Location proportion over time

		Year							Change from 2011-24
		2011	2014	2016	2018	2020	2022	2024	
City	% of lawyers	54%	54%	53%	54%	53%	56%	58%	+7%
	Change from previous period	-	+<1%	-2%	+2%	-2%	+6%	+4%	
Suburban	% of lawyers	27%	31%	33%	32%	34%	31%	29%	+7%
	Change from previous period	-	+15%	+6%	-3%	+6%	-9%	-6%	
Country/Rural	% of lawyers	13%	12%	10%	10%	10%	9%	9%	-31%
	Change from previous period	-	-8%	-17%	+<1%	+<1%	-10%	+<1%	
Interstate	% of lawyers	3%	<1%	1%	1%	1%	1%	1%	-67%
	Change from previous period	-	-84%	+113%	+<1%	+<1%	+<1%	+<1%	
Overseas	% of lawyers	3%	3%	3%	3%	3%	3%	3%	+<1%
	Change from previous period	-	+<1%	-<1%	+<1%	+<1%	+<1%	-<1%	

## 9.5. LOCATION OF EARLY CAREER LAWYERS

Early career lawyers are defined as those who have been admitted as a solicitor in their jurisdiction for five years or less. Results show that across the whole country, early career lawyers were slightly more concentrated in city locations compared to all solicitors in the profession (63% compared to 58%).

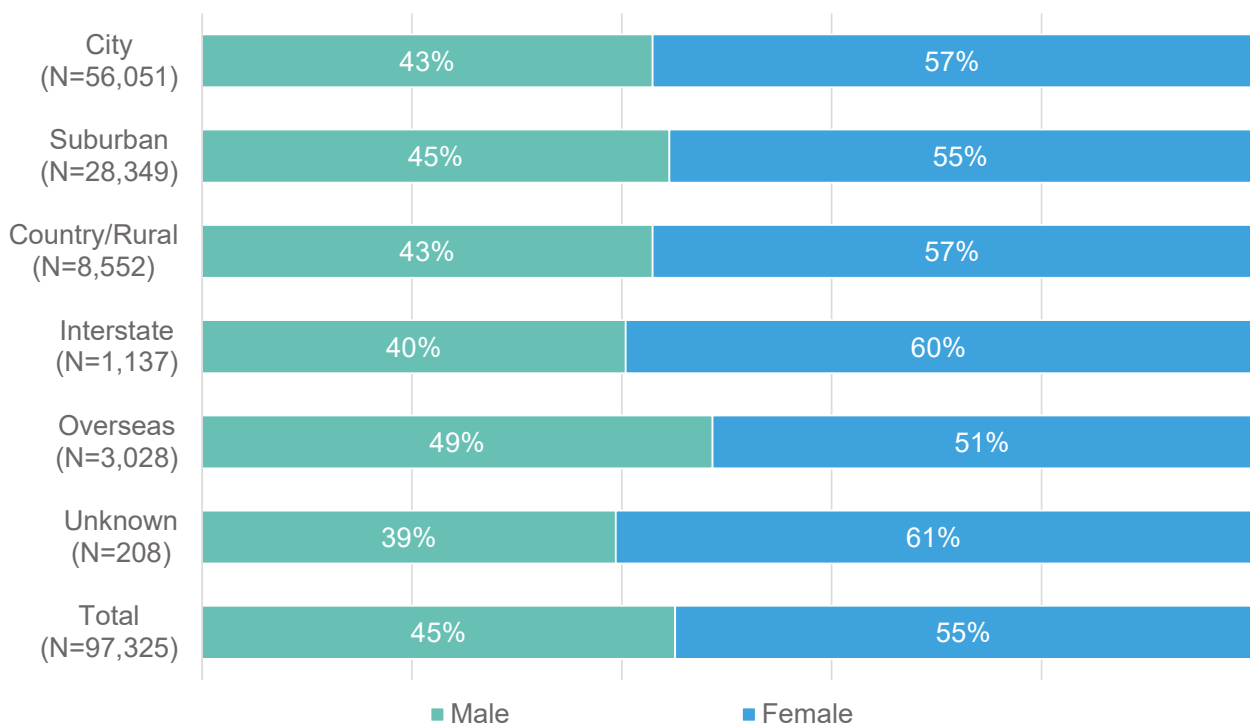
Figure 27 – Location of young solicitors versus all solicitors



## 9.6. LOCATION BY GENDER

The location of solicitors by gender was relatively consistent with the overall national gender profile. In comparison to the overall gender profile of solicitors being 55% female and 45% male, female solicitors were overrepresented in interstate (60%), city (57%) and country/rural locations (57%). The proportion of female and male solicitors was consistent with the overall national gender profile in suburban locations, while female solicitors were underrepresented in overseas locations (51%).

Figure 28 – Location by gender



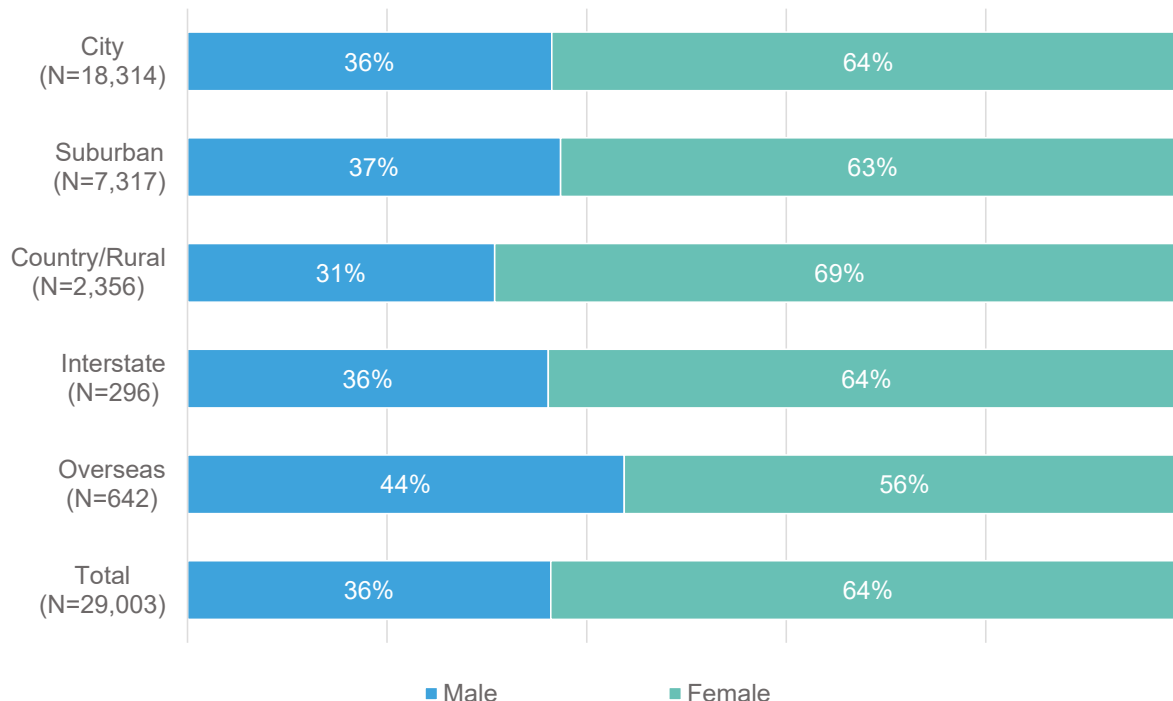
*Note: Excludes solicitors who identified as 'Other' or did not provide location data.*



### 9.6.1. Location by gender for early career lawyers

As reported in Section 6.4, females made up 64% of all solicitors admitted for five years or less. This representation was consistent across city, suburban and interstate locations, however females were strongly represented in country/rural areas, with over two-thirds of early career lawyers in these areas being female (69%).

Figure 29 – Locations of early career lawyers by gender

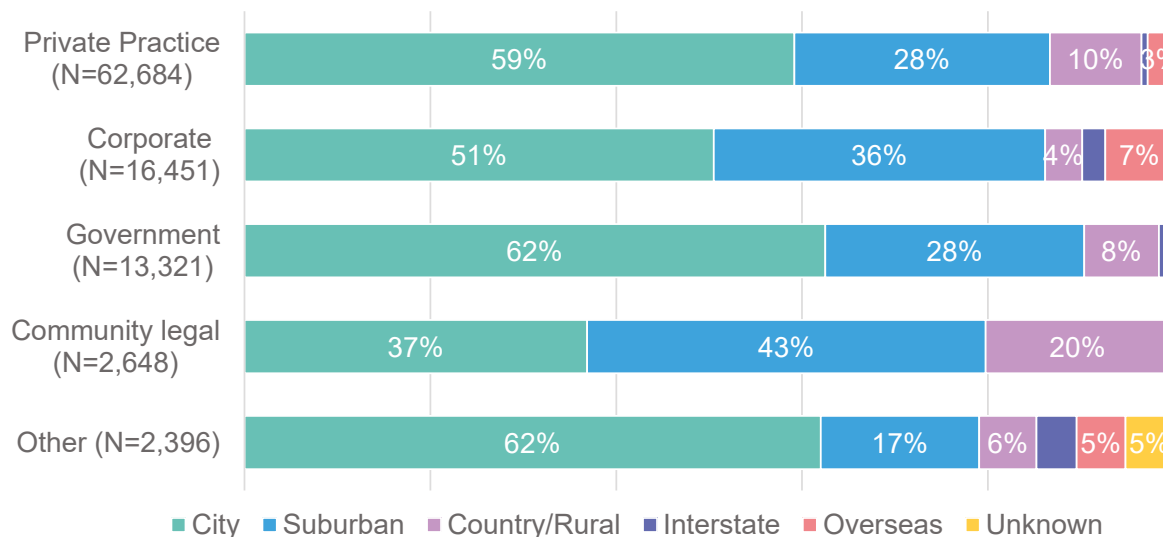


Note: Excludes solicitors who identified as 'Other'. Early career lawyers are defined as solicitors admitted for 5 or less years

## 9.7. LOCATION BY PRACTICE SECTOR

The location of solicitors varied by practice sector. The government legal sector, private practice and corporate legal sector had majority city-based solicitors (62%, 59% and 51% respectively). The community legal sector had the highest proportion of suburban-based (43%) and country/rural-based (20%) solicitors, likely to be influenced by the concentration of community legal roles in these areas, especially in the Northern Territory.

Figure 30 – Location by practice sector



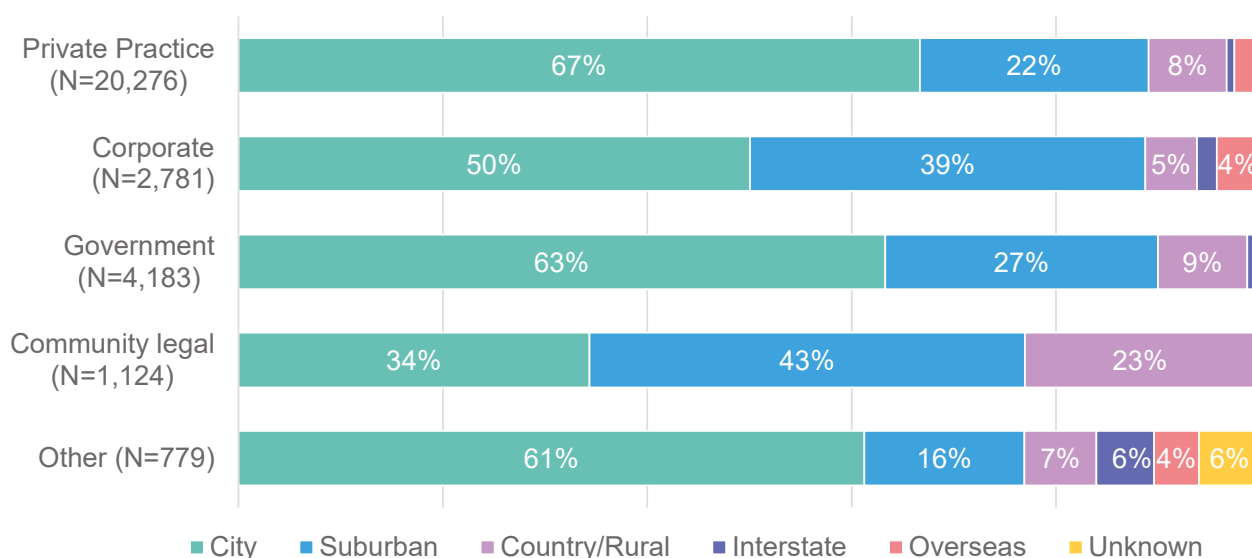
Key differences across jurisdictions include:

- Tasmania (99%), South Australia (96%) and the Northern Territory (88%) had very high proportions of government legal practitioners working in city locations.
- The Northern Territory (87%), Queensland (85%) and Tasmania (84%) had very high proportions of private practice solicitors working in city locations.
- The Australian Capital Territory (69%) recorded the highest proportion of corporate legal practitioners working in suburban areas.
- Tasmania (87%) and South Australia (71%) had high proportions of community legal practitioners working in city locations.

### 9.7.1. Location by practice sector for early career lawyers

The location patterns observed for all solicitors above were generally consistent with those observed for early career lawyers. One exception was that early career lawyers working in private practice had higher representation in city locations (67% compared to 59% of all solicitors)

Figure 31 – Location by practice sector for early career lawyers



Note: Early career lawyers were defined as solicitors admitted for five years or less.

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# APPENDIX A     STATE AND TERRITORY DATASETS

# AGE BY GENDER

	NSW					
	Male		Female		Total	
	N	%	N	%	N	%
24 years or younger	233	1%	556	2%	789	2%
25-29 years	2,266	12%	4,301	19%	6,567	16%
30-34 years	2,771	15%	4,348	19%	7,119	17%
35-39 years	2,255	12%	3,487	15%	5,742	14%
40-44 years	1,969	11%	3,206	14%	5,175	13%
45-49 years	1,762	10%	2,465	11%	4,227	10%
50-54 years	1,783	10%	1,808	8%	3,591	9%
55-59 years	1,386	8%	1,208	5%	2,594	6%
60-64 years	1,300	7%	863	4%	2,163	5%
65-69 years	1,079	6%	449	2%	1,528	4%
70-74 years	850	5%	201	1%	1,051	3%
75 years or older	658	4%	100	<1%	758	2%
Unknown	-	-	-	-	-	-
Total	18,312	100%	22,992	100%	41,304	100%

	VIC					
	Male		Female		Total*	
	N	%	N	%	N	%
24 years or younger	60	1%	198	1%	258	1%
25-29 years	1,267	12%	2,587	19%	3,859	16%
30-34 years	1,589	15%	2,743	20%	4,342	18%
35-39 years	1,457	14%	2,376	17%	3,838	16%
40-44 years	1,146	11%	1,942	14%	3,091	13%
45-49 years	1,029	10%	1,415	10%	2,445	10%
50-54 years	950	9%	1,086	8%	2,036	8%
55-59 years	757	7%	644	5%	1,402	6%
60-64 years	713	7%	431	3%	1,144	5%
65-69 years	649	6%	253	2%	902	4%
70-74 years	443	4%	104	1%	547	2%
75 years or older	374	4%	63	<1%	437	2%
Unknown	-	-	-	-	-	-
Total	10,434	100%	13,842	100%	24,301	100%

\*Total includes solicitors who identified as 'Other' (N=25)

	QLD					
	Male		Female		Total*	
	N	%	N	%	N	%
24 years or younger	89	1%	208	2%	298	2.0%
25-29 years	764	12%	1,592	19%	2,365	15.6%
30-34 years	889	14%	1,523	18%	2,415	16%
35-39 years	816	12%	1,377	16%	2,195	14%
40-44 years	732	11%	1,269	15%	2,002	13%
45-49 years	615	9%	974	11%	1,590	10%
50-54 years	751	11%	696	8%	1,447	10%
55-59 years	628	10%	407	5%	1,035	7%
60-64 years	471	7%	232	3%	704	5%
65-69 years	409	6%	140	2%	549	4%
70-74 years	233	4%	33	<1%	266	2%
75 years or older	157	2%	17	<1%	174	1%
Unknown	18	<1%	34	<1%	118	1%
<b>Total</b>	<b>6,572</b>	<b>100%</b>	<b>8,502</b>	<b>100%</b>	<b>15,158</b>	<b>100%</b>

\*Total includes solicitors who identified as 'Other' (N=84)

	WA					
	Male		Female		Total*	
	N	%	N	%	N	%
24 years or younger	13	<1%	45	1%	63	1%
25-29 years	354	11%	657	15%	1,049	14%
30-34 years	451	13%	754	18%	1,209	16%
35-39 years	452	13%	759	18%	1,215	16%
40-44 years	439	13%	681	16%	1,123	15%
45-49 years	330	10%	473	11%	804	10%
50-54 years	393	12%	372	9%	765	10%
55-59 years	293	9%	252	6%	545	7%
60-64 years	237	7%	144	3%	381	5%
65-69 years	188	6%	90	2%	278	4%
70-74 years	115	3%	33	1%	148	2%
75 years or older	81	2%	9	<1%	90	1%
Unknown	11	<1%	15	<1%	28	<1%
<b>Total</b>	<b>3,357</b>	<b>100%</b>	<b>4,284</b>	<b>100%</b>	<b>7,698</b>	<b>100%</b>

\*Total includes solicitors who identified as 'Other' (N=57)

	SA					
	Male		Female		Total	
	N	%	N	%	N	%
24 years or younger	30	2%	105	4%	135	3%
25-29 years	232	13%	445	18%	677	16%
30-34 years	243	13%	418	17%	661	15%
35-39 years	222	12%	331	14%	553	13%
40-44 years	219	12%	370	15%	589	14%
45-49 years	192	10%	296	12%	488	11%
50-54 years	134	7%	181	7%	315	7%
55-59 years	146	8%	121	5%	267	6%
60-64 years	145	8%	90	4%	235	6%
65-69 years	127	7%	50	2%	177	4%
70-74 years	90	5%	21	1%	111	3%
75 years or older	57	3%	5	0%	62	1%
Unknown	-	-	-	-	-	-
<b>Total</b>	<b>1,837</b>	<b>100%</b>	<b>2,433</b>	<b>100%</b>	<b>4,270</b>	<b>100%</b>

	ACT					
	Male		Female		Total	
	N	%	N	%	N	%
24 years or younger	11	1%	57	3%	68	2%
25-29 years	179	15%	406	20%	585	18%
30-34 years	211	17%	379	19%	590	18%
35-39 years	165	14%	316	16%	481	15%
40-44 years	147	12%	310	16%	459	14%
45-49 years	105	9%	203	10%	308	10%
50-54 years	114	9%	135	7%	249	8%
55-59 years	119	10%	88	4%	207	6%
60-64 years	61	5%	48	2%	109	3%
65-69 years	42	3%	26	1%	68	2%
70-74 years	31	3%	11	1%	42	1%
75 years or older	25	2%	4	<1%	29	1%
Unknown	2	<1%	0	0%	3	<1%
<b>Total</b>	<b>1,212</b>	<b>100%</b>	<b>1,983</b>	<b>100%</b>	<b>3,198</b>	<b>100%</b>

\*Total includes solicitors who identified as 'Other' (N=3)

	NT					
	Male		Female		Total	
	N	%	N	%	N	%
24 years or younger	3	1%	11	3%	14	2%
25-29 years	38	15%	96	24%	134	20%
30-34 years	55	21%	108	27%	164	25%
35-39 years	27	11%	43	11%	70	11%
40-44 years	22	9%	44	11%	66	10%
45-49 years	20	8%	27	7%	47	7%
50-54 years	22	9%	26	6%	48	7%
55-59 years	18	7%	26	6%	44	7%
60-64 years	19	7%	15	4%	34	5%
65-69 years	18	7%	4	1%	22	3%
70-74 years	9	4%	3	1%	12	2%
75 years or older	6	2%	1	<1%	7	1%
Unknown	-	-	-	-	-	-
<b>Total</b>	<b>257</b>	<b>100%</b>	<b>404</b>	<b>100%</b>	<b>662</b>	<b>100%</b>

\*Total includes solicitors who identified as 'Other' (N=1)

	TAS					
	Male		Female		Total	
	N	%	N	%	N	%
24 years or younger	3	1%	14	3%	17	2%
25-29 years	51	13%	93	18%	145	16%
30-34 years	63	16%	82	16%	145	16%
35-39 years	53	14%	80	16%	134	15%
40-44 years	41	11%	76	15%	118	13%
45-49 years	30	8%	69	13%	100	11%
50-54 years	31	8%	45	9%	76	8%
55-59 years	31	8%	29	6%	60	7%
60-64 years	27	7%	20	4%	47	5%
65-69 years	33	9%	3	1%	37	4%
70-74 years	16	4%	1	<1%	17	2%
75 years or older	9	2%	4	1%	13	1%
Unknown	-	-	-	-	-	-
<b>Total</b>	<b>388</b>	<b>100%</b>	<b>516</b>	<b>100%</b>	<b>909</b>	<b>100%</b>

\*Total includes solicitors who identified as 'Other' (N=5)



# YEARS SINCE ADMISSION BY GENDER

	NSW					
	Male		Female		Total	
	N	%	N	%	N	%
1 year or less	1,053	6%	1,931	8%	2,984	7%
2-5 years	3,103	17%	5,149	22%	8,252	20%
6-10 years	3,199	17%	4,571	20%	7,770	19%
11-14 years	1,874	10%	2,786	12%	4,660	11%
15 years or more	9,083	50%	8,555	37%	17,638	43%
Unknown	-	-	-	-	-	-
<b>Total</b>	<b>18,312</b>	<b>100%</b>	<b>22,992</b>	<b>100%</b>	<b>41,304</b>	<b>100%</b>

	VIC					
	Male		Female		Total*	
	N	%	N	%	N	%
1 year or less	1,821	17%	3,031	22%	4,861	20%
2-5 years	1,632	16%	2,792	20%	4,432	18%
6-10 years	1,416	14%	2,377	17%	3,796	16%
11-14 years	914	9%	1,479	11%	2,396	10%
15 years or more	4,651	45%	4,163	30%	8,816	36%
Unknown	-	-	-	-	-	-
<b>Total</b>	<b>10,434</b>	<b>100%</b>	<b>13,842</b>	<b>100%</b>	<b>24,301</b>	<b>100%</b>

\*Total includes solicitors who identified as ‘Other’ (N=25)

	QLD					
	Male		Female		Total*	
	N	%	N	%	N	%
1 year or less	547	8%	1,073	13%	1,660	11%
2-5 years	799	12%	1,560	18%	2,384	16%
6-10 years	1,092	17%	1,784	21%	2,882	19%
11-14 years	710	11%	1,108	13%	1,820	12%
15 years or more	3,424	52%	2,976	35%	6,408	42%
Unknown	-	0%	1	<1%	4	<1%
<b>Total</b>	<b>6,572</b>	<b>100%</b>	<b>8,502</b>	<b>100%</b>	<b>15,158</b>	<b>100%</b>

\*Total includes solicitors who identified as ‘Other’ (N=4)

	WA					
	Male		Female		Total*	
	N	%	N	%	N	%
1 year or less	204	6%	339	8%	595	8%
2-5 years	485	14%	812	19%	1,299	17%
6-10 years	495	15%	840	20%	1,335	17%
11-14 years	371	11%	538	13%	909	12%
15 years or more	1,579	47%	1,400	33%	2,979	39%
Unknown	223	7%	355	8%	581	8%
<b>Total</b>	<b>3,357</b>	<b>100%</b>	<b>4,284</b>	<b>100%</b>	<b>7,698</b>	<b>100%</b>

\*Total includes solicitors who identified as 'Other' (N=57)

	SA					
	Male		Female		Total	
	N	%	N	%	N	%
1 year or less	135	7%	288	12%	423	10%
2-5 years	271	15%	491	20%	762	18%
6-10 years	262	14%	436	18%	698	16%
11-14 years	184	10%	270	11%	454	11%
15 years or more	985	54%	948	39%	1,933	45%
Unknown	-	-	-	-	-	-
<b>Total</b>	<b>1,837</b>	<b>100%</b>	<b>2,433</b>	<b>100%</b>	<b>4,270</b>	<b>100%</b>

	ACT					
	Male		Female		Total	
	N	%	N	%	N	%
1 year or less	119	10%	230	12%	349	11%
2-5 years	233	19%	446	22%	681	21%
6-10 years	221	18%	407	21%	629	20%
11-14 years	119	10%	232	12%	351	11%
15 years or more	515	42%	663	33%	1,178	37%
Unknown	5	-	5	-	10	-
<b>Total</b>	<b>1,212</b>	<b>100%</b>	<b>1,983</b>	<b>100%</b>	<b>3,198</b>	<b>100%</b>

\*Total includes solicitors who identified as 'Other' (N=3)

	NT					
	Male		Female		Total*	
	N	%	N	%	N	%
1 year or less	20	8%	59	15%	79	12%
2-5 years	66	26%	126	31%	192	29%
6-10 years	39	15%	76	19%	116	18%
11-14 years	28	11%	36	9%	64	10%
15 years or more	104	40%	107	26%	211	32%
Unknown	-	-	-	-	-	-
<b>Total</b>	<b>257</b>	<b>100%</b>	<b>404</b>	<b>100%</b>	<b>662</b>	<b>100%</b>

\*Total includes solicitors who identified as 'Other' (N=1)

	TAS					
	Male		Female		Total*	
	N	%	N	%	N	%
1 year or less	15	4%	41	8%	57	6%
2-5 years	54	14%	78	15%	133	15%
6-10 years	60	15%	77	15%	137	15%
11-14 years	27	7%	50	10%	78	9%
15 years or more	183	47%	152	29%	337	37%
Unknown	49	13%	118	23%	167	18%
<b>Total</b>	<b>388</b>	<b>100%</b>	<b>516</b>	<b>100%</b>	<b>909</b>	<b>100%</b>

\*Total includes solicitors who identified as 'Other' (N=5)

## EMPLOYMENT SECTOR BY GENDER

	NSW					
	Male		Female		Total	
	N	%	N	%	N	%
Private Practice	13,434	49%	13,771	51%	27,205	100%
Corporate Legal	3,210	37%	5,363	63%	8,573	100%
Government Legal	1,458	30%	3,380	70%	4,838	100%
Community Legal	210	31%	476	69%	686	100%
Other	0	0%	2	100%	2	100%
<b>Total</b>	<b>18,312</b>	<b>44%</b>	<b>22,992</b>	<b>56%</b>	<b>41,304</b>	<b>100%</b>

	VIC					
	Male		Female		Total*	
	N	%	N	%	N	%
Private Practice	7,608	48%	8,281	52%	15,899	100%
Corporate Legal	1,594	39%	2,531	61%	4,126	100%
Government Legal	1,027	30%	2,440	70%	3,473	100%
Community Legal	205	26%	590	73%	803	100%
Other	-	-	-	-	-	-
<b>Total</b>	<b>10,434</b>	<b>43%</b>	<b>13,842</b>	<b>57%</b>	<b>24,301</b>	<b>100%</b>

\*Total includes solicitors who identified as 'other' (n=25)

	QLD					
	Male		Female		Total*	
	N	%	N	%	N	%
Private Practice	4,737	48%	5,160	52%	9,938	100%
Corporate Legal	727	38%	1,180	62%	1,915	100%
Government Legal	310	28%	801	72%	1,120	100%
Community Legal	125	27%	328	71%	460	100%
Other	673	39%	1,033	60%	1,725	100%
<b>Total</b>	<b>6,572</b>	<b>43%</b>	<b>8,502</b>	<b>56%</b>	<b>15,158</b>	<b>100%</b>

\*Total includes solicitors who identified as 'Other' (N=84)

	WA					
	Male		Female		Total*	
	N	%	N	%	N	%
Private Practice	2,310	50%	2,288	49%	4,640	100%
Corporate Legal	467	42%	658	58%	1,130	100%
Government Legal	347	32%	732	68%	1,083	100%
Community Legal	78	23%	263	77%	345	100%
Other	155	31%	343	69%	500	100%
<b>Total</b>	<b>3,357</b>	<b>44%</b>	<b>4,284</b>	<b>56%</b>	<b>7,698</b>	<b>100%</b>

\*Total includes solicitors who identified as 'Other' (N=57)

	SA					
	Male		Female		Total	
	N	%	N	%	N	%
Private Practice	1,372	50%	1,359	50%	2,731	100%
Corporate Legal	163	34%	316	66%	479	100%
Government Legal	255	28%	648	72%	903	100%
Community Legal	41	29%	102	71%	143	100%
Other	6	43%	8	57%	14	100%
<b>Total</b>	<b>1,837</b>	<b>43%</b>	<b>2,433</b>	<b>57%</b>	<b>4,270</b>	<b>100%</b>

	ACT					
	Male		Female		Total	
	N	%	N	%	N	%
Private Practice	644	42%	878	58%	1,522	100%
Corporate Legal	46	39%	72	61%	118	100%
Government Legal	506	33%	1,016	67%	1,525	100%
Community Legal	12	43%	16	57%	28	100%
Other	4	80%	1	20%	5	100%
<b>Total</b>	<b>1,212</b>	<b>38%</b>	<b>1,983</b>	<b>62%</b>	<b>3,198</b>	<b>100%</b>

\*Total includes solicitors who identified as 'Other' (N=3)

	NT					
	Male		Female		Total*	
	N	%	N	%	N	%
Private Practice	107	55%	88	45%	195	100%
Corporate Legal	4	31%	9	69%	13	100%
Government Legal	64	34%	126	66%	191	100%
Community Legal	30	26%	85	74%	115	100%
Other	52	35%	96	65%	148	100%
<b>Total</b>	<b>257</b>	<b>39%</b>	<b>404</b>	<b>61%</b>	<b>662</b>	<b>100%</b>

\*Total includes solicitors who identified as 'Other' (N=1)

	TAS					
	Male		Female		Total*	
	N	%	N	%	N	%
Private Practice	269	49%	280	51%	554	100%
Corporate Legal	42	43%	55	57%	97	100%
Government Legal	55	29%	133	71%	188	100%
Community Legal	21	31%	47	69%	68	100%
Other	1	50%	1	50%	2	100%
<b>Total</b>	<b>388</b>	<b>43%</b>	<b>516</b>	<b>57%</b>	<b>909</b>	<b>100%</b>

\*Total includes solicitors who identified as 'Other' (N=5)

## RATIO OF EMPLOYEES TO PRINCIPALS BY PRIVATE PRACTICE SIZE

Law practice size	NSW		
	No. principals	No. employees	Ratio employees to partners
40 or more partners/principals	1,154	3,678	3.2
21 to 39 partners/principals	485	1,428	2.9
11 to 20 partners/principals	304	728	2.4
5 to 10 partners/principals	286	789	2.8
2 to 4 partners/principals	1,356	2,789	2.1
Sole practice	6,112	4,620	0.8
Unknown	230	3,246	14.1
<b>Total</b>	<b>9,927</b>	<b>17,278</b>	<b>1.7</b>

*Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined.*

Law practice size	VIC		
	No. principals	No. employees	Ratio employees to partners
40 or more partners/principals	809	2,710	3.3
21 to 39 partners/principals	259	794	3.1
11 to 20 partners/principals	258	666	2.6
5 to 10 partners/principals	352	904	2.6
2 to 4 partners/principals	1,370	2,406	1.8
Sole practice	3,188	1,541	0.5
Unknown	-	642	-
<b>Total</b>	<b>6,236</b>	<b>9,663</b>	<b>1.5</b>

*Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined.*

Law practice size	QLD		
	No. principals	No. employees	Ratio employees to partners
40 or more partners/principals	123	380	3.1
21 to 39 partners/principals	228	499	2.2
11 to 20 partners/principals	249	840	3.4
5 to 10 partners/principals	222	568	2.6
2 to 4 partners/principals	761	1,355	1.8
Sole practice	1,973	1,954	1.0
Unknown	0	786	-
<b>Total</b>	<b>3,556</b>	<b>6,382</b>	<b>1.8</b>

*Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined.*

Law practice size	WA		
	No. principals	No. employees	Ratio employees to partners
40 or more partners/principals	-	-	-
21 to 39 partners/principals	92	213	2.3
11 to 20 partners/principals	174	650	3.7
5 to 10 partners/principals	127	301	2.4
2 to 4 partners/principals	403	742	1.8
Sole practice	981	955	1.0
Unknown	-	2	-
<b>Total</b>	<b>1,777</b>	<b>2,863</b>	<b>1.6</b>

*Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined.*



Law practice size	SA		
	No. principals	No. employees	Ratio employees to partners
40 or more partners/principals	-	-	-
21 to 39 partners/principals	-	-	-
11 to 20 partners/principals	138	354	2.6
5 to 10 partners/principals	95	293	3.1
2 to 4 partners/principals	214	446	2.1
Sole practice	679	505	0.7
Unknown		7	-
<b>Total</b>	<b>1,126</b>	<b>1,605</b>	<b>1.4</b>

*Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined.*

Law practice size	NT		
	No. principals	No. employees	Ratio employees to partners
40 or more partners/principals	-	-	-
21 to 39 partners/principals	-	-	-
11 to 20 partners/principals	-	-	-
5 to 10 partners/principals	12	13	1.1
2 to 4 partners/principals	37	34	0.9
Sole practice	60	27	0.5
Unknown	-	12	-
<b>Total</b>	<b>109</b>	<b>86</b>	<b>0.8</b>

*Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined.*

Law practice size	TAS		
	No. principals	No. employees	Ratio employees to partners
40 or more partners/principals	-	-	-
21 to 39 partners/principals	-	-	-
11 to 20 partners/principals	11	14	1.3
5 to 10 partners/principals	49	138	2.8
2 to 4 partners/principals	49	98	2.0
Sole practice	116	59	0.5
Unknown	-	20	-
<b>Total</b>	<b>225</b>	<b>329</b>	<b>1.5</b>

*Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined.*

# LOCATION BY SECTOR

	NSW											
	Private practice		Corporate legal		Government legal		Community legal		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
City	14,108	52%	3,775	44%	2,384	49%	121	18%	-	-	20,388	49%
Suburban	8,178	30%	3,330	39%	1,797	37%	395	58%	-	-	13,700	33%
Country/Rural	3,511	13%	339	4%	584	12%	168	24%	2	100%	4,604	11%
Interstate	211	1%	187	2%	57	1%	2	<1%	-	-	457	1%
Overseas	1,197	4%	942	11%	16	<1%	-	-	-	-	2,155	5%
Unknown	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>27,205</b>	<b>100%</b>	<b>8,573</b>	<b>100%</b>	<b>4,838</b>	<b>100%</b>	<b>686</b>	<b>100%</b>	<b>2</b>	<b>100%</b>	<b>41,304</b>	<b>100%</b>

	VIC											
	Private practice		Corporate legal		Government legal		Community legal		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
City	8,129	51%	1,924	47%	2,237	64%	190	24%	-	-	12,480	51%
Suburban	5,848	37%	1,829	44%	840	24%	473	59%	-	-	8,990	37%
Country/Rural	1,727	11%	259	6%	385	11%	135	17%	-	-	2,506	10%
Interstate	60	0%	55	1%	9	<1%	2	<1%	-	-	126	1%
Overseas	126	1%	59	1%	-	-	-	-	-	-	185	1%
Unknown	9	<1%	-	-	2	<1%	3	<1%	-	-	14	<1%
<b>Total</b>	<b>15,899</b>	<b>100%</b>	<b>4,126</b>	<b>100%</b>	<b>3,473</b>	<b>100%</b>	<b>803</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>24,301</b>	<b>100%</b>

	QLD											
	Private practice		Corporate legal		Government legal		Community legal		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
City	8,402	85%	1,607	84%	900	80%	304	66%	1,336	77%	12,549	83%
Suburban	633	6%	29	2%	48	4%	44	10%	100	6%	854	6%
Country/Rural	573	6%	38	2%	68	6%	109	24%	113	7%	901	6%
Interstate	110	1%	114	6%	104	9%	2	<1%	87	5%	417	3%
Overseas	218	2%	127	7%	-	-	-	-	86	5%	431	3%
Unknown	2	<1%	-	-	-	-	1	<1%	3	<1%	6	<1%
<b>Total</b>	<b>9,938</b>	<b>100%</b>	<b>1,915</b>	<b>100%</b>	<b>1,120</b>	<b>100%</b>	<b>460</b>	<b>100%</b>	<b>1,725</b>	<b>100%</b>	<b>15,158</b>	<b>100%</b>

	WA											
	Private practice		Corporate legal		Government legal		Community legal		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
City	3,019	65%	671	59%	905	84%	130	38%	88	18%	4,813	63%
Suburban	1,321	28%	344	30%	162	15%	168	49%	307	61%	2,302	30%
Country/Rural	151	3%	11	1%	3	<1%	47	14%	10	2%	222	3%
Interstate	28	1%	27	2%	13	1%	-	-	14	3%	82	1%
Overseas	121	3%	77	7%	-	-	-	-	40	8%	238	3%
Unknown	-	-	-	-	-	-	-	-	41	8%	41	1%
<b>Total</b>	<b>4,640</b>	<b>100%</b>	<b>1,130</b>	<b>100%</b>	<b>1,083</b>	<b>100%</b>	<b>345</b>	<b>100%</b>	<b>500</b>	<b>100%</b>	<b>7,698</b>	<b>100%</b>

	SA											
	Private practice		Corporate legal		Government legal		Community legal		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
City	1,925	70%	254	53%	868	96%	101	71%	11	79%	3,159	74%
Suburban	653	24%	208	43%	25	3%	31	22%	1	7%	918	21%
Country/Rural	146	5%	4	1%	7	1%	11	8%	-	-	168	4%
Interstate	5	<1%	10	2%	3	<1%	-	-	2	14%	20	<1%
Overseas	-	-	-	-	-	-	-	-	-	-	-	-
Unknown	2	<1%	3	1%	-	-	-	-	-	-	5	<1%
<b>Total</b>	<b>2,731</b>	<b>100%</b>	<b>479</b>	<b>100%</b>	<b>903</b>	<b>100%</b>	<b>143</b>	<b>100%</b>	<b>14</b>	<b>100%</b>	<b>4,270</b>	<b>100%</b>

	ACT											
	Private practice		Corporate legal		Government legal		Community legal		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
City	869	57%	25	21%	675	44%	12	43%	-	-	1,581	49%
Suburban	560	37%	81	69%	841	55%	16	57%	-	-	1,498	47%
Country/Rural	-	-	-	-	-	-	-	-	-	-	-	-
Interstate	15	1%	10	8%	3	<1%	-	-	-	-	28	1%
Overseas	17	1%	1	1%	-	-	-	-	-	-	18	1%
Unknown	61	4%	1	1%	6	<1%	-	-	5	100%	73	2%
<b>Total</b>	<b>1,522</b>	<b>100%</b>	<b>118</b>	<b>100%</b>	<b>1,525</b>	<b>100%</b>	<b>28</b>	<b>100%</b>	<b>5</b>	<b>100%</b>	<b>3,198</b>	<b>100%</b>

	NT											
	Private practice		Corporate legal		Government legal		Community legal		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
City	169	87%	8	62%	169	88%	59	51%	49	33%	454	69%
Suburban	-	-	-	-	-	-	-	-	-	-	-	-
Country/Rural	22	11%	4	31%	22	12%	55	48%	23	16%	126	19%
Interstate	2	1%	-	-	-	-	1	1%	-	-	3	<1%
Overseas	2	1%	1	8%	-	-	-	-	-	-	3	<1%
Unknown	-	-	-	-	-	-	-	-	76	51%	76	11%
<b>Total</b>	<b>195</b>	<b>100%</b>	<b>13</b>	<b>100%</b>	<b>191</b>	<b>100%</b>	<b>115</b>	<b>100%</b>	<b>148</b>	<b>100%</b>	<b>662</b>	<b>100%</b>

	TAS											
	Private practice		Corporate legal		Government legal		Community legal		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
City	464	84%	44	45%	186	99%	59	87%	2	100%	755	83%
Suburban	49	9%	46	47%	1	1%	9	13%	-	-	105	12%
Country/Rural	36	6%	-	-	-	-	-	-	-	-	36	4%
Interstate	3	1%	6	6%	1	1%	-	-	-	-	10	1%
Overseas	2	<1%	1	1%	-	-	-	-	-	-	3	<1%
Unknown	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>554</b>	<b>100%</b>	<b>97</b>	<b>100%</b>	<b>188</b>	<b>100%</b>	<b>68</b>	<b>100%</b>	<b>2</b>	<b>100%</b>	<b>909</b>	<b>100%</b>

## LOCATION BY GENDER

	NSW					
	Male		Female		Total	
	N	%	N	%	N	%
City	8,853	48%	11,535	50%	20,388	49%
Suburban	6,174	34%	7,526	33%	13,700	33%
Country/Rural	2,066	11%	2,538	11%	4,604	11%
Interstate	189	1%	268	1%	457	1%
Overseas	1,030	6%	1,125	5%	2,155	5%
Unknown	-	-	-	-	-	-
<b>Total</b>	<b>18,312</b>	<b>100%</b>	<b>22,992</b>	<b>100%</b>	<b>41,304</b>	<b>100%</b>

	VIC					
	Male		Female		Total*	
	N	%	N	%	N	%
City	5,199	50%	7,267	52%	12,480	51%
Suburban	4,055	39%	4,927	36%	8,990	37%
Country/Rural	1,023	10%	1,481	11%	2,506	10%
Interstate	44	<1%	82	1%	126	1%
Overseas	107	1%	78	1%	185	1%
Unknown	6	<1%	7	<1%	14	<1%
<b>Total</b>	<b>10,434</b>	<b>100%</b>	<b>13,842</b>	<b>100%</b>	<b>24,301</b>	<b>100%</b>

\*Total includes solicitors who identified as 'Other' (N=25)

	QLD					
	Male		Female		Total*	
	N	%	N	%	N	%
City	5,493	84%	6,992	82%	12,549	83%
Suburban	345	5%	507	6%	854	6%
Country/Rural	367	6%	528	6%	901	6%
Interstate	157	2%	257	3%	417	3%
Overseas	210	3%	218	3%	431	3%
Unknown	-	-	-	-	6	<1%
<b>Total</b>	<b>6,572</b>	<b>100%</b>	<b>8,502</b>	<b>100%</b>	<b>15,158</b>	<b>100%</b>

\*Total includes solicitors who identified as 'Other' (N=84)

	WA					
	Male		Female		Total*	
	N	%	N	%	N	%
City	2,057	61%	2,713	63%	4,813	63%
Suburban	1,059	32%	1,237	29%	2,302	30%
Country/Rural	81	2%	138	3%	222	3%
Interstate	34	1%	45	1%	82	1%
Overseas	112	3%	124	3%	238	3%
Unknown	14	<1%	27	1%	41	1%
<b>Total</b>	<b>3,357</b>	<b>100%</b>	<b>4,284</b>	<b>100%</b>	<b>7,698</b>	<b>100%</b>

\*Total includes solicitors who identified as 'Other' (N=57)

	SA					
	Male		Female		Total	
	N	%	N	%	N	%
City	1,356	74%	1,803	74%	3,159	74%
Suburban	402	22%	516	21%	918	21%
Country/Rural	64	3%	104	4%	168	4%
Interstate	12	1%	8	<1%	20	<1%
Overseas	-	-	-	-	-	-
Unknown	3	<1%	2	<1%	5	<1%
<b>Total</b>	<b>1,837</b>	<b>100%</b>	<b>2,433</b>	<b>100%</b>	<b>4,270</b>	<b>100%</b>

	ACT					
	Male		Female		Total	
	N	%	N	%	N	%
City	609	50%	971	49%	1,581	49%
Suburban	544	45%	952	48%	1,498	47%
Country/Rural	-	-	-	-	-	-
Interstate	16	1%	12	1%	28	1%
Overseas	12	1%	6	0%	18	1%
Unknown	31	3%	42	2%	73	2%
<b>Total</b>	<b>1,212</b>	<b>100%</b>	<b>1,983</b>	<b>100%</b>	<b>3,198</b>	<b>100%</b>

\*Total includes solicitors who identified as 'Other' (N=3)

	NT					
	Male		Female		Total*	
	N	%	N	%	N	%
City	178	69%	275	68%	454	69%
Suburban	-	-	-	-	-	-
Country/Rural	47	18%	79	20%	126	19%
Interstate	2	1%	1	<1%	3	<1%
Overseas	2	1%	1	<1%	3	<1%
Unknown	28	11%	48	12%	76	11%
<b>Total</b>	<b>257</b>	<b>1</b>	<b>404</b>	<b>1</b>	<b>662</b>	<b>1</b>

\*Total includes solicitors who identified as 'Other' (N=1)

	TAS					
	Male		Female		Total*	
	N	%	N	%	N	%
City	317	82%	433	84%	755	83%
Suburban	43	11%	62	12%	105	12%
Country/Rural	23	6%	13	3%	36	4%
Interstate	5	1%	5	1%	10	1%
Overseas	-	-	3	1%	3	<1%
Unknown	-	-	-	-	-	-
<b>Total</b>	<b>388</b>	<b>100%</b>	<b>516</b>	<b>100%</b>	<b>909</b>	<b>100%</b>

\*Total includes solicitors who identified as 'Other' (N=5)



# LOCATION OF EARLY CAREER LAWYERS (ADMITTED FOR 5 YEARS OR LESS)

	NSW		VIC		QLD		WA	
	N	%	N	%	N	%	N	%
City	6,455	57%	5,379	58%	3,401	84%	1,363	72%
Suburban	3,108	28%	2,909	31%	216	5%	423	22%
Country/Rural	1,111	10%	885	10%	228	6%	34	2%
Interstate	93	1%	67	1%	117	3%	16	1%
Overseas	469	4%	45	<1%	80	2%	50	3%
Unknown	-	-	8	<1%	2	<1%	8	<1%
Total	11,236	100%	9,293	100%	4,044	100%	1,894	100%

	SA		NT		ACT		TAS	
	N	%	N	%	N	%	N	%
City	936	79%	166	61%	552	54%	168	88%
Suburban	205	17%	0	0%	451	44%	18	9%
Country/Rural	38	3%	66	24%	-	-	3	2%
Interstate	4	<1%	-	-	4	<1%	-	-
Overseas	-	-	-	-	1	<1%	1	1%
Unknown	2	<1%	39	14%	22	2%	-	-
Total	1,185	100%	271	100%	1,030	100%	190	100%

# **APPENDIX B      DEFINITIONS OF PRACTICE SECTORS**

<b>Private practice</b>	<b>All solicitors holding a private practice Practising Certificate</b>
	Or those working in:
	Incorporated legal practices
	Unincorporated legal practices
	Law firms
	Sole practices
	Law practices overseas or interstate
<b>Corporate legal</b>	All solicitors holding a corporate Practising Certificate
	Or those working in:
	Corporate and non-lawyer entities
<b>Government legal</b>	All solicitors holding a government Practising Certificate
	Or those working in:
	Commonwealth Government
	State Government
	Legal Aid
<b>Community legal</b>	All solicitors holding a community legal Practising Certificate
	Or those working in:
	Community Legal Centres (CLCs)
<b>Other</b>	Solicitors holding a volunteer Practising Certificate (and not working in a CLC)
	And/or:
	Non-practicing Practising Certificate holders
	Locums

# APPENDIX C      DEFINITIONS OF PRIVATE PRACTICE ROLES

<b>Partners/ principals</b>	<b>Solicitors holding a principal Practising Certificate</b>
	Or those working as:
	A partner in a law practice
	A sole practitioner
	A legal practitioner director in a law practice (in the case of an ILP)
	A legal practitioner director in a law practice (in the case of a multi-disciplinary partnership)
<b>Employee</b>	Solicitors holding a private practice employee Practising Certificate
	Or those working as:
	An employee in a law firm

# APPENDIX D      CHANGES TO DATA COLLECTION AND REPORTING OVER TIME

- Aboriginal and Torres Strait Islander data was provided by Victoria for the first time in 2020; however, this was not broken down by gender. This was able to be broken down by gender from 2022.
- In 2018, it became clear that there had been discrepancies in recording data on law practice size in previous years. For this reason, analysis over time for law practice size from 2011, 2014 and 2016 has been removed from this report.
- In 2020, data collection was standardised to include all solicitors holding a practising certificate in the relevant jurisdiction. In 2018, the total number of solicitors in Western Australia excluded solicitors who held a practising certificate and were not actively practising, and those who held a practising certificate but were admitted outside Western Australia. For the purpose of analysing the growth rate of solicitors, the 2018 WA data has been adjusted to include these groups and will be different to the data in the 2018 report. For all other purposes, the 2018 WA data remains unchanged, including when analysing trends over time by gender, age, years since admission, practice sector or location.
- Data was not available for government practitioners working in Tasmania in 2011, 2014 and 2016 and is therefore excluded from this analysis.
- In 2020, 'community legal' was introduced as a practice sector for the first time. This may impact on practice sector analysis over time, with these solicitors previously categorised as 'other' or incorporated into other practice sectors.
- In 2022, mean age calculations were updated to exclude 'Unknown' ages. This update was applied to analysis over time, therefore there are some small discrepancies between mean age values in this report and those in previous reports.

