

2018 NATIONAL PROFILE OF SOLICITORS

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URBIS

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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 the Australian legal profession practising in 2018. 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 each of the eight state and territory law societies in Australia. This is the fourth National Profile, and follows previous reports published in 2011, 2014 and 2016.

NATIONAL PROFILE AT A GLANCE

The Australian legal profession is still experiencing strong growth	Over the past seven years, there has been a +33% increase in the number of solicitors practising in Australia. There are now 76,303 members of the legal profession, 18,726 more than in 2011.
Most growth is being seen in the corporate and government legal sectors	The great majority of Australian solicitors continue to work in private practice, with 67% working in private law firms. However, over the past seven years there has been strong growth in the corporate and government legal sectors (+90% and +61% respectively). Meanwhile, private practice has grown by only +18% during this same period.
For the first time in history, women now outnumber men in the legal profession	<p>Women make up over half of all solicitors, both at the national level (52%), and across all states and territories (with the exception of Western Australia, where the gender balance is 50/50).</p> <p>This change in the gender profile reflects the greater number of women entering the legal profession compared to men between 2011 and 2018 (+49% compared to +16%).</p> <p>Women comprise the majority of solicitors employed in the government (66%) and corporate (57%) sectors, however there are still more male solicitors in private practice (53%).</p>
The ageing trend is being offset by growth in the number of young people entering the profession	<p>Since 2011, there has been an increase in the proportion of solicitors aged 65 years and over (+35%). However, solicitors in this age bracket comprise only 7% of all solicitors.</p> <p>The mean age of Australian solicitors (42 years) has remained relatively consistent over the past seven years, due to the growth in the number of younger lawyers aged 25 years or less entering the profession.</p>
The cohort of Aboriginal and Torres Strait Islander solicitors remains small	Over the past four years there has been no change in the number of solicitors identifying as Aboriginal and/or Torres Strait Islander. In 2018 only 0.7% of all solicitors formed part of this cohort, compared to 2.8% of the Australian population.

SUMMARY OF FINDINGS

Size of the profession

As at October 2018, there were 76,303 practising solicitors in Australia. The largest proportion of solicitors were registered in New South Wales (43%), followed by Victoria (26%) and Queensland (15%).

Between 2011 and 2018, the number of practising solicitors increased nationally by +33%. This increase was observed across all states and territories, and most strongly observed in the Australian Capital Territory (+67%) and Tasmania (+62%).

Gender

In 2018, for the first time, the legal profession comprised a greater proportion of female solicitors (52%) than male solicitors (48%). This trend reflects the greater number of female solicitors entering the profession compared to male solicitors (+49% compared to +16%) since 2011.

In 2018, jurisdictions with notably stronger female representation included the Northern Territory and the Australian Capital Territory. Western Australia was the only jurisdiction with an even representation of male and female solicitors.

Aboriginal and/or Torres Strait Islander status

Since 2014, data has been provided on Aboriginal and/or Torres Strait Islander status within the profession. In 2018, a total of 519 solicitors (0.7%) identified as Aboriginal and/or Torres Strait Islander, a decrease from 1.2% in 2016.

Comparing across jurisdictions, the highest proportions of Aboriginal and/or Torres Strait Islander solicitors were in New South Wales (1.2%) and Tasmania (1.1%).

Age

In 2018, the mean age of Australian solicitors was 42 years. Solicitors aged between 25 and 39 years made up almost half of all solicitors (48%). Solicitors in the Northern Territory, the Australian Capital Territory, Western Australia and Queensland were slightly younger than those in other jurisdictions, with an average age of 41 years. Solicitors in South Australia and Tasmania were slightly older, with an average age of 43 years.

While the mean age of Australian solicitors has remained relatively consistent since 2011, there has been a large increase in the proportion of solicitors aged under 25 years, with a growth of +33% since 2011. At the same time, the proportion of solicitors aged 65 years and over has also increased by +35%.

Overall, female solicitors were younger on average, with a mean age of 38 years, compared to 46 years for male solicitors. Four in ten female solicitors were aged under 34 years or younger (43%), compared to only a quarter of males (27%). Conversely, 12% of all male solicitors were aged 65 years or older compared to only 2% of females.

Years since admission

In 2018, two fifths of all solicitors had been admitted for 15 years or more (39%), while only one in 10 had been admitted for less than a year (9%). Nearly one fifth of all solicitors had been admitted for either 2 to 5 years or 6 to 10 years (19% and 18% respectively).

When comparing across jurisdictions, Western Australia and the Australian Capital Territory had the largest proportions of solicitors admitted for one year or less (12% each), while South Australia and New South Wales had the largest proportions of solicitors admitted for 15 years or more (45% and 42% respectively).

In 2018, more than half of all female solicitors had been admitted for 10 years or less (53%), compared to only a third of all male solicitors (37%). This is consistent with the observed overrepresentation of female solicitors in the younger age brackets compared to males.

There was a lower proportion of solicitors admitted for 15 years or more working in government legal (33%), compared to private practice (41%) and corporate legal (40%). Within private practice, larger firms tended to have a greater proportion of solicitors admitted for five years or less compared to smaller firms.

The profile of years since admission remained relatively stable between 2016 and 2018. However, since 2011 the proportion of solicitors admitted for 10 years or less has steadily declined, while the proportion of solicitors admitted for 11 years or more has steadily increased.

Employment sector

In 2018, the majority of solicitors in Australia were working in private practice (67%), followed by corporate legal (18%) and government legal (12%). This pattern was consistent across most jurisdictions, with the exception of Western Australia (where corporate legal was the dominant sector), the Australian Capital Territory (where government legal was the dominant sector) and the Northern Territory (where most solicitors worked in 'other' sectors, including community legal).

Government legal was the most female-dominant sector, with two thirds of all solicitors being female (67%). Conversely, females were outnumbered in private practice, representing only 47% of all solicitors.

All main employment sectors have experienced growth since 2011, including +90% in the corporate legal sector and +61% in the government legal sector. Private practice grew by +18%.

Private law firms

In 2018, a majority of private practice firms were sole practitioners or firms with one partner (79%), followed by firms with two to four partners (7%). Higher proportions of sole practitioners were observed in Queensland (88%), South Australia (84%) and New South Wales (82%). Higher proportions of firms with two to four partners were observed in the Australian Capital Territory (21%), the Northern Territory (16%) and Tasmania (16%).

Of all private practice solicitors in 2018, more than one third were sole practitioners (38%), followed by those working in firms of two to four partners (14%). One in ten private practice solicitors were working in firms with 40 or more partners (10%).

Employment location

In 2018, more than half of all solicitors were practising in a city-based location (54%), a third were practising in a suburban location (32%), and 10% were practising in a country/rural location. Only 4% were practising interstate or overseas.

When looking across jurisdictions, Tasmania had the highest proportion of solicitors working in cities (83%), and the Northern Territory had the highest proportion of solicitors working in country/rural areas (19%). In addition, more than half of all solicitors working in the Australian Capital Territory were working in suburban locations (53%), a higher proportion than in other jurisdictions.

Consistent with national gender profile, there were more females than males working across most employment location types. The exceptions were 'country/rural' and 'overseas', where the gender split was more even.

Young lawyers (solicitors admitted for five years or less) were slightly more concentrated in city-based locations compared to all lawyers in the profession (58% compared to 54%). Conversely, a smaller proportion of young lawyers were working in suburban areas (29%), compared to all solicitors (32%). It is worth noting that young female lawyers were most strongly represented in country/rural areas, making up 65% of all young lawyers working in these areas.

The employment location type with the strongest growth in solicitor numbers between 2011 and 2018 was 'suburban' (+61%) followed by 'city' (+36%). The number of solicitors working interstate areas and overseas remained relatively stable between 2016 and 2018 after strong growth since 2011.

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 2018. The National Profile comprises a demographic breakdown of solicitors represented by the following associations:

- The Law Society of New South Wales
- Queensland Law Society
- The Law Society 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 fourth National Profile of solicitors and follows previous reports published in 2011, 2014 and 2016. The purpose of this report is to collate and analyse information about the demographic profile of the practising profession in 2018 and to identify and monitor any trends over time.

1.2. METHODOLOGY

Urbis worked in conjunction with The Law Society of New South Wales with input from the other law societies and the Victorian Legal Services Board + Commissioner on behalf of Law Institute of Victoria. In line with the 2011 study, a range of data fields were identified by Urbis for inclusion in the breakdown of the national profile statistics.

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 2018. 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.

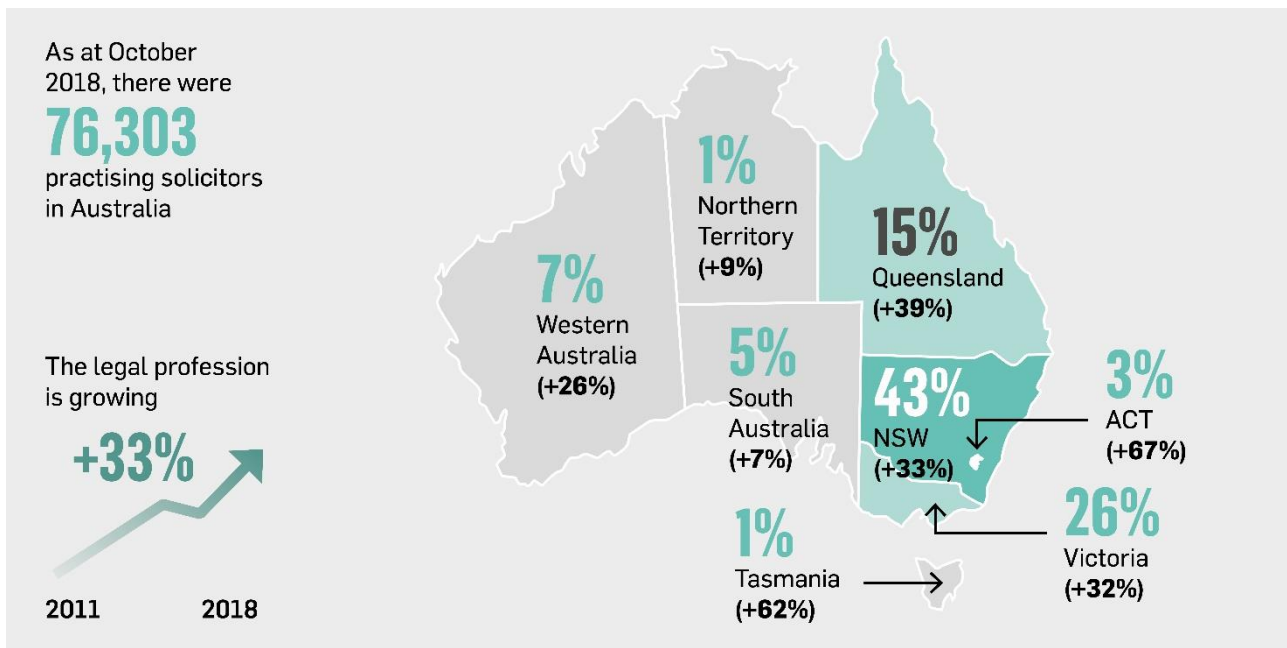
The data collected from each law society has been collated and analysed to compile a national profile of the legal profession in 2018. The breakdown of results for each state and territory has been provided for key demographic indicators including age, gender and employment sector. Cross-tabulation of 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, the results of this year (2018) are compared with the results of previous studies (2011, 2014 and 2016) at a national level.

1.2.1. Limitations

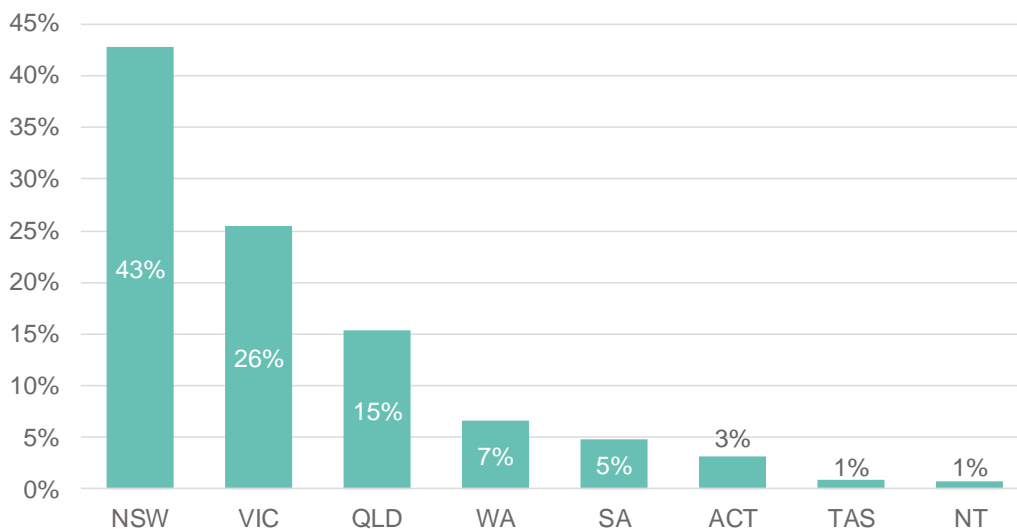
- Due to the variation in solicitor certification requirements, as well as in the function of the seven law societies and the Victorian Legal Services Board, the scope of solicitor census data collected is limited in some jurisdictions. Where data was not available for a particular state or territory, this has been noted throughout the report.
- Updated data for Victoria, for the reporting year 2011, was provided in 2014. Therefore, there are some discrepancies between this report and reports released in 2011 and 2014 when referring to the total sample of solicitors for 2011.
- Each participating law society 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 law societies, 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.

2. SIZE OF THE PROFESSION



As at October 2018, there were 76,303 practising solicitors in Australia. The largest proportion of solicitors were in New South Wales (43%), followed by Victoria (26%) and Queensland (15%).

Figure 1 – Number of solicitors by jurisdiction



Base N=76,303

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 (2011, 2014, 2016 and 2018). The results show:

- Since 2011, the total number of practising solicitors in Australia has increased by +33%.
- The national growth rate has slowed over time, from +15% between 2011 and 2014, to +8% between 2014 and 2016, and +7% between 2016 and 2018.
- Western Australia is the only jurisdiction to have experienced negative growth between 2016 and 2018 (-6%), in line with previous reporting.

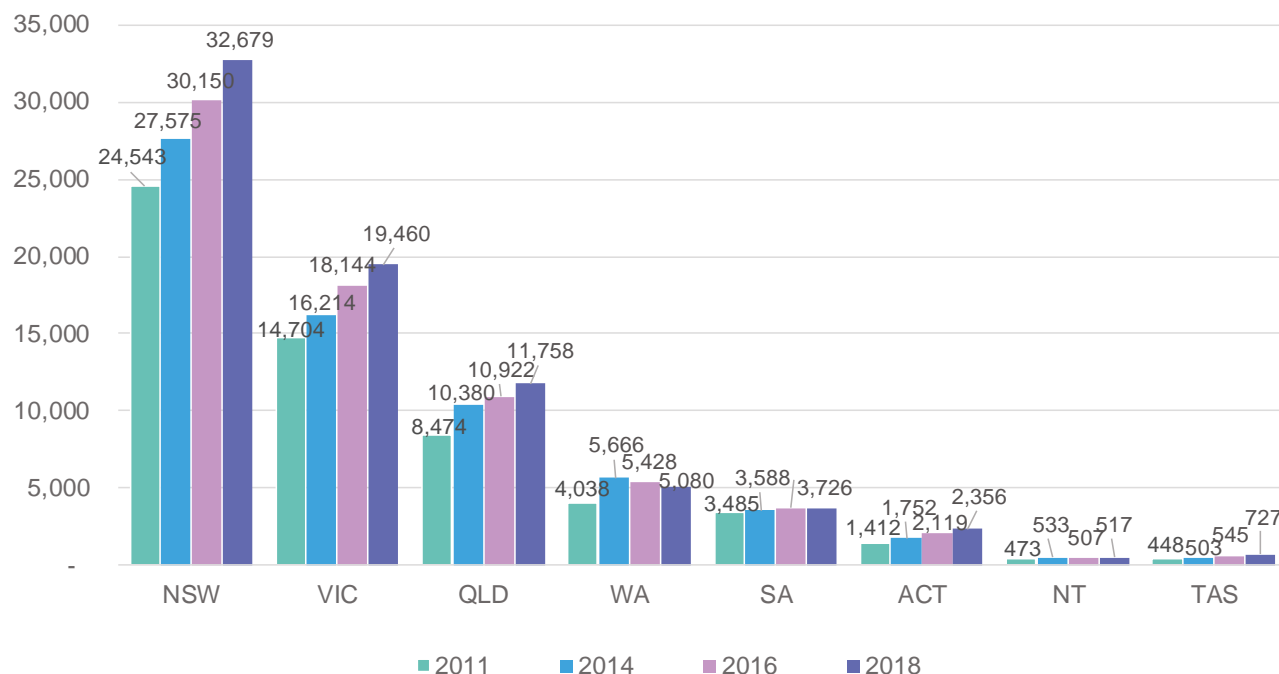
- While the Northern Territory experienced negative growth between 2014 and 2016 (-5%), it has seen a growth rate of +2% between 2016 and 2018.
- While Tasmania has the smallest total number of solicitors of any jurisdiction, it saw the largest proportional increase in solicitor numbers between 2016 and 2018 (+33%), although it is important to note that 2018 was the first year that figures for Government legal were included for Tasmania. The next largest proportion increase was seen in the ACT (+11%).

Table 1 – Number of solicitors by jurisdiction over time

	Solicitors								Change			
	2011		2014		2016		2018		2011-14	2014-16	2016-18	2011-18
	N	%	N	%	N	%	N	%	%	%	%	%
NSW	24,543	43%	27,575	42%	30,150	42%	32,679	43%	+12%	+9%	+8%	+33%
VIC	14,704	26%	16,214	25%	18,144	25%	19,460	26%	+10%	+12%	+7%	+32%
QLD	8,474	15%	10,380	16%	10,922	15%	11,758	15%	+23%	+5%	+8%	+39%
WA	4,038	7%	5,666	9%	5,428	8%	5,080	7%	+40%	-4%	-6%	+26%
SA	3,485	6%	3,588	5%	3,694	5%	3,726	5%	+3%	+3%	+1%	+7%
ACT	1,412	3%	1,752	3%	2,119	3%	2,356	3%	+24%	+21%	+11%	+67%
NT	473	1%	533	1%	507	1%	517	1%	+13%	-5%	+2%	+9%
TAS	448	1%	503	1%	545	1%	727	1%	+12%	+8%	+33%	+62%
Total	57,577	100%	66,211	100%	71,509	100%	76,303	100%	+15%	+8%	+7%	+33%

Note: The term 'solicitors' refers to solicitors with a practising certificate for the period 2018-2019.

Figure 2 – Number of solicitors by jurisdiction over time



3. GENDER

Since 2011, more women than men have entered the profession

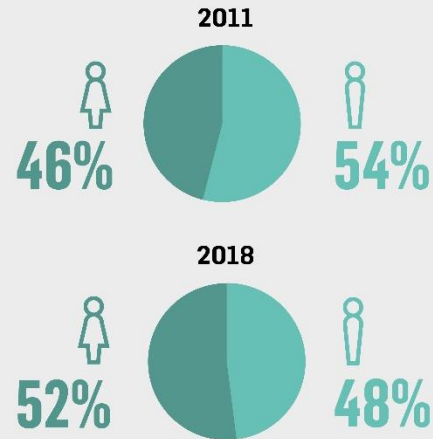
 + 49%



 + 19%



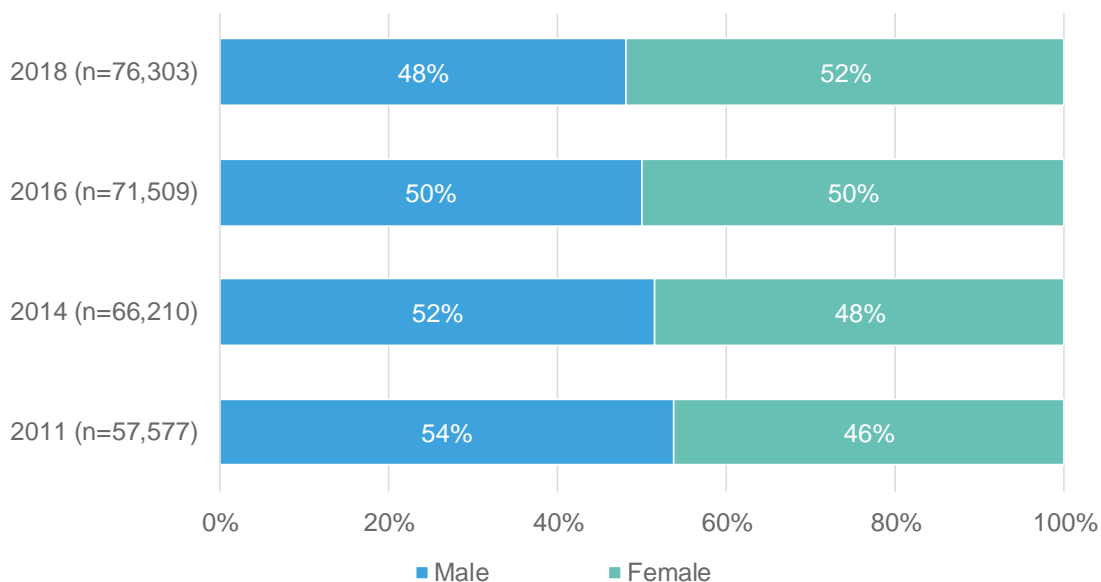
As at October 2018, for the first time, the legal profession comprised of more female than male solicitors



3.1. GENDER – NATIONAL PROFILE

In 2018, for the first time, there were more female solicitors than male solicitors nationally, with 52% being female and 48% being male. The proportion of female solicitors has steadily increased overtime, with 2016 being the first year to see an even distribution of genders (50% of each). Previously, there were more male solicitors than females.

Figure 3 – Number of solicitors by gender over time



3.2. GENDER BY JURISDICTION

All states and territories had more female than male solicitors, with the exception of Western Australia which had an even distribution of 50% females and 50% males. The Northern Territory and the Australian Capital Territory had particularly strong representations of female solicitors (61% and 59% respectively).

Figure 4 – Gender by jurisdiction

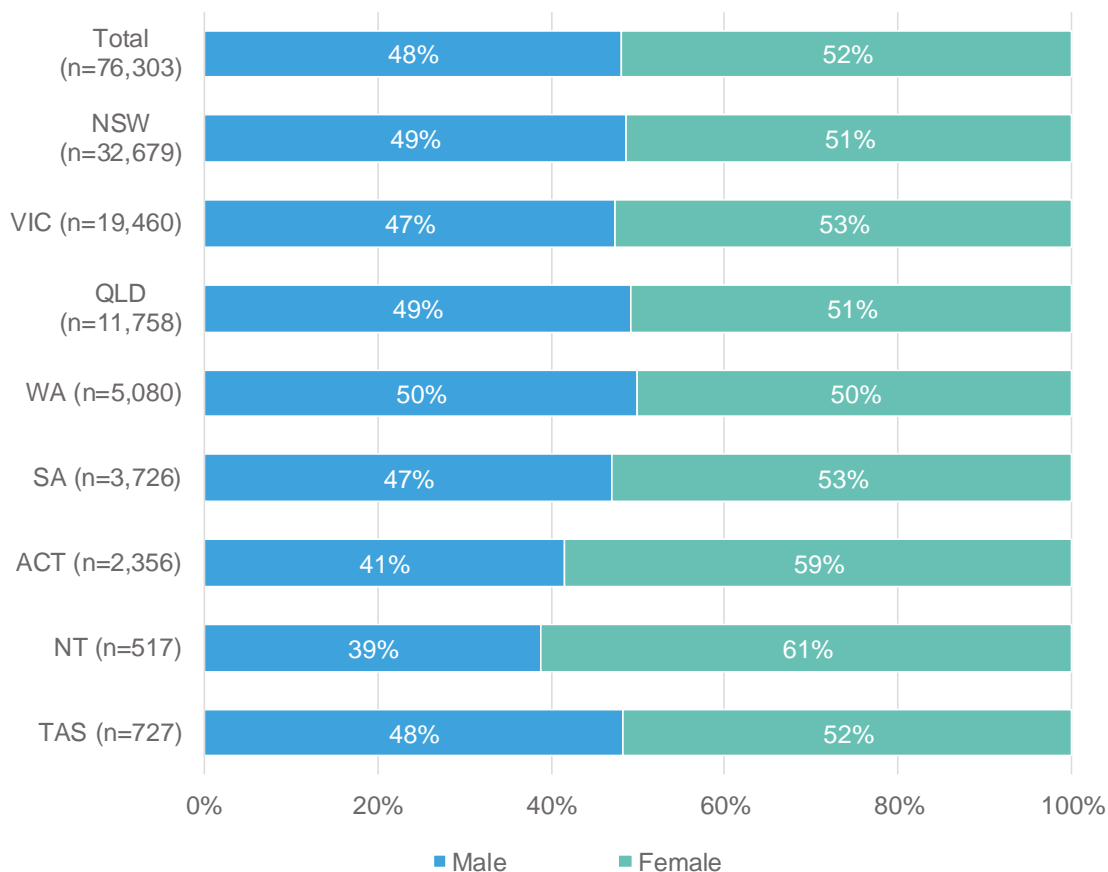


Table 2 – Gender by jurisdiction

	Male		Female		Total
	N	%	N	%	
NSW	15,882	49%	16,797	51%	32,679
VIC	9,212	47%	10,248	53%	19,460
QLD	5,777	49%	5,981	51%	11,758
WA	2,538	50%	2,542	50%	5,080
SA	1,753	47%	1,973	53%	3,726
ACT	977	42%	1,379	59%	2,356
NT	201	39%	316	61%	517
TAS	351	48%	376	52%	727
Total	36,691	48%	39,612	52%	76,303

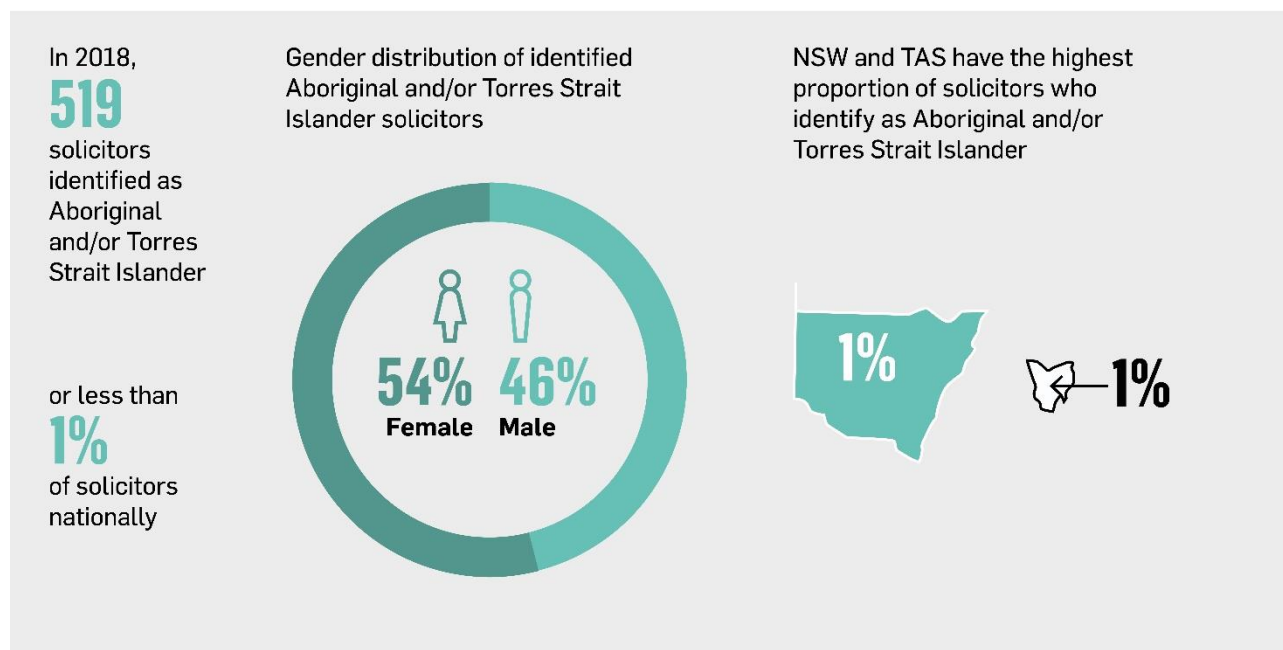
3.2.1. Gender by jurisdiction over time

At the national level, the growth rate of female solicitors (+49%) was higher than that of males (+19%). By jurisdiction, the strongest growth rates for both male and female solicitors were observed in Tasmania and the Australian Capital Territory.

Table 3 – Gender by jurisdiction over time

	Male				Female				Change 2011-18	
	2011	2014	2016	2018	2011	2014	2016	2018	Male	Female
NSW	13,112	14,204	15,085	15,882	11,431	13,371	15,065	16,797	+21%	+47%
VIC	7,789	8,298	8,910	9,212	6,915	7,916	9,234	10,248	+18%	+48%
QLD	4,704	5,423	5,591	5,777	3,770	4,956	5,331	5,981	+23%	+59%
WA	2,239	2,959	2,804	2,538	1,799	2,707	2,624	2,542	+13%	+41%
SA	1,845	1,850	1,877	1,753	1,640	1,738	1,817	1,973	-5%	+20%
ACT	730	813	937	977	682	939	1,182	1,379	+34%	+102%
NT	213	266	214	201	260	267	293	316	-6%	+22%
TAS	272	287	292	351	176	216	253	376	+29%	+114%
Total	30,904	34,100	35,710	36,691	26,673	32,110	35,799	39,612	+19%	+49%

4. ABORIGINAL AND/OR TORRES STRAIT ISLANDER STATUS



Since 2014, data has been provided on Aboriginal and/or Torres Strait Islander status in all jurisdictions (with the exception of Victoria). In 2018, a total of 519 practising solicitors identified as Aboriginal and/or Torres Strait Islander. This represents 0.7% of all practising solicitors nationally, a decrease from 1.2% in 2016.

The highest proportion of Aboriginal and/or Torres Strait Islander solicitors was in New South Wales (1.2%), followed by Tasmania (1.1%). In the Northern Territory, the proportion of Aboriginal and/or Torres Strait Islander solicitors has decreased to 1.0% in 2018. Historically, the Northern Territory has had the highest proportion of Aboriginal and/or Torres Strait Islander solicitors (1.9% in 2014 and 1.8% in 2016).

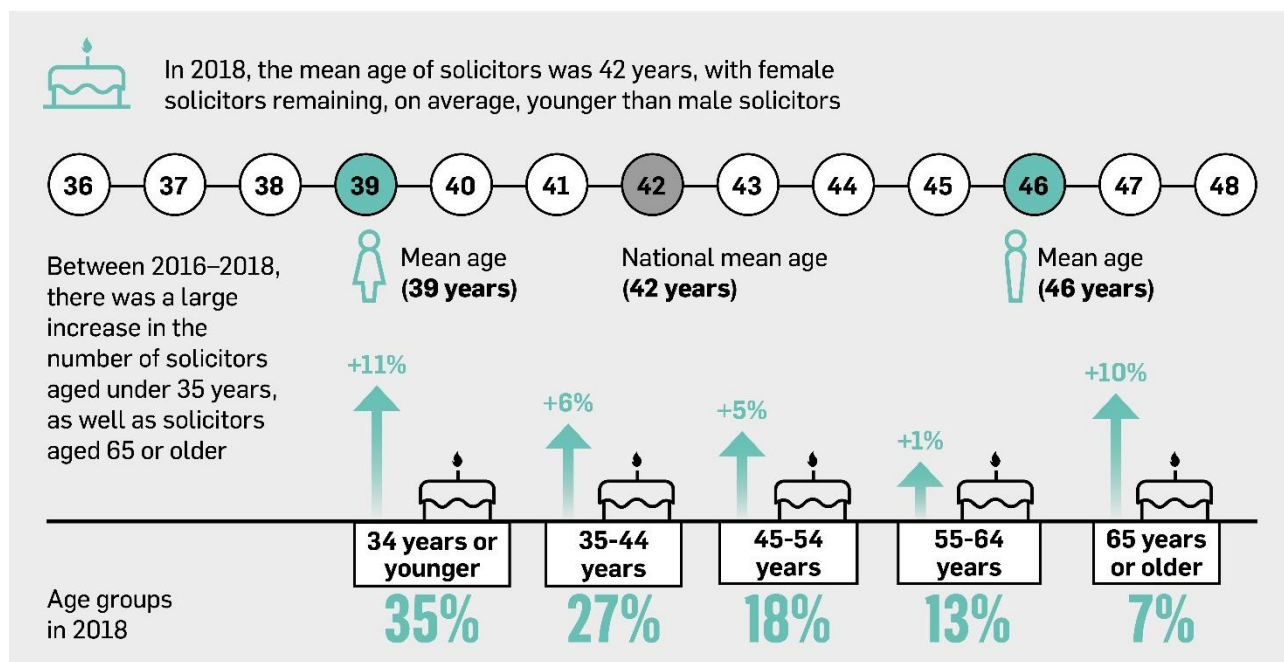
Table 4 – Aboriginal and/or Torres Strait Islander status

	NSW	QLD	WA	SA	ACT	NT	TAS	Total
Aboriginal and Torres Strait Islander (%)	1.2%	0.3%	0.7%	0.5%	0.8%	1.0%	1.1%	0.7%
Aboriginal and Torres Strait Islander (n)	395	36	38	19	18	5	8	519
Total profession (N)	32,679	11,758	5,080	3,726	2,356	517	727	76,303

Note: Data not available for Victoria

Of the 519 solicitors who identified as Aboriginal and/or Torres Strait Islander, there were more female than male solicitors (54% compared to 46%).

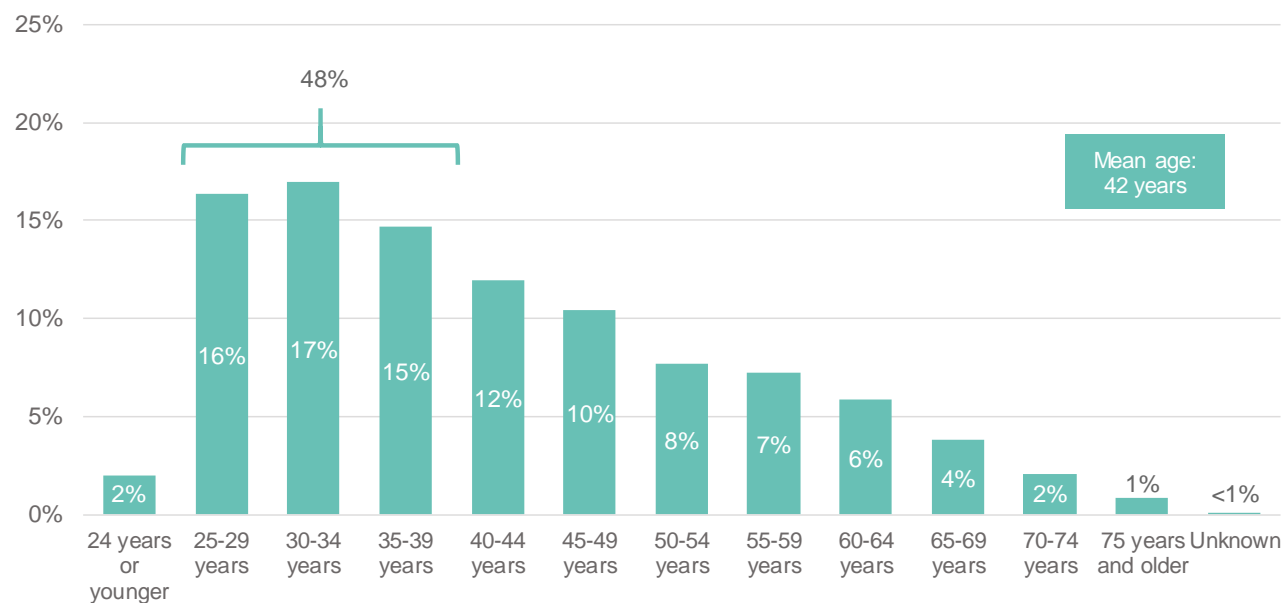
5. AGE



5.1. AGE – NATIONAL PROFILE

The mean age of Australian solicitors in 2018 was 42 years old. The largest proportion of solicitors were aged 30 to 34 years (17%), followed by solicitors aged 25 to 29 years (16%) and solicitors aged 35 to 39 years (15%). When combined, these age groups make up almost half of all solicitors (48%).

Figure 5 – Age



Base N=76,303

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, Australian Capital Territory, Western Australia and Queensland were slightly younger than those in other jurisdictions, with an average age of 41 years.
- Solicitors in South Australia and Tasmania were slightly older, with an average age of 43 years.
- The largest proportions of solicitors aged 29 years or younger were observed in the Northern Territory (24%) and Queensland (23%).
- The largest proportion of solicitors aged 65 years and older was observed in Tasmania (8%), closely followed by New South Wales, Victoria and South Australia (7% in each jurisdiction).

Table 5 – Age by jurisdiction

	NSW	VIC	QLD	WA	SA	ACT	NT	TAS	Total
<i>N (solicitors)</i>	32,679	19,460	11,758	5,080	3,726	2,356	517	727	76,303
24 years or younger	2%	1%	5%	1%	3%	2%	2%	2%	2%
25-29 years	17%	15%	18%	17%	15%	15%	22%	17%	16%
30-34 years	16%	19%	16%	19%	15%	23%	17%	15%	17%
35-39 years	15%	16%	14%	14%	15%	13%	14%	13%	15%
40-44 years	12%	12%	12%	11%	12%	14%	10%	11%	12%
45-49 years	10%	10%	11%	12%	9%	10%	11%	10%	10%
50-54 years	8%	7%	8%	8%	7%	8%	8%	8%	8%
55-59 years	8%	7%	7%	7%	9%	6%	6%	7%	7%
60-64 years	6%	6%	5%	6%	8%	4%	6%	8%	6%
65-69 years	4%	4%	3%	3%	4%	3%	4%	5%	4%
70-74 years	2%	2%	1%	2%	2%	1%	0%	2%	2%
75 years or older	1%	1%	0%	0%	1%	0%	1%	1%	1%
Unknown	0%	0%	0%	0%	0%	0%	0%	0%	0%
<i>Estimated mean age</i>	43	43	41	41	43	41	41	43	42

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

5.3. AGE OVER TIME

Over time, the age profile of solicitors has remained relatively consistent. Some notable changes between 2014 and 2018 include a large increase in solicitors aged 24 years or younger (+33%), as well as a large increase in solicitors aged 65 years and over (+35%).

Table 6 – Age over time

	Number of solicitors (N)*				Change 2014-18**
	2011	2014	2016	2018	%
24 years or younger	1,055	1,140	970	1,513	+33%
25-29 years	9,651	11,252	11,092	12,465	+11%
30-34 years	9,400	11,598	12,212	12,958	+12%
35-39 years	7,668	9,274	10,452	11,234	+21%
40-44 years	6,487	8,367	8,680	9,138	+9%
45-49 years	5,500	6,437	7,357	7,974	+24%
50-54 years	5,366	6,002	5,893	5,883	-2%
55-59 years	4,647	5,495	5,502	5,504	0%
60-64 years	3,188	4,039	4,436	4,488	+11%
65-69 years	1,607	2,444	2,792	2,920	+19%
70-74 years	614	927	1,322	1,561	+68%
75 years or older	297	441	575	664	+51%
Unknown	237	315	226	1	-100%
Total	55,717	67,731	71,509	76,303	+13%
<i>Mean age</i>	<i>42</i>	<i>42</i>	<i>42</i>	<i>42</i>	<i>+1%</i>

Notes:

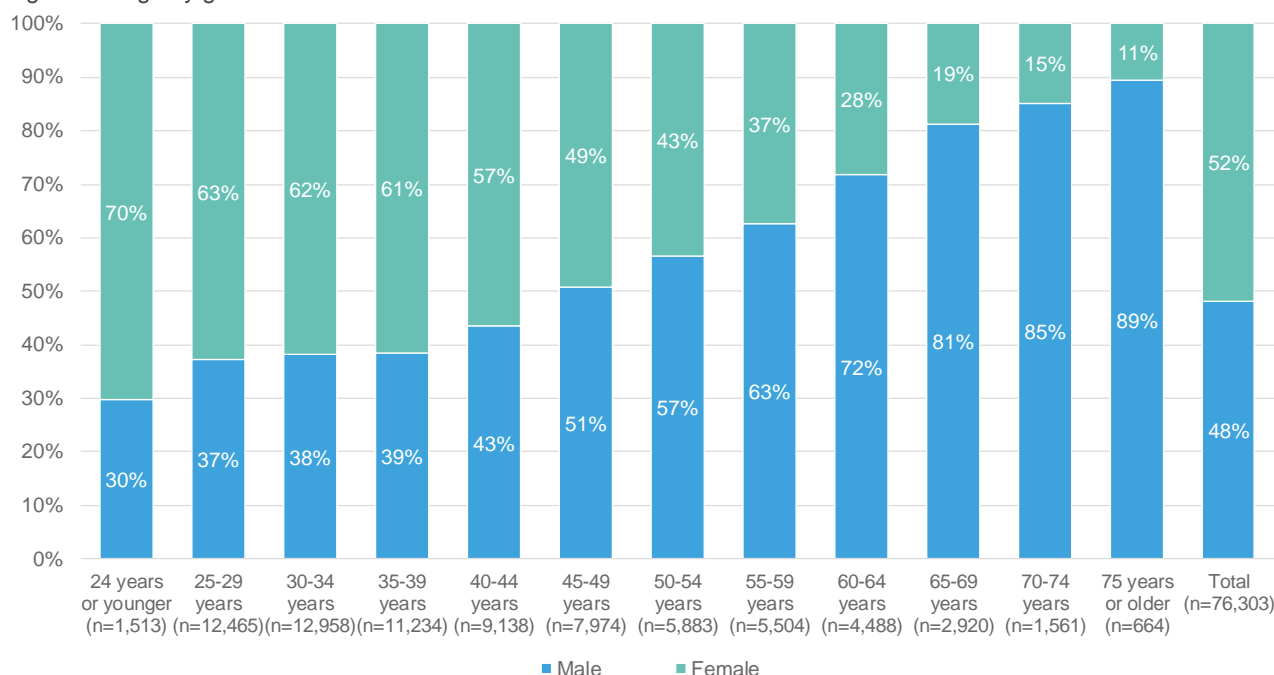
* Data for Victoria in 2011, 2014 and 2016 was based on number of solicitor roles in each employment sector, rather than on number of individual solicitors

**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 2018

5.4. AGE BY GENDER

The age profile of solicitors varied by gender. Female solicitors had a younger age profile, being overrepresented in age brackets of 44 years and younger. In contrast, male solicitors had an older age profile, being overrepresented in age brackets of 45 years and older.

Figure 6 – Age by gender



Due to the larger proportion of female solicitors in younger age brackets, the mean age of females was notably lower than males (39 years compared to 46 years). This finding has remained consistent over time.

More specifically, four in 10 female solicitors were aged 34 years or younger (43%), compared to only a quarter of males (27%). Conversely, 12% of all male solicitors were aged 65 years or older compared to only 2% of females.

Table 7 – Age by gender

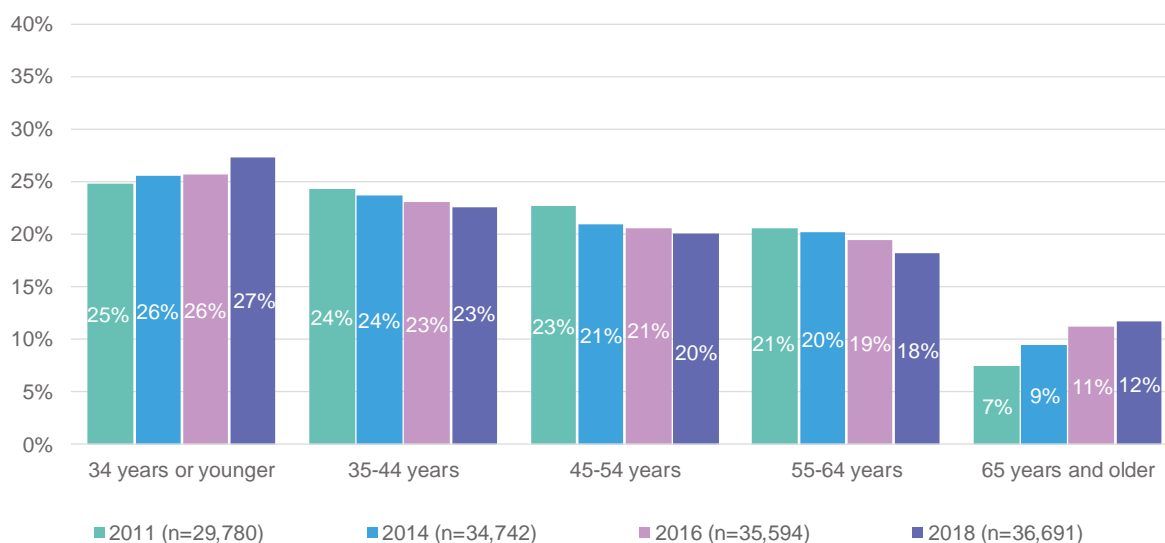
	Male			Female		
	N	%	Net %	N	%	Net %
25 year or younger	450	1%	27%	1,063	3%	43%
25-29 years	4,639	13%		7,826	20%	
30-34 years	4,951	13%		8,007	20%	
35-39 years	4,327	12%	23%	6,907	17%	30%
40-44 years	3,973	11%		5,165	13%	
45-49 years	4,046	11%	20%	3,928	10%	16%
50-54 years	3,333	9%		2,550	6%	
55-59 years	3,446	9%	18%	2,058	5%	8%
60-64 years	3,225	9%		1,263	3%	
65-69 years	2,376	6%	12%	544	1%	2%
70-74 years	1,330	4%		231	1%	

	Male			Female		
	N	%	Net %	N	%	Net %
75 years or older	594	2%		70	<1%	
Unknown	1	<1%	<1%	0	0	0
Total	36,691	100%	100%	39,612	100%	100%
Mean age						
2018	46			38		
2016	46			38		
2014	46			39		
2011	46			37		

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

The proportion of males aged 65 years and over has been increasing since 2011 (7% in 2011 to 12% in 2018). The proportion of male solicitors aged 25 years and under has also increased slightly, from 25% to 27% over the same period. However, the proportion of male solicitors in all other age brackets (35-64 years) has been declining slightly since 2011.

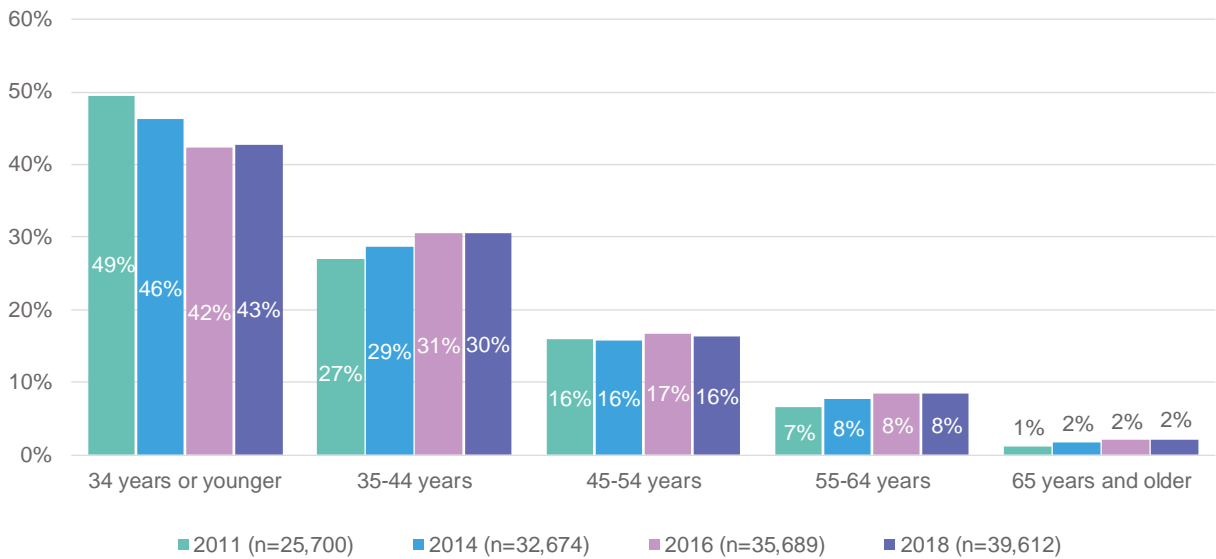
Figure 7 – Age of male solicitors over time



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

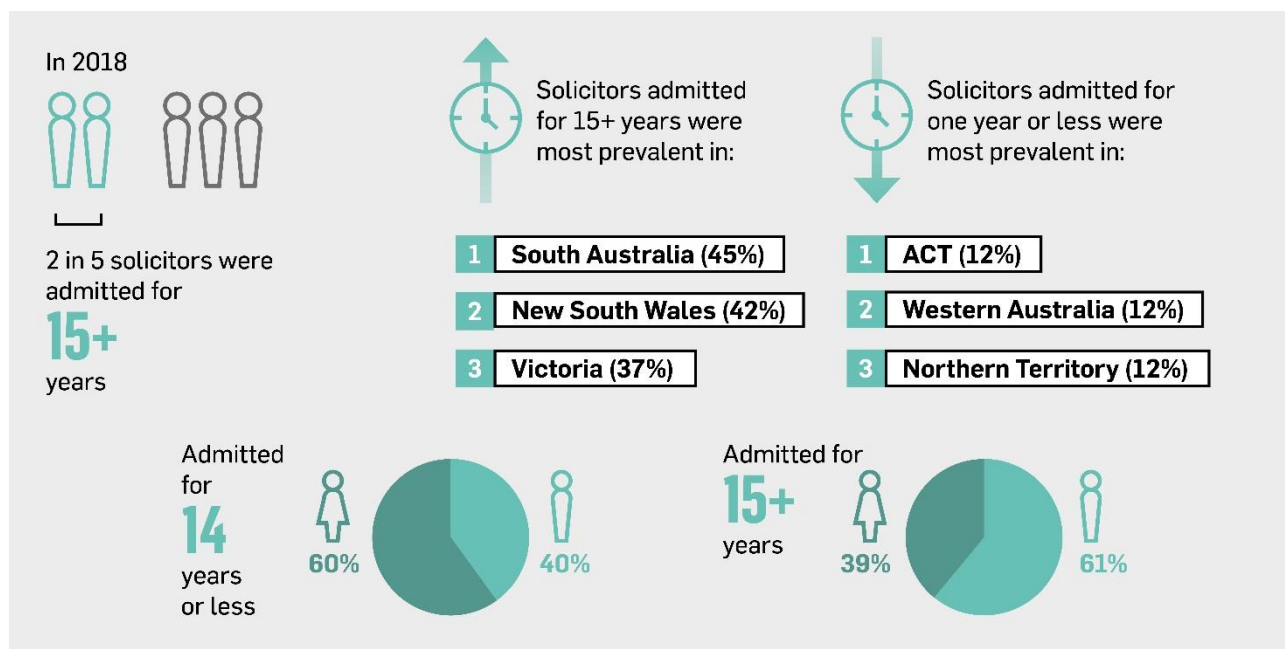
The age profile of female solicitors remained relatively stable between 2016 and 2018. The proportion of female solicitors aged under 35 years has stabilised at 43% after a declining trend between 2011 and 2014. Similarly, the proportion of female solicitors aged 35 to 44 years has stabilised at 30% 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

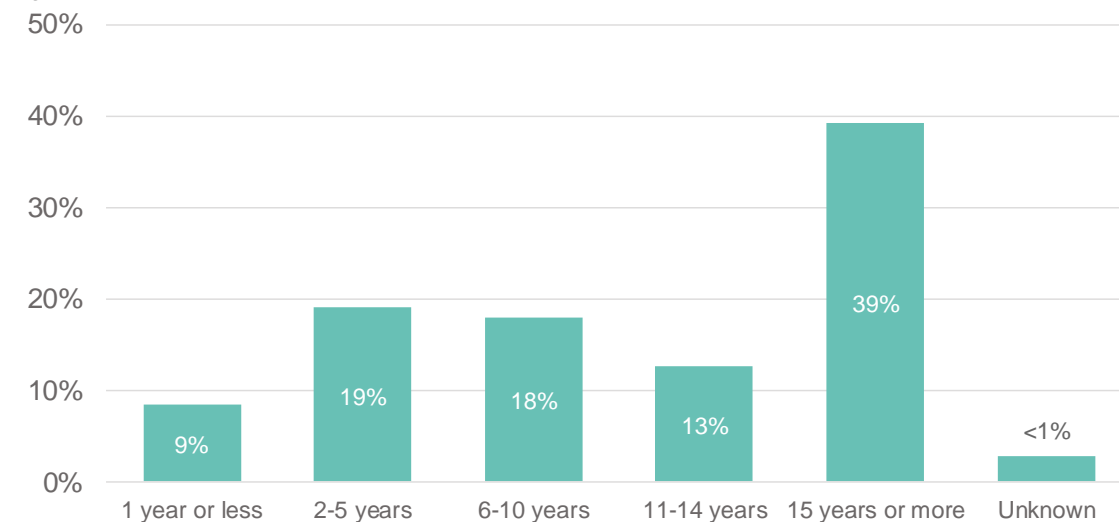
6. YEARS SINCE ADMISSION



6.1. YEARS SINCE ADMISSION – NATIONAL PROFILE

In 2018, two fifths of all solicitors had been admitted for 15 years or more (39%), while only one in 10 had been admitted for less than a year (9%). Nearly one fifth of all solicitors had been admitted for either 2 to 5 years or 6 to 10 years (19% and 18% respectively).¹

Figure 9 – Years since admission in 2018



Base N=76,303

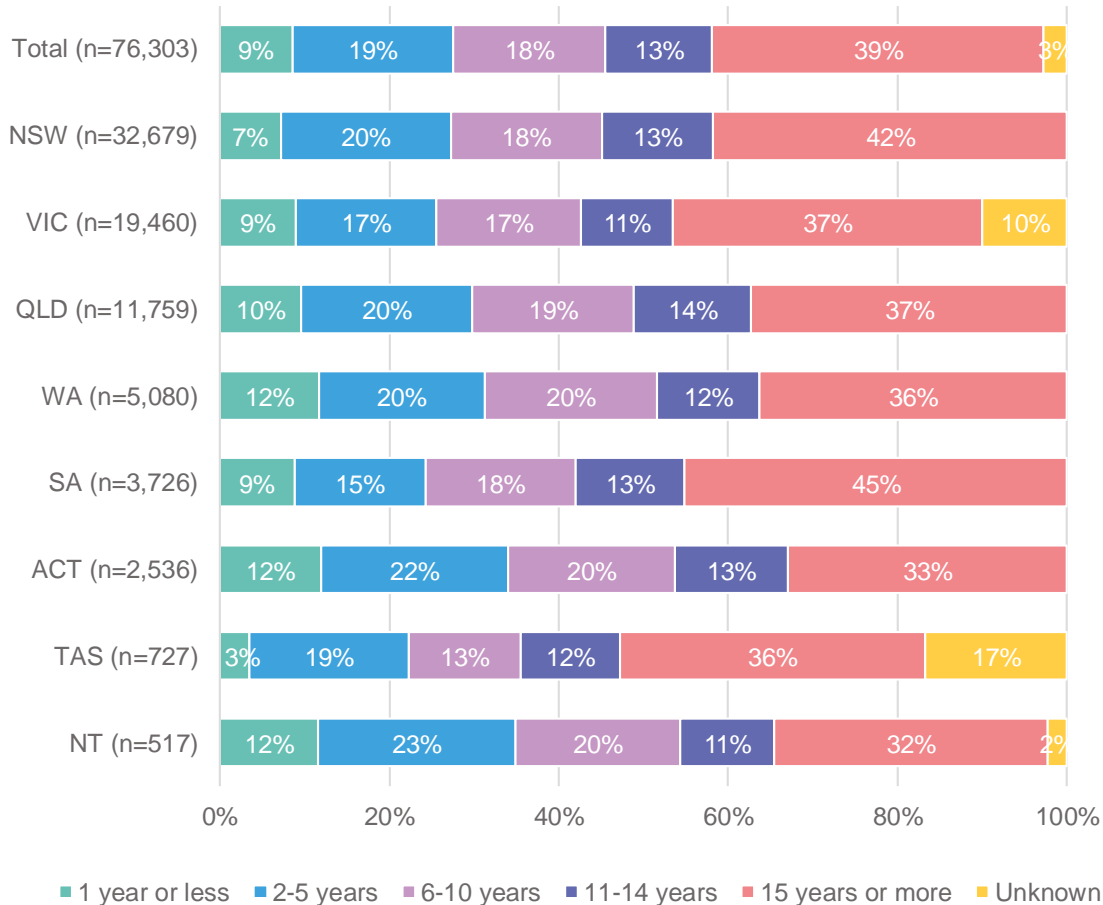
¹ Data on years since admission indicates the number of years since a solicitor was admitted, in their particular jurisdiction, as at the date on which the data was extracted from their law society's database. The data does not take into account any breaks in practice when a solicitor may have not renewed 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:

- Western Australia, the Australian Capital Territory and the Northern Territory had the largest proportions of solicitors admitted for one year or less (12% each)
- South Australia and New South Wales had the largest proportions of solicitors admitted for 15 years or more (45% and 42% respectively)

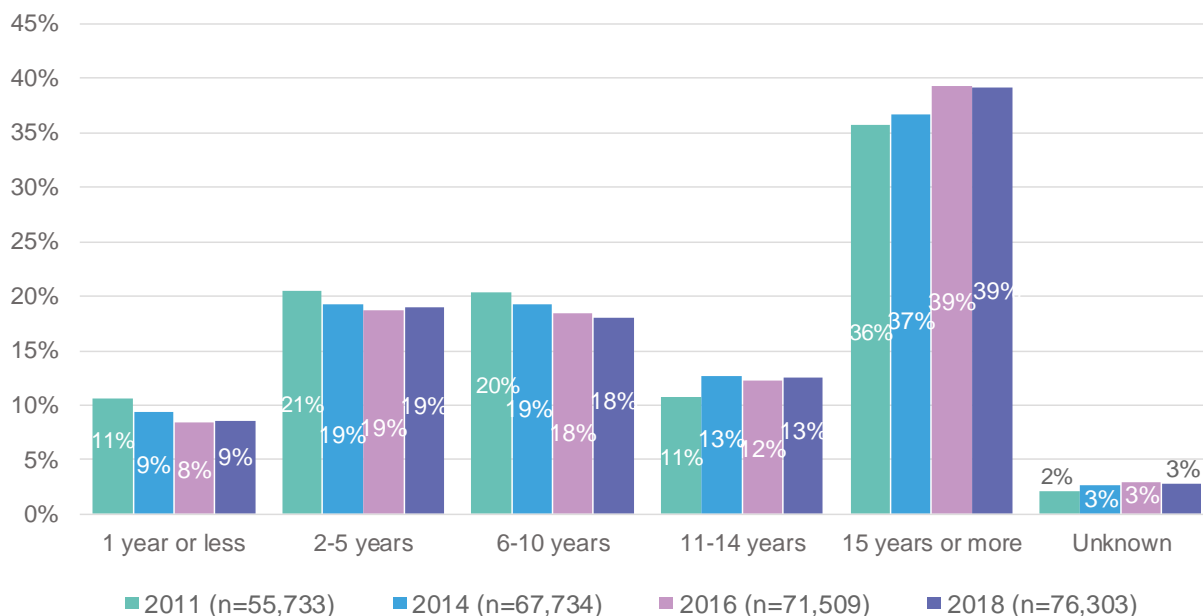
Figure 10 – Years since admission by state/territory in 2018



6.3. YEARS SINCE ADMISSION OVER TIME

The profile of years since admission remained relatively stable between 2016 and 2018. However, since 2011 the proportion of solicitors admitted for 10 years or less has steadily declined, while the proportion of solicitors admitted for 11 years or more has steadily increased. This is consistent with the slowing growth rate in the total number of solicitors since 2011 (see Section 2), and 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

Overall, female solicitors had been practising for a shorter time than their male counterparts. More than half of all female solicitors had been admitted for 10 years or less (53%), compared to only a third of all male solicitors (37%). Conversely, the majority of male solicitors had been admitted for more than 10 years (60%), compared to only 44% of all female solicitors. This is consistent with the overrepresentation of female solicitors in the younger age brackets compared to males (see Section 5).

Table 8 – Years since admission by gender in 2018

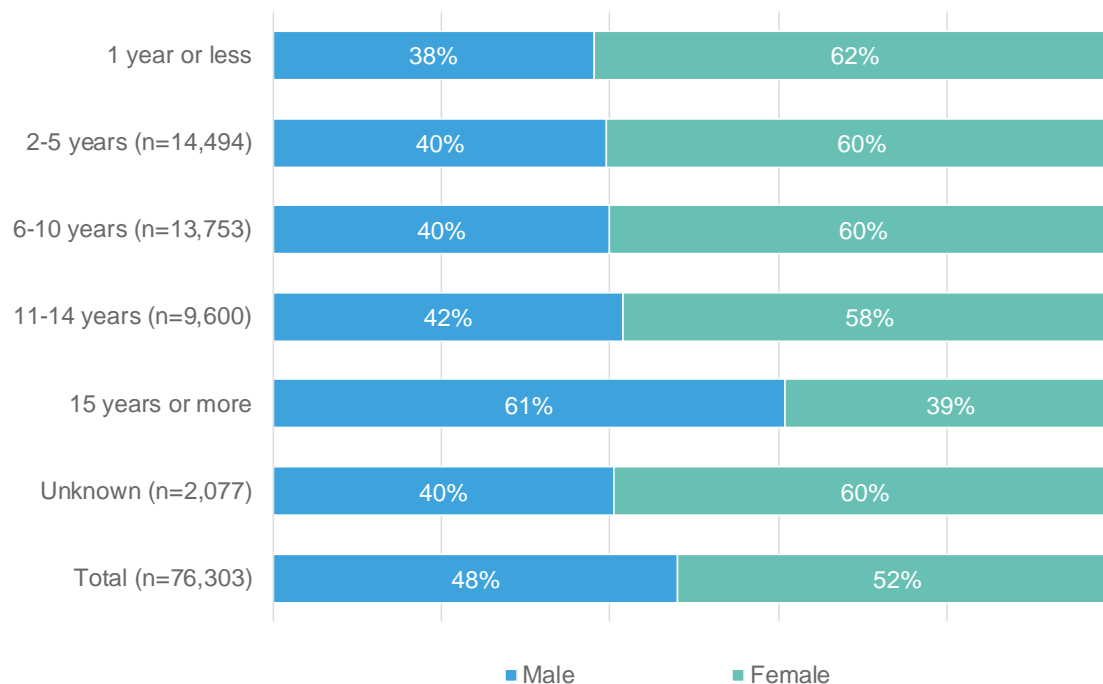
	Male			Female			Total		
	N	%	Net %	N	%	net %	N	%	Net %
1 year or less	2,473	7%	37%	4,024	10%	53%	6,497	9%	46%
2-5 years	5,748	16%		8,746	22%		14,494	19%	
6-10 years	5,500	15%		8,253	21%		13,753	18%	
11-14 years	3,988	11%	60%	5,612	14%	44%	9,600	13%	52%
15 years or more	18,142	49%		11,740	30%		29,882	39%	
Unknown	840	2%	2%	1,237	3%	3%	2,077	3%	3%
Total	36,691	100%	100%	39,612	100%	100%	76,303	100%	100%

Of those admitted for 14 years or less, females were more overrepresented than males. For instance, of those admitted for one year or less, 62% were female and 38% were male. Of those admitted between six to 10 years, 60% were female and 40% were male.

Conversely, of those admitted for 15 years or more, males were more overrepresented than females (61% compared to 39%).

Therefore, while there are now more female solicitors than male solicitors for the first time (see Section 3.1), the changing gender profile of the profession looks predominantly to be influenced by more females entering the profession over the past 15 years.

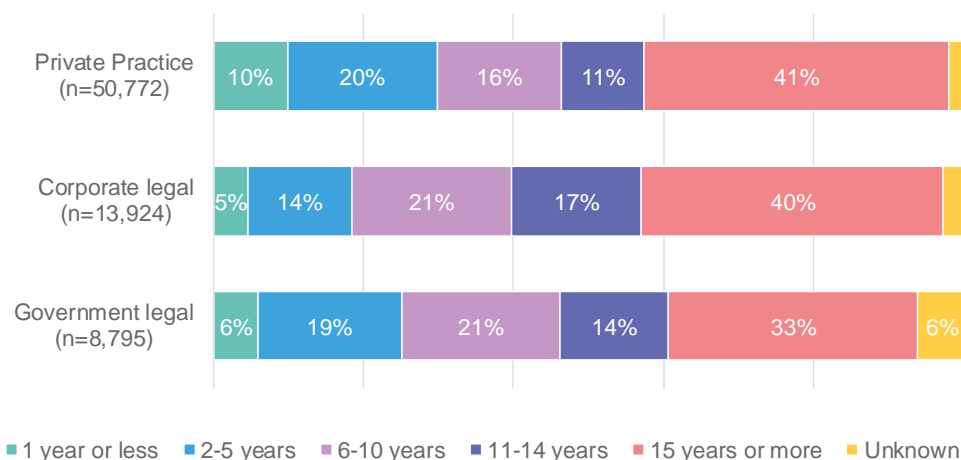
Figure 12 – Years since admission by gender in 2018



6.5. YEARS SINCE ADMISSION BY EMPLOYMENT SECTOR

The proportion of those who has been admitted for 15 years or more was lowest in government legal (33%), compared to private practice (41%) and corporate legal (40%). The proportion of those who had been admitted for one year or less was highest in private practice (10%), compared to government legal (6%) and corporate legal (5%).

Figure 13 – Years since admission by employment sector



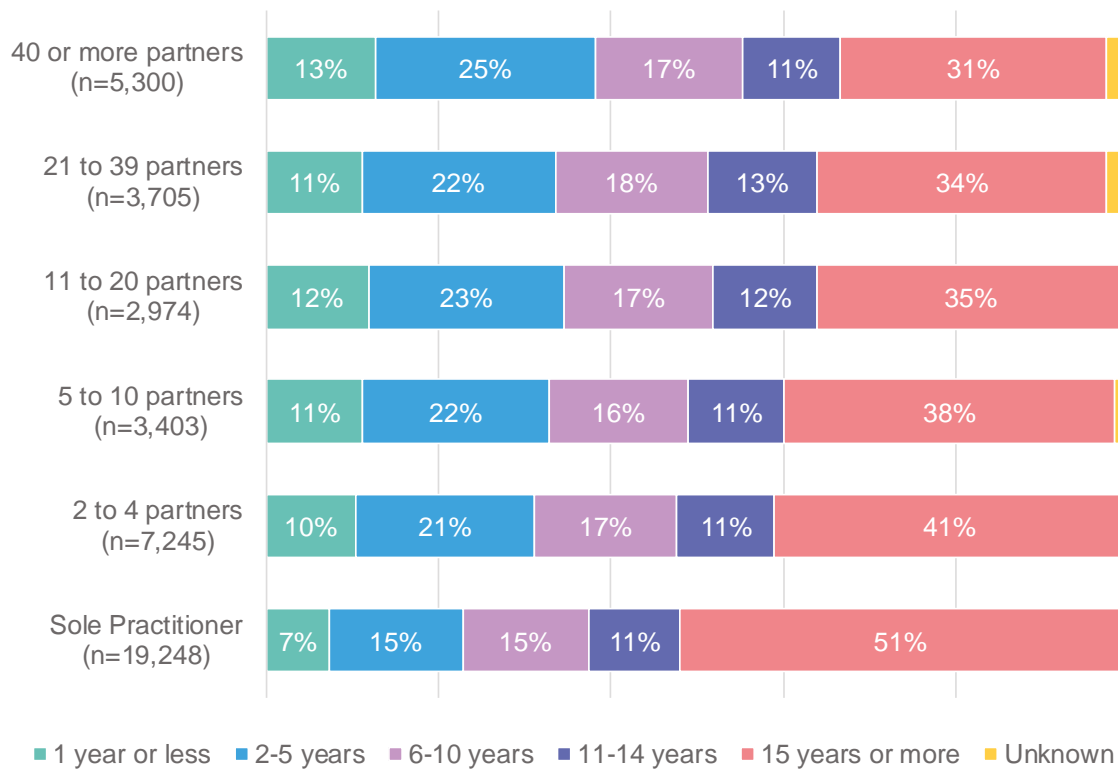
Note: Years since admission data was not available for government solicitors working in Tasmania – these solicitors have been included in the “unknown” category

6.5.1. Private practice – years since admission by firm size

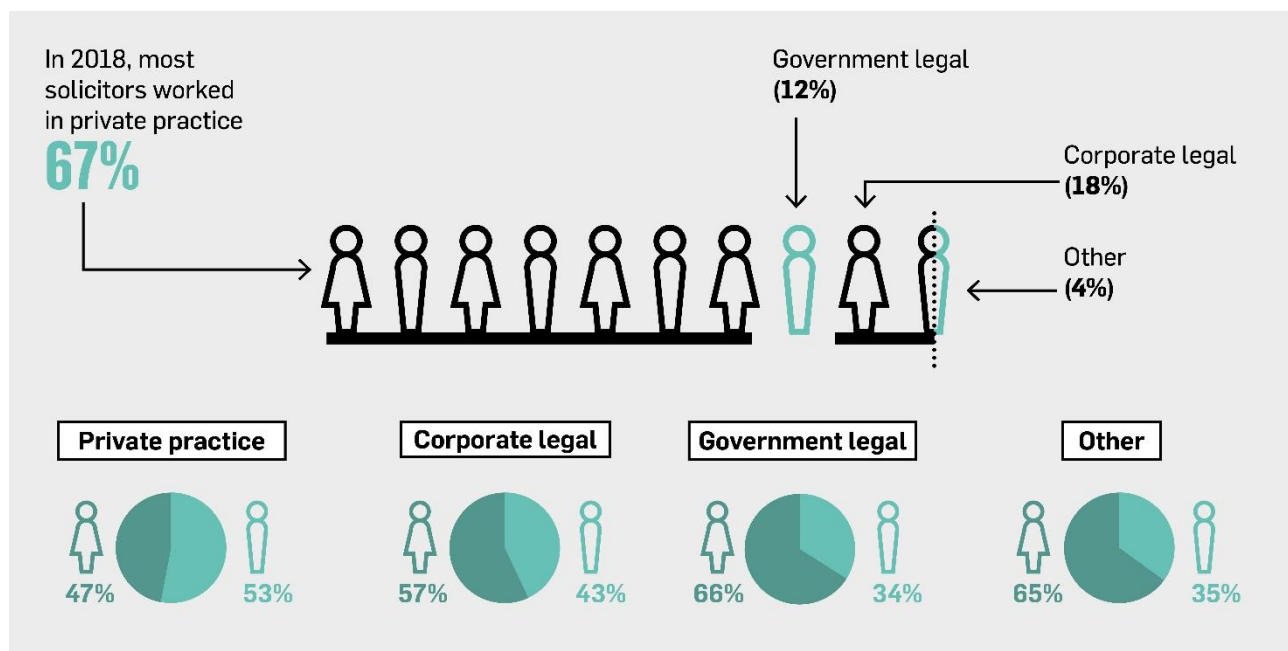
Within private practice, years since admission varied by firm size. Sole practitioners tended to have been admitted for longer – half of all sole practitioners had been admitted for 15 years or more (51%), compared to less than a third of solicitors working in large firms of 40 or more partners (31%).

Conversely, larger firms tended to have a greater proportion of solicitors admitted for five years or less compared to smaller firms. For instance, two fifths of solicitors in firms of 40 or more partners had been admitted for five years or less (25%), compared to a third of solicitors in firms of two to four partners (31%).

Figure 14 – Years since admission by private practice firm size



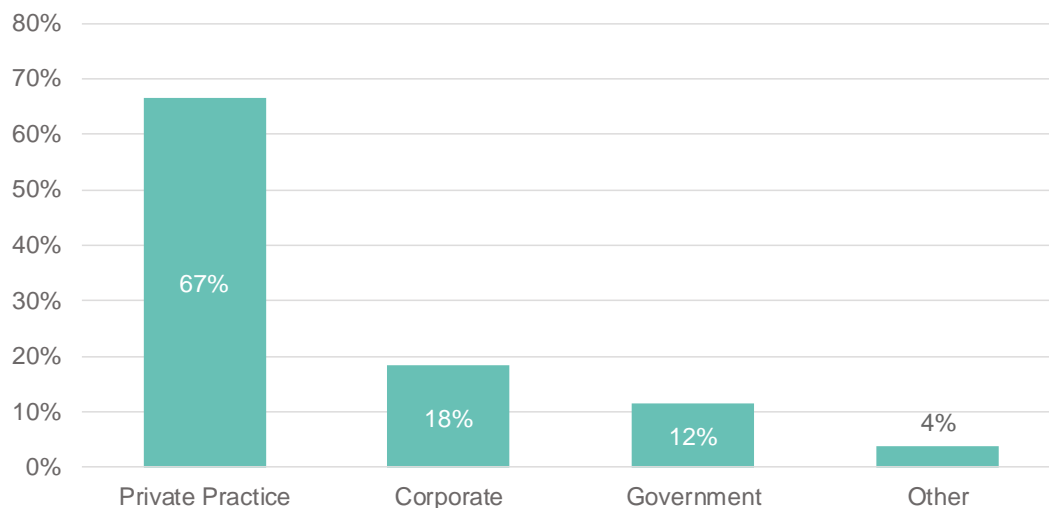
7. EMPLOYMENT SECTOR



7.1. EMPLOYMENT SECTOR – NATIONAL PROFILE

In 2018, the majority of solicitors in Australia were working in private practice (67%), followed by corporate legal (18%) and government legal (12%).

Figure 15 – Employment sector



Base N=76,303

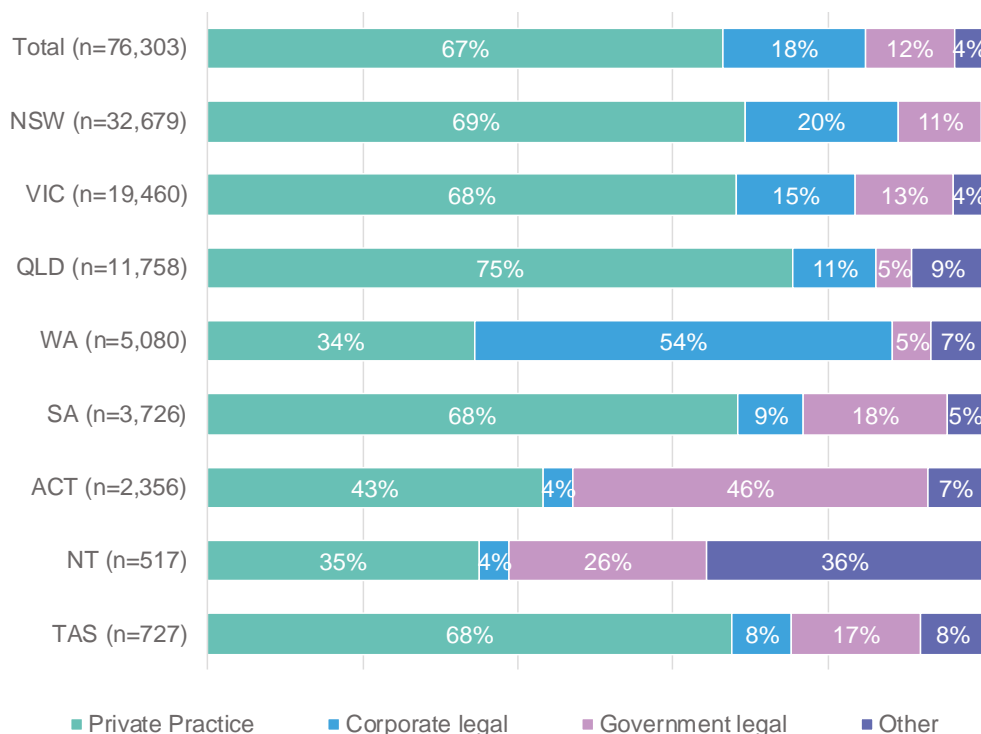
7.2. EMPLOYMENT SECTOR BY JURISDICTION

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

- New South Wales had the highest proportion of solicitors working in private practice (69%), followed closely by Victoria, South Australia and Tasmania (68% in each jurisdiction).
- Western Australia had the highest proportion of solicitors working in corporate legal (54%), followed by New South Wales (20%).

- The Australian Capital Territory had the highest proportion of solicitors working in government legal (46%) (reflecting the concentration of public servants living in Canberra).
- The Northern Territory had the highest proportion of solicitors working in 'other' sectors (including community legal) (36%).

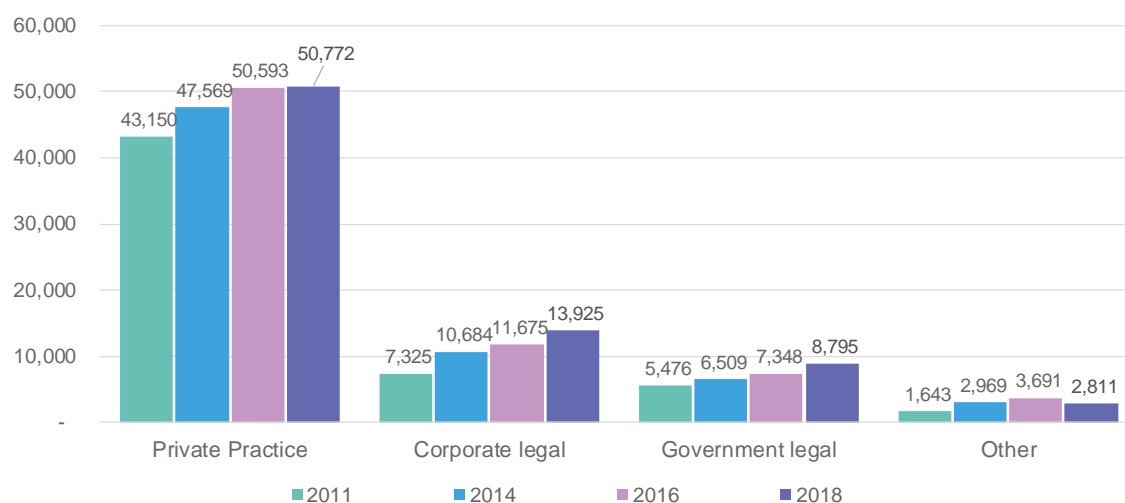
Figure 16 – Employment sector by jurisdiction



7.3. EMPLOYMENT SECTOR OVER TIME

The legal profession has experienced strong growth over the past seven years, however the rate of growth has varied depending on the employment sector. The strongest growth has been seen in the corporate and government legal sectors (+90% and +61% respectively). By contrast, the rate of growth has been much lower in private practice (+18%).

Figure 17 – Employment sector over time



Note: Data was not available for government solicitors working in Tasmania in 2011, 2014 and 2016 and is therefore excluded from this analysis

Table 9 – Employment sector over time

	Year				Change			
	2011	2014	2016	2018	2011-14	2014-16	2016-18	2011-18
Private practice	43,150	47,569	50,593	50,772	+10%	+6%	+<1%	+18%
Corporate legal	7,325	10,684	11,675	13,925	+46%	+9%	+19%	+90%
Government legal	5,476	6,509	7,348	8,795	+19%	+13%	+20%	+61%
Other	1,643	2,969	3,691	2,811	+81%	+24%	-24%	+71%
Total	57,594	67,731	73,307	76,303	+18%	+8%	+4%	+32%

Notes:

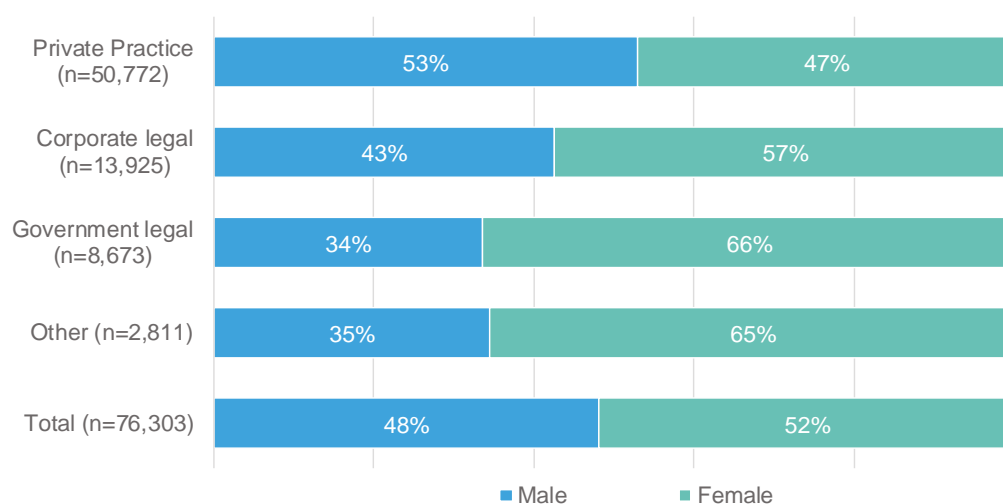
Data for Victoria in 2011, 2014 and 2016 was based on number of solicitor roles in each employment sector, rather than on number of individual solicitors

Data was not available for government solicitors working in Tasmania in 2011, 2014 and 2016 and is therefore excluded from this analysis

7.4. EMPLOYMENT SECTOR BY GENDER

As outlined previously, female solicitors outnumbered male solicitors for the first time in 2018. However, the gender profile varies across different employment sectors. Government legal was the most female-dominant sector, with two thirds of all solicitors being female (67%). Conversely, females represented less than half of all solicitors working in private practice (47%).

Figure 18 – Employment sector by gender



7.4.1. Employment sector by gender and jurisdiction

Table 10 presents the ratio of female to male solicitors by employment sector. By way of example, a ratio of 1.2 refers to there being 1.2 female solicitors for every male solicitor.

Key differences by jurisdiction include the following:

- In private practice, the Australian Capital Territory had the highest female to male ratio (1.1), followed by the Northern Territory (1.0).
- In the corporate legal sector, the Northern Territory and Tasmania had almost twice as many female solicitors as male solicitors, with ratios of 1.9 and 1.8 respectively.
- In the government legal sector, Victoria, New South Wales and Western Australia had twice as many female solicitors as male solicitors, with ratios of 2.1, 2.0 and 2.0 respectively.

Table 10 – Ratio of female to male solicitors in each employment sector

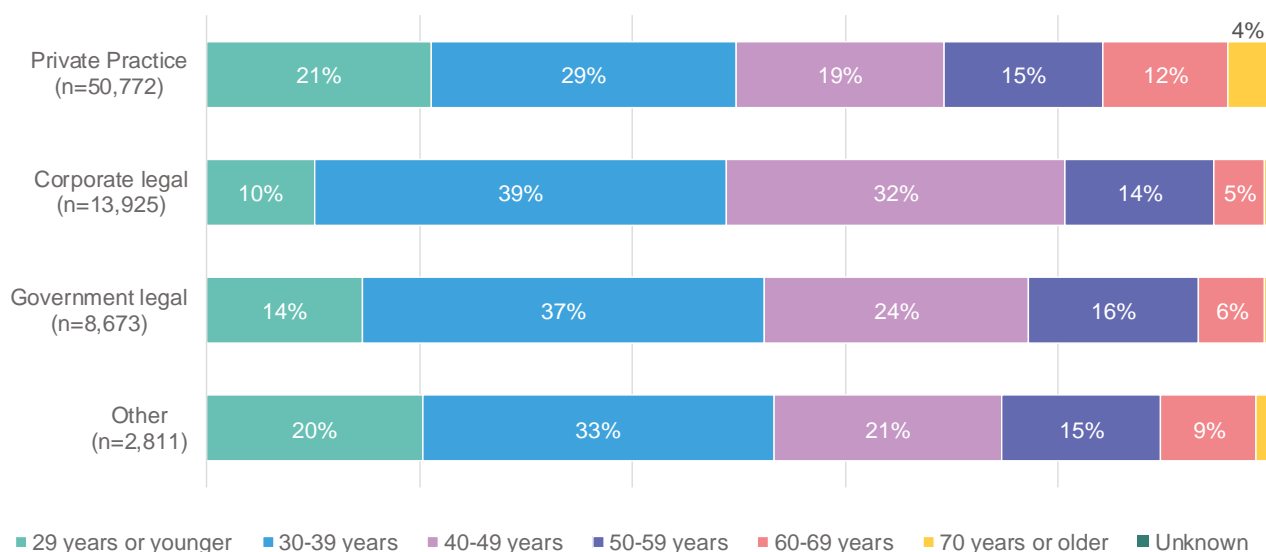
	NSW	VIC	QLD	WA	SA	ACT	NT	TAS	Total
<i>n (solicitors)</i>	32,679	19,460	11,758	5,080	3,726	2,356	517	727	76,303
Private Practice	0.9	0.9	0.9	0.9	0.9	1.1	1.0	0.8	0.9
Corporate legal	1.5	1.4	1.3	1.0	1.7	1.3	1.9	1.8	1.4
Government legal	2.0	2.1	1.7	2.0	2.1	1.7	1.7	2.8	2.0
Other	2.0	2.4	1.5	2.2	1.6	1.7	2.4	1.8	1.9

7.5. EMPLOYMENT SECTOR BY AGE

When looking at employment sector by age:

- There was a larger proportion of younger solicitors, aged less than 30 years, working in private practice (21%), compared to corporate legal (10%) and government legal (15%) – this was consistent with the finding that a large proportion of solicitors who had been admitted more recently were working in private practice (see Section 6.5).
- There was also a larger proportion of older solicitors, aged 60 years or over, working in private practice (16%), compared to corporate legal (5%) and government legal (7%).
- Within the corporate legal sector, the majority of solicitors were aged between 30-39 years (39%) or 40-49 years (32%).

Figure 19 – Employment sector by age



8. PRIVATE LAW FIRMS

In 2018, there were

18,164

private law firms across Australia

Most private law firms were sole practitioners

Sole practitioner
79%

2-4 partners
7%

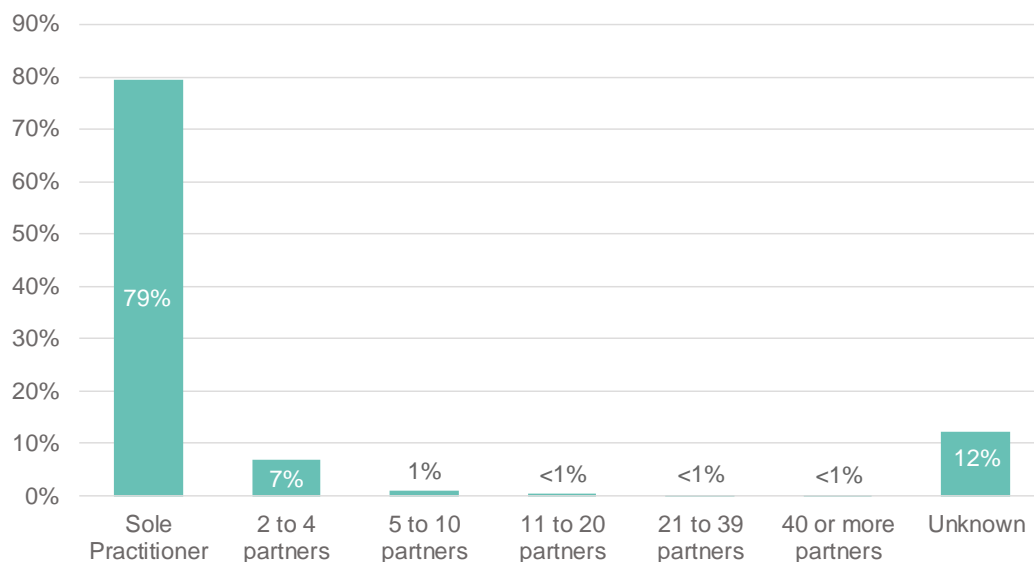
5-10 partners
1%

11+ partners
1%

8.1. PRIVATE LAW FIRMS – NATIONAL PROFILE

As at October 2018, there were 18,164 private law firms operating in Australia. Most were sole practitioners or firms with one partner (79%), followed by firms with between two and four partners (7%).

Figure 20 – Private law firms



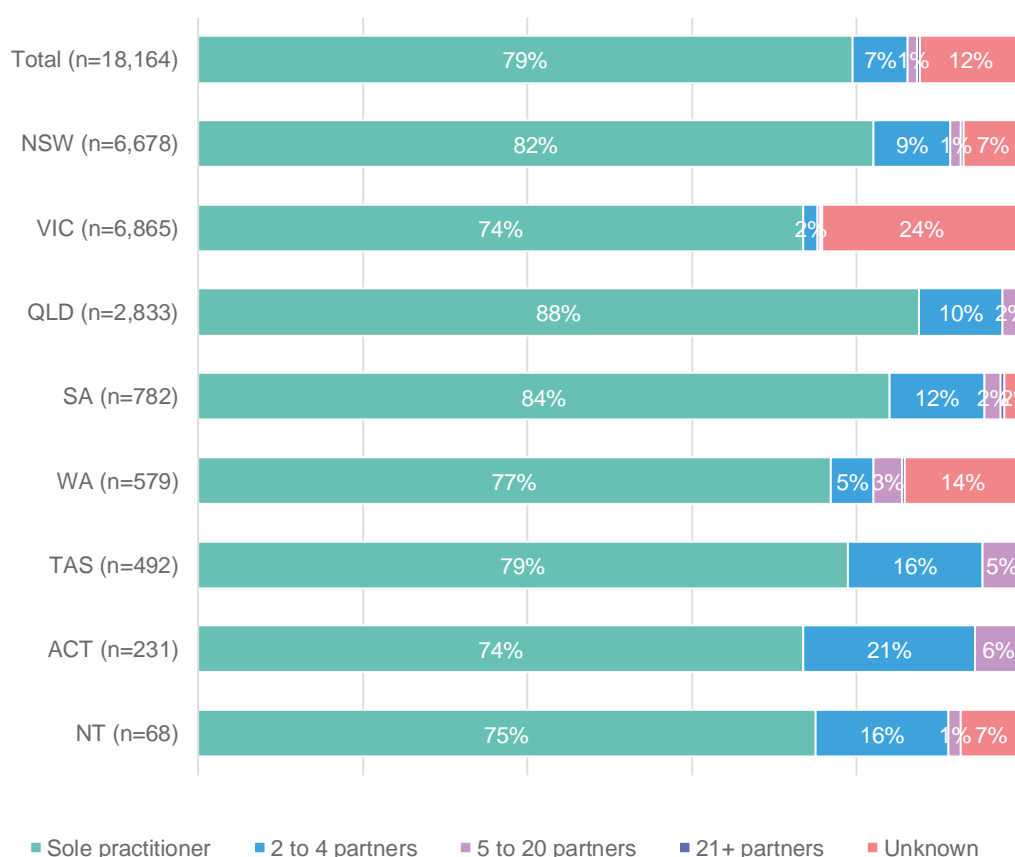
Base N=18,164

8.2. PRIVATE LAW FIRMS BY JURISDICTION

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

- Higher proportions of sole practitioners were observed in Queensland (88%), South Australia (84%) and New South Wales (82%).
- Higher proportions of firms with two to four partners were observed in the Australian Capital Territory (21%), the Northern Territory (16%) and Tasmania (16%).
- Across Australia, there were only n=59 firms with 21 or more partners. Almost half (n=28) were based in New South Wales, 9 were based in Victoria and 9 in Queensland.

Figure 21 – Private law firms by jurisdiction



Note: Data on sole practitioners was not available for Western Australia in 2014 and is therefore excluded from the analysis

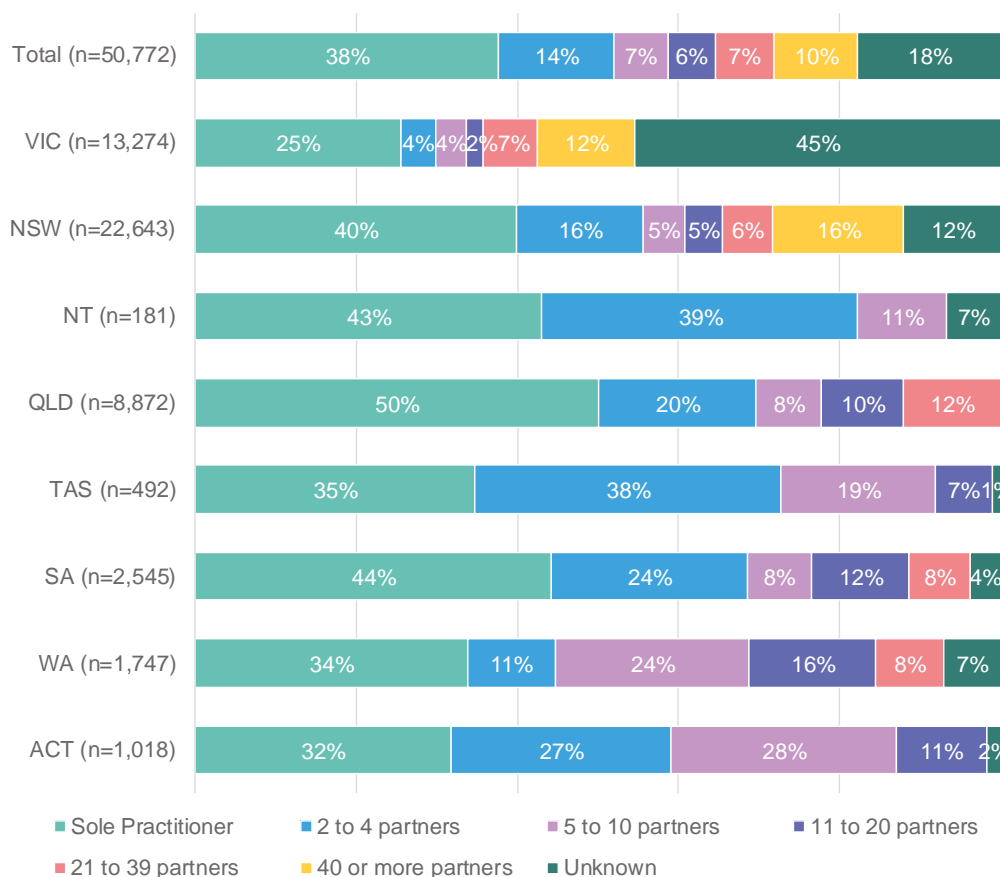
8.3. SOLICITORS BY FIRM SIZE AND JURISDICTION

When looking at the size of firm in which solicitors were working, more than one third were sole practitioners (38%), followed by those working in firms of two to four partners (14%). One in ten private practice solicitors were working in firms with 40 or more partners (10%).

When looking at key differences between jurisdictions:

- Half of all solicitors in Queensland were sole practitioners (50%), which is the highest of all jurisdictions.
- Tasmania had the largest proportion of solicitors working in firms of two to 10 partners (57%).
- There was a larger proportion of solicitors working in firms of 21 or more partners in New South Wales (22%) and Victoria (19%), compared to other jurisdictions.

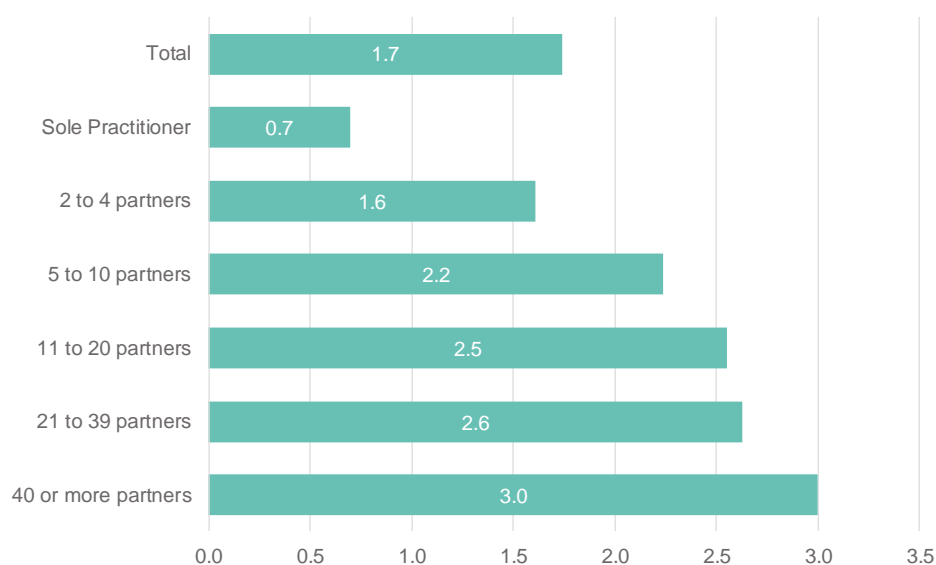
Figure 22 – Solicitors in private practice by firm size



8.4. EMPLOYEE TO PARTNER RATIOS

The ratio of employees to partners varied by firm size. The ratio at a national level was 1.7 employees for every partner, with the highest ratio recorded in firms with 40 or more partners (3.0). This was followed by firms with 21 to 39 partners (2.6). Unsurprisingly, the lowest employee to partner ratio was for sole practitioners (0.7).

Figure 23 – Ratio of private practice employees to partners by firm size



By jurisdiction, Victoria had the highest ratio (2.5), followed by Queensland (1.8).

9. EMPLOYMENT LOCATION

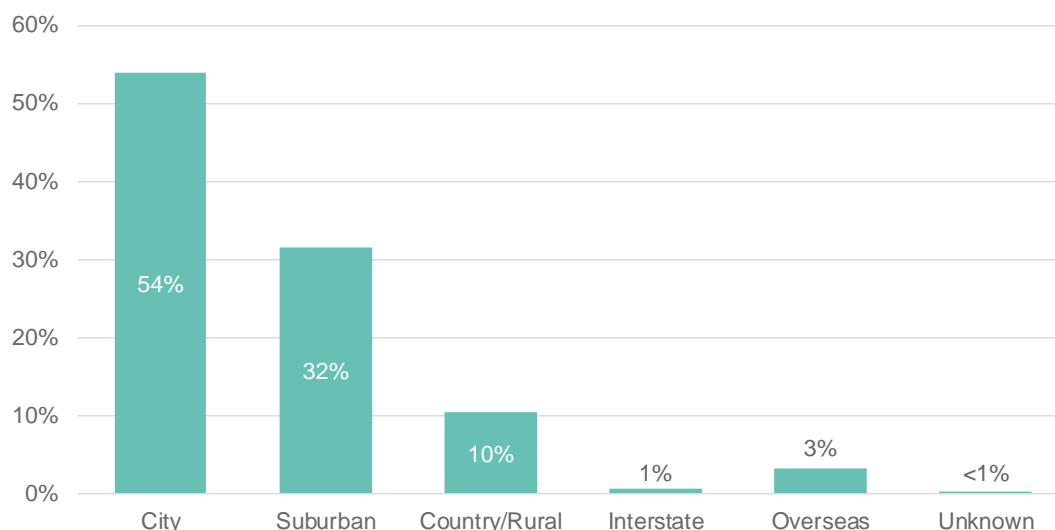


9.1. EMPLOYMENT LOCATION – NATIONAL PROFILE

Participating law societies were asked to provide data on the location of their solicitors based on five broad categories: city, suburban, regional/rural, interstate and overseas. It should be noted that each jurisdiction has a different method for categorising locations, and therefore, the data in this chapter is indicative only.

More than half of all solicitors were practising in a city (54%), a third were practising in a suburban location (32%), and 10% were practising in a country/rural area. Only 4% of solicitors were practising interstate or overseas.

Figure 24 – Employment location



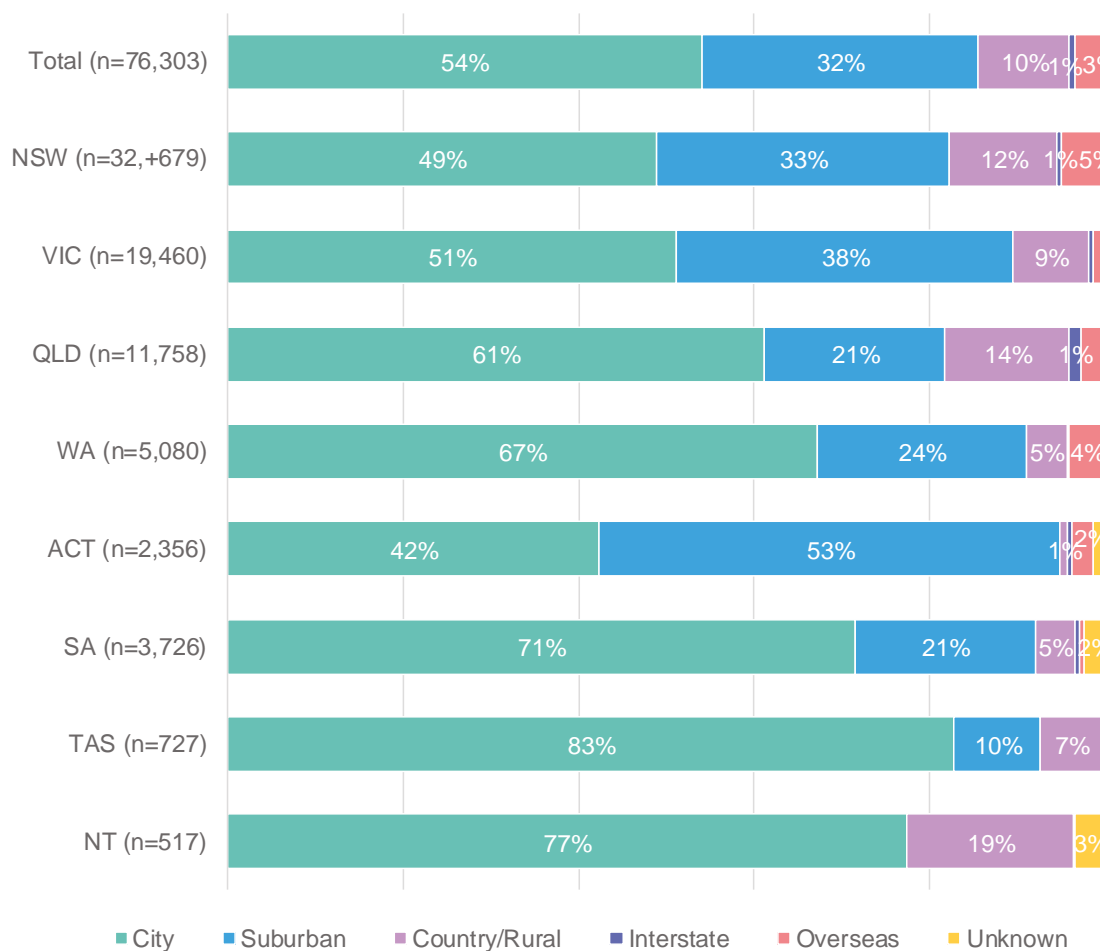
Base N=76,303

9.2. EMPLOYMENT LOCATION BY JURISDICTION

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

- Tasmania had the highest proportion of solicitors working in cities (83%).
- More than half of all solicitors working in the Australian Capital Territory were working in suburban locations (53%), a higher proportion than in other jurisdictions.
- The Northern Territory had a higher proportion of solicitors working in country/rural areas compared to other jurisdictions (19%).

Figure 25 – Employment location by jurisdiction



9.3. EMPLOYMENT LOCATION OVER TIME

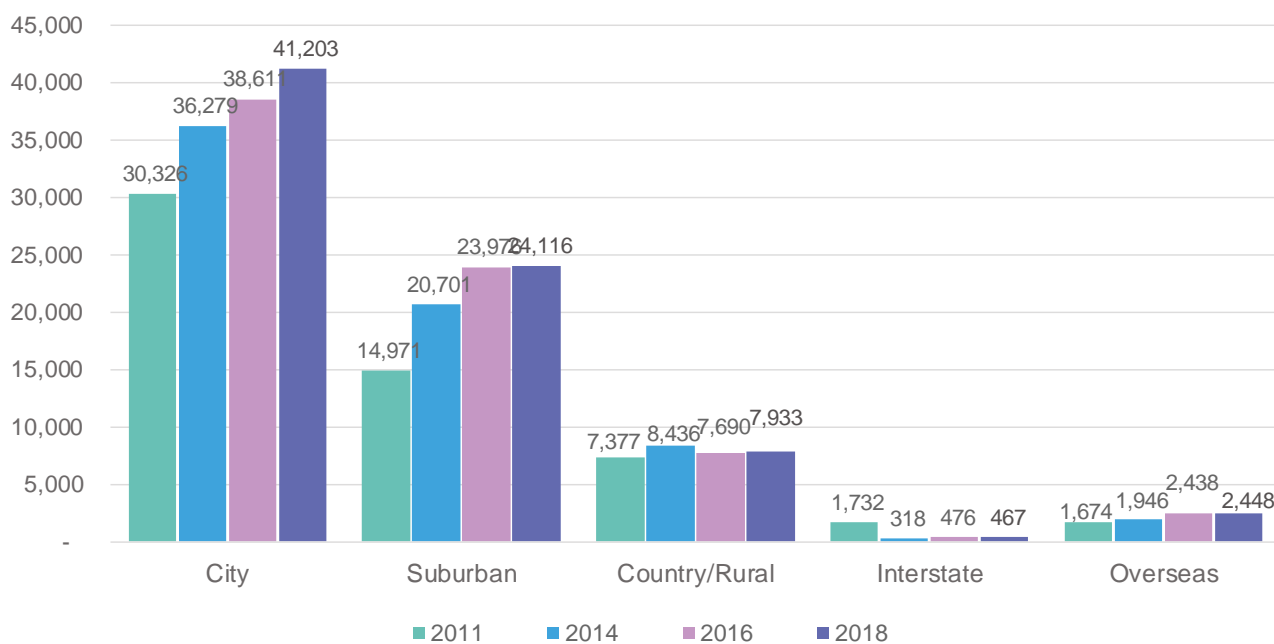
Over the past seven years, the strongest employment growth has occurred in suburban areas (+61%), followed by city-based locations (+36%). By contrast, country/rural areas experienced little growth over the same period (+8%). The number of solicitors working in interstate areas and overseas remained relatively stable between 2016 and 2018, after strong growth between 2011 and 2016.

Table 11 – Employment location over time

	Number of solicitors				Change			
	2011	2014	2016	2018	2011-14	2014-16	2016-18	2011-18
City	30,326	36,279	38,611	41,203	+20%	+6%	+7%	+36%
Suburban	14,971	20,701	23,976	24,116	+38%	+16%	+1%	+61%
Country/Rural	7,377	8,436	7,690	7,933	+14%	-9%	+3%	+8%
Interstate	1,732	318	476	467	+82%	+50%	-2%	-73%
Overseas	1,674	1,946	2,438	2,448	+16%	+25%	+0%	+46%
Unknown	8	52	116	136	+550%	+123%	+17%	+1600%
Total	56,088	67,732	73,307	76,303	+21%	+8%	+4%	+36%

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

Figure 26 – Employment location over time

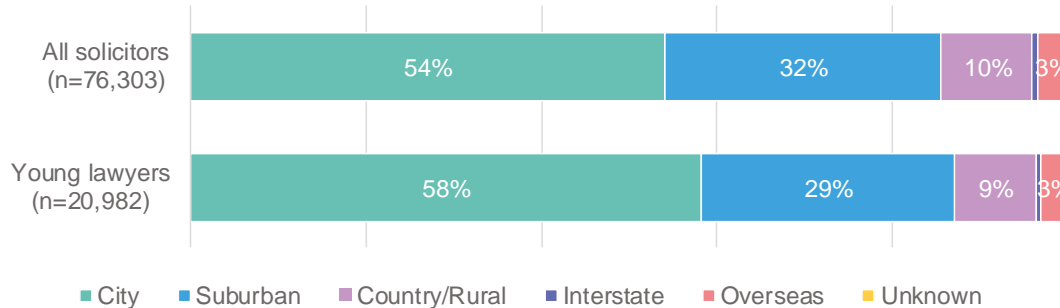


Note: Data was not available for the Australian Capital Territory in 2011 and is therefore excluded from the analysis

9.4. EMPLOYMENT LOCATION FOR YOUNG LAWYERS

Young lawyers are defined as those who have been admitted as a solicitor in their jurisdiction for five years or less. Results show that young lawyers were slightly more concentrated in city-based locations compared to all lawyers in the profession (58% compared to 54%). Conversely, a smaller proportion of young lawyers were working in suburban areas (29%), compared to all solicitors (32%).

Figure 27 – Employment location of young solicitors versus all solicitors

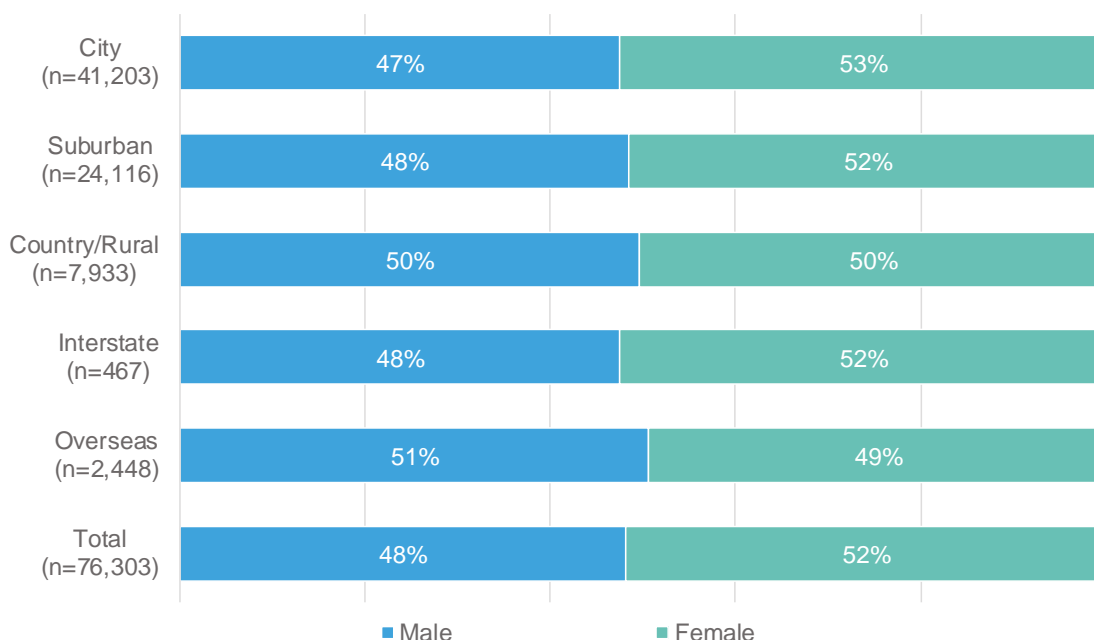


These trends were consistent across all jurisdictions with the exception of the Northern Territory, where the proportion of young lawyers in city-based locations was marginally lower (74%) compared to all solicitors in the Northern Territory (77%). Additionally, a slightly higher proportion of young lawyers in the Northern Territory were working in country/rural areas (22%), compared to all lawyers in the Northern Territory (19%).

9.5. EMPLOYMENT LOCATION BY GENDER

The employment location of solicitors by gender was relatively consistent with the overall national gender profile. In general, there were more females than males in city-based locations (53% compared to 47%), and in suburban and interstate locations (52% females and 48% males each). There were slightly more males than females working overseas (51% males and 49% females).

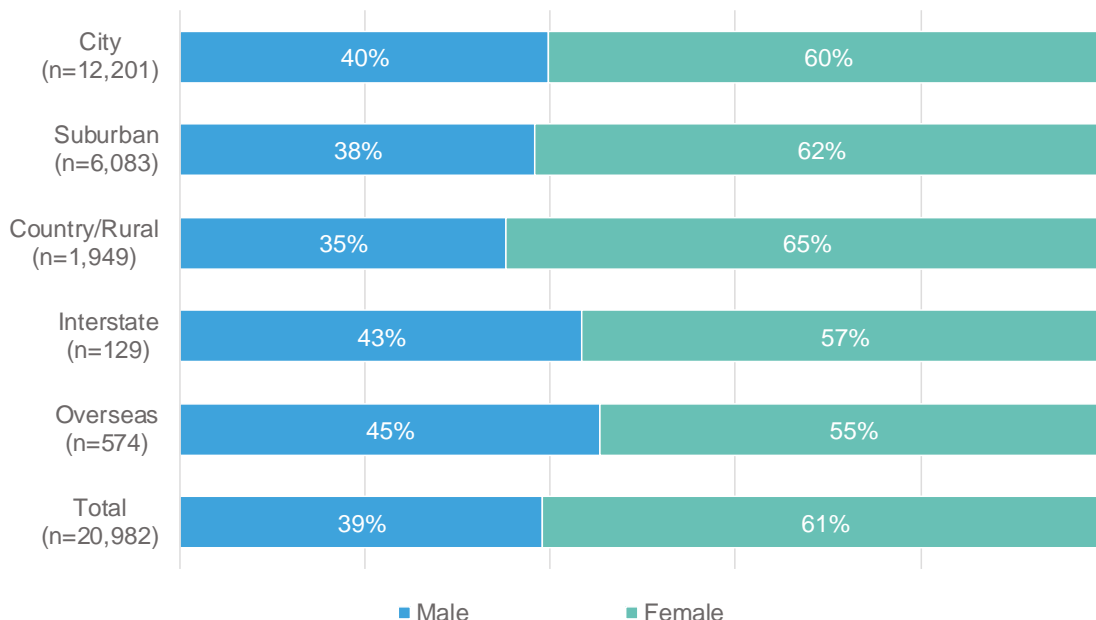
Figure 28 – Employment location by gender



9.5.1. Employment location by gender for young lawyers

Across all employment locations, females represented more than half of all young lawyers (that is, lawyers admitted for five years or less). This is consistent with the finding that females make up the majority of solicitors aged under 45 years old (see Section 5.4). It is worth noting that females were most strongly represented in country/rural areas, making up 65% of all young lawyers.

Figure 29 – Employment location of young lawyers by gender

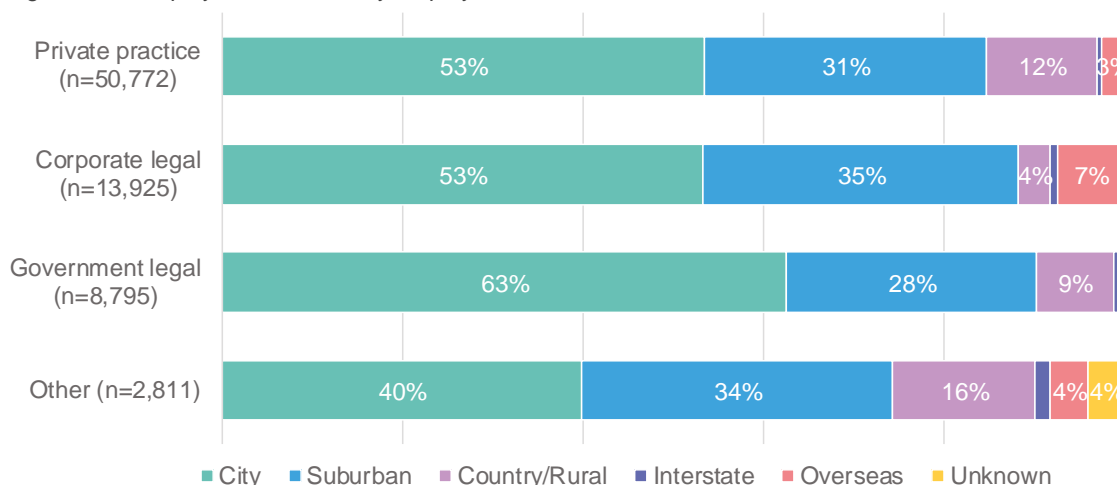


Note: Young lawyers are defined as solicitors admitted for 5 or less years

9.6. EMPLOYMENT LOCATION BY EMPLOYMENT SECTOR

The employment location of solicitors varied by employment sector. The three main employment sectors had a majority of city-based solicitors. Of particular note, nearly two thirds of all solicitors working in government legal were working in city-based locations (63%). It is also worth noting that a higher proportion of solicitors working in 'other' employment sectors were working in country/rural areas (16%) compared to other employment sectors. This is likely to be influenced by the concentration of community legal roles in these areas, especially in the Northern Territory.

Figure 30 – Employment location by employment sector



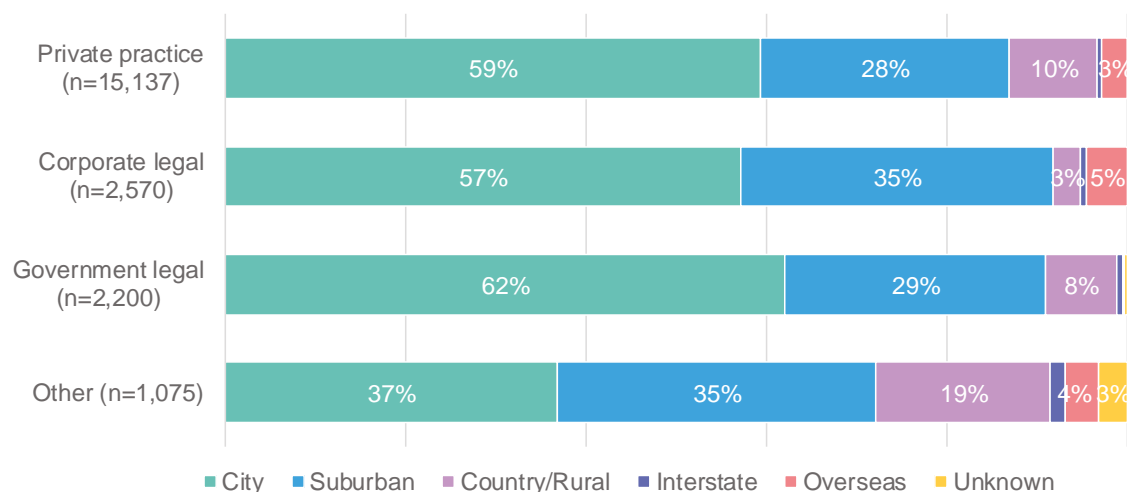
When looking across jurisdictions, key differences include:

- There were very high proportions of government legal solicitors working in city-based locations in Tasmania (100%) and South Australia (97%).
- There were very high proportions of private practice solicitors working in city-based locations in the Northern Territory (90%) and Tasmania (82%).
- The highest proportion of corporate legal solicitors working in suburban areas was recorded in the Australian Capital Territory (75%), followed by South Australia (48%).

9.6.1. Employment location by employment sector for young lawyers

The employment location patterns observed for all solicitors were consistent with those observed for young lawyers only. In summary, the majority of young lawyers working in private practice, corporate legal and government legal were in city-based locations.

Figure 31 – Employment location by employment sector for young lawyers



Note: Young lawyers were defined as solicitors admitted for five years or less

DISCLAIMER

This report is dated 29 May 2019 and incorporates information and events up to that date only and excludes any information arising, or event occurring, after that date which may affect the validity of Urbis Pty Ltd's (Urbis) opinion in this report. Urbis prepared this report on the instructions, and for the benefit only, of Law Society of NSW (Instructing Party) for the purpose of Final Report (Purpose) and not for any other purpose or use. To the extent permitted by applicable law, Urbis expressly disclaims all liability, whether direct or indirect, to the Instructing Party which relies or purports to rely on this report for any purpose other than the Purpose, and to any other person which relies or purports to rely on this report for any purpose whatsoever (including the Purpose).

In preparing this report, Urbis was required to make judgements which may be affected by unforeseen future events, the likelihood and effects of which are not capable of precise assessment.

All surveys, forecasts, projections and recommendations contained in or associated with this report are made in good faith and on the basis of information supplied to Urbis at the date of this report, and upon which Urbis relied. Achievement of the projections and budgets set out in this report will depend, among other things, on the actions of others over which Urbis has no control.

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This report has been prepared with due care and diligence by Urbis and the statements and opinions given by Urbis in this report are given in good faith and in the reasonable belief that they are correct and not misleading, subject to the limitations above.

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APPENDIX A STATE AND TERRITORY DATA SETS

SOLICITOR AGE BY GENDER

	NSW					
	Male		Female		Total	
	n	%	n	%	n	%
24 years or younger	142	1%	357	2%	499	2%
25-29 years	2,078	13%	3,319	20%	5,397	17%
30-34 years	2,063	13%	3,183	19%	5,246	16%
35-39 years	1,842	12%	2,976	18%	4,818	15%
40-44 years	1,738	11%	2,240	13%	3,978	12%
45-49 years	1,749	11%	1,632	10%	3,381	10%
50-54 years	1,368	9%	1,149	7%	2,517	8%
55-59 years	1,535	10%	956	6%	2,491	8%
60-64 years	1,329	8%	572	3%	1,901	6%
65-69 years	1,119	7%	271	2%	1,390	4%
70-74 years	617	4%	110	1%	727	2%
75 years or older	302	2%	32	0%	334	1%
Unknown	-	-	-	-	-	-
Total	15,882	100%	16,797	100%	32,679	100%

	VIC					
	Male		Female		Total	
	n	%	n	%	n	%
24 years or younger	36	0%	117	1%	153	1%
25-29 years	1,059	11%	1,898	19%	2,957	15%
30-34 years	1,357	15%	2,248	22%	3,605	19%
35-39 years	1,167	13%	1,856	18%	3,023	16%
40-44 years	990	11%	1,341	13%	2,331	12%
45-49 years	927	10%	1,081	11%	2,008	10%
50-54 years	789	9%	648	6%	1,437	7%
55-59 years	807	9%	514	5%	1,321	7%
60-64 years	861	9%	320	3%	1,181	6%
65-69 years	609	7%	128	1%	737	4%
70-74 years	407	4%	69	1%	476	2%
75 years or older	203	2%	28	0%	231	1%
Unknown	-	-	-	-	-	-
Total	9,212	100%	10,248	100%	19,460	100%

	QLD					
	Male		Female		Total	
	n	%	n	%	n	%
24 years or younger	204	4%	413	7%	617	5%
25-29 years	763	13%	1,343	22%	2,106	18%
30-34 years	692	12%	1,179	20%	1,871	16%
35-39 years	634	11%	1,018	17%	1,652	14%
40-44 years	647	11%	725	12%	1,372	12%
45-49 years	720	12%	554	9%	1,274	11%
50-54 years	604	10%	332	6%	936	8%
55-59 years	548	9%	228	4%	776	7%
60-64 years	486	8%	127	2%	613	5%
65-69 years	302	5%	48	1%	350	3%
70-74 years	135	2%	13	0%	148	1%
75 years or older	41	1%	1	0%	42	0%
Unknown	1	0%	0	0%	1	0%
Total	5,777	100%	5,981	100%	11,758	100%

	WA					
	Male		Female		Total	
	n	%	n	%	n	%
24 years or younger	13	1%	53	2%	66	1%
25-29 years	339	13%	528	21%	867	17%
30-34 years	373	15%	581	23%	954	19%
35-39 years	311	12%	396	16%	707	14%
40-44 years	263	10%	285	11%	548	11%
45-49 years	322	13%	272	11%	594	12%
50-54 years	248	10%	168	7%	416	8%
55-59 years	230	9%	125	5%	355	7%
60-64 years	219	9%	81	3%	300	6%
65-69 years	131	5%	37	1%	168	3%
70-74 years	70	3%	15	1%	85	2%
75 years or older	19	1%	1	0%	20	0%
Unknown	-	-	-	-	-	-
Total	2,538	100%	2,542	100%	5,080	100%

	SA					
	Male		Female		Total	
	n	%	n	%	n	%
24 years or younger	35	2%	76	4%	111	3%
25-29 years	214	12%	329	17%	543	15%
30-34 years	216	12%	330	17%	546	15%
35-39 years	206	12%	346	18%	552	15%
40-44 years	170	10%	272	14%	442	12%
45-49 years	160	9%	188	10%	348	9%
50-54 years	160	9%	119	6%	279	7%
55-59 years	189	11%	154	8%	343	9%
60-64 years	203	12%	105	5%	308	8%
65-69 years	126	7%	31	2%	157	4%
70-74 years	60	3%	18	1%	78	2%
75 years or older	14	1%	5	0%	19	1%
Unknown	-	-	-	-	-	-
Total	1,753	100%	1,973	100%	3,726	100%

	ACT					
	Male		Female		Total	
	n	%	n	%	n	%
24 years or younger	7	1%	33	2%	40	2%
25-29 years	106	11%	252	18%	358	15%
30-34 years	193	20%	347	25%	540	23%
35-39 years	108	11%	206	15%	314	13%
40-44 years	112	11%	220	16%	332	14%
45-49 years	113	12%	124	9%	237	10%
50-54 years	111	11%	86	6%	197	8%
55-59 years	86	9%	52	4%	138	6%
60-64 years	60	6%	38	3%	98	4%
65-69 years	46	5%	16	1%	62	3%
70-74 years	29	3%	4	0%	33	1%
75 years or older	6	1%	1	0%	7	0%
Unknown	-	-	-	-	-	-
Total	977	100%	1,379	100%	2,356	100%

	NT					
	Male		Female		Total	
	n	%	n	%	n	%
24 years or younger	5	2%	6	2%	11	2%
25-29 years	29	14%	84	27%	113	22%
30-34 years	26	13%	61	19%	87	17%
35-39 years	23	11%	49	16%	72	14%
40-44 years	20	10%	32	10%	52	10%
45-49 years	23	11%	34	11%	57	11%
50-54 years	19	9%	21	7%	40	8%
55-59 years	19	9%	11	3%	30	6%
60-64 years	18	9%	12	4%	30	6%
65-69 years	15	7%	4	1%	19	4%
70-74 years	-	-	-	-	-	-
75 years or older	4	2%	2	1%	6	1%
Unknown	-	-	-	-	-	-
Total	201	100%	316	100%	517	100%

	TAS					
	Male		Female		Total	
	n	%	n	%	n	%
24 years or younger	8	2%	8	2%	16	2%
25-29 years	51	15%	73	19%	124	17%
30-34 years	31	9%	78	21%	109	15%
35-39 years	36	10%	60	16%	96	13%
40-44 years	33	9%	50	13%	83	11%
45-49 years	32	9%	43	11%	75	10%
50-54 years	34	10%	27	7%	61	8%
55-59 years	32	9%	18	5%	50	7%
60-64 years	49	14%	8	2%	57	8%
65-69 years	28	8%	9	2%	37	5%
70-74 years	12	3%	2	1%	14	2%
75 years or older	5	1%	-	-	5	1%
Unknown	-	-	-	-	-	-
Total	351	100%	376	100%	727	100%

YEARS SINCE ADMISSION BY GENDER

	NSW					
	Male		Female		Total	
	n	%	n	%	n	%
1 year or less	937	6%	1,405	8%	2,342	7%
2-5 years	2,693	17%	3,856	23%	6,549	20%
6-10 years	2,425	15%	3,404	20%	5,829	18%
11-14 years	1,748	11%	2,568	15%	4,316	13%
15 years or more	8,079	51%	5,564	33%	13,643	42%
Unknown	-	-	-	-	-	-
Total	15,882	100%	16,797	100%	32,679	100%

	VIC					
	Male		Female		Total	
	n	%	n	%	n	%
1 year or less	640	7%	1,107	11%	1,747	9%
2-5 years	1,243	13%	1,975	19%	3,218	17%
6-10 years	1,298	14%	2,030	20%	3,328	17%
11-14 years	878	10%	1,223	12%	2,101	11%
15 years or more	4,349	47%	2,774	27%	7,123	37%
Unknown	804	9%	1,139	11%	1,943	10%
Total	9,212	100%	10,248	100%	19,460	100%

	QLD					
	Male		Female		Total	
	n	%	n	%	n	%
1 year or less	426	7%	700	12%	1,126	10%
2-5 years	917	16%	1,460	24%	2,377	20%
6-10 years	826	14%	1,414	24%	2,240	19%
11-14 years	720	12%	913	15%	1,633	14%
15 years or more	2,888	50%	1,494	25%	4,382	37%
Unknown	-	-	-	-	-	-
Total	5,777	100%	5,981	100%	11,758	100%

	WA					
	Male		Female		Total	
	n	%	n	%	n	%
1 year or less	234	9%	357	14%	591	12%
2-5 years	387	15%	607	24%	994	20%
6-10 years	442	17%	595	23%	1,037	20%
11-14 years	290	11%	321	13%	611	12%
15 years or more	1,185	47%	662	26%	1,847	36%
Unknown	-	-	-	-	-	-
Total	2,538	100%	2,542	100%	5,080	100%

	SA					
	Male		Female		Total	
	n	%	n	%	n	%
1 year or less	123	7%	203	10%	326	9%
2-5 years	219	12%	358	18%	577	15%
6-10 years	260	15%	400	20%	660	18%
11-14 years	190	11%	292	15%	482	13%
15 years or more	961	55%	720	36%	1,681	45%
Unknown	-	-	-	-	-	-
Total	1,753	100%	1,973	100%	3,726	100%

	ACT					
	Male		Female		Total	
	n	%	n	%	n	%
1 year or less	84	9%	196	14%	280	12%
2-5 years	197	20%	325	24%	522	22%
6-10 years	174	18%	288	21%	462	20%
11-14 years	101	10%	214	16%	315	13%
15 years or more	421	43%	356	26%	777	33%
Unknown	-	-	-	-	-	-
Total	977	100%	1,379	100%	2,356	100%

	NT					
	Male		Female		Total	
	n	%	n	%	n	%
1 year or less	21	10%	39	12%	60	12%
2-5 years	32	16%	88	28%	120	23%
6-10 years	40	20%	61	19%	101	20%
11-14 years	23	11%	34	11%	57	11%
15 years or more	81	40%	86	27%	167	32%
Unknown	4	2%	8	3%	12	2%
Total	201	100%	316	100%	517	100%

	TAS					
	Male		Female		Total	
	n	%	n	%	n	%
1 year or less	8	2%	17	5%	25	3%
2-5 years	60	17%	77	20%	137	19%
6-10 years	35	10%	61	16%	96	13%
11-14 years	38	11%	47	13%	85	12%
15 years or more	178	51%	84	22%	262	36%
Unknown	32	9%	90	24%	122	17%
Total	351	100%	376	100%	727	100%

SECTOR BY GENDER

	NSW					
	Male		Female		Total	
	n	%	n	%	n	%
Private Practice	12,097	53%	10,546	47%	22,643	100%
Corporate Legal	2,573	40%	3,877	60%	6,450	100%
Government Legal	1,192	34%	2,334	66%	3,526	100%
Other	20	33%	40	67%	60	100%
Total	15,882	49%	16,797	51%	32,679	100%

	VIC					
	Male		Female		Total	
	n	%	n	%	n	%
Private Practice	6,995	53%	6,279	47%	13,274	100%
Corporate Legal	1,218	41%	1,763	59%	2,981	100%
Government Legal	784	32%	1,680	68%	2,464	100%
Other	215	29%	526	71%	741	100%
Total	9,212	47%	10,248	53%	19,460	100%

	QLD					
	Male		Female		Total	
	n	%	n	%	n	%
Private Practice	4,611	52%	4,261	48%	8,872	100%
Corporate Legal	543	43%	723	57%	1,266	100%
Government Legal	196	37%	338	63%	534	100%
Other	427	39%	659	61%	1,086	100%
Total	5,777	49%	5,981	51%	11,758	100%

	WA					
	Male		Female		Total	
	n	%	n	%	n	%
Private Practice	943	54%	804	46%	1,747	100%
Corporate Legal	1,405	51%	1,335	49%	2,740	100%
Government Legal	85	34%	168	66%	253	100%
Other	105	31%	235	69%	340	100%
Total	2,538	50%	2,542	50%	5,080	100%

	SA					
	Male		Female		Total	
	n	%	n	%	n	%
Private Practice	1,346	53%	1,199	47%	2,545	100%
Corporate Legal	118	37%	202	63%	320	100%
Government Legal	223	32%	465	68%	688	100%
Other	66	38%	107	62%	173	100%
Total	1,753	47%	1,973	53%	3,726	100%

	ACT					
	Male		Female		Total	
	n	%	n	%	n	%
Private Practice	481	47%	537	53%	1,018	100%
Corporate Legal	41	44%	52	56%	93	100%
Government Legal	392	36%	684	64%	1,076	100%
Other	63	37%	106	63%	169	100%
Total	977	41%	1,379	59%	2,356	100%

	NT					
	Male		Female		Total	
	n	%	n	%	n	%
Private Practice	91	50%	90	50%	181	100%
Corporate Legal	7	35%	13	65%	20	100%
Government Legal	49	37%	83	63%	132	100%
Other	54	29%	130	71%	184	100%
Total	201	39%	316	61%	517	100%

	TAS					
	Male		Female		Total	
	n	%	n	%	n	%
Private Practice	278	57%	214	43%	492	100%
Corporate Legal	20	36%	5	64%	55	100%
Government Legal	32	26%	90	74%	122	100%
Other	21	36%	37	64%	58	100%
Total	351	48%	376	52%	727	100%

RATIO OF EMPLOYEES TO PARTNERS BY PRIVATE PRACTICE FIRM SIZE

Firm size	NSW		
	No. partners	No. employees	Ratio employees to partners
40 or more partners	923	2,789	3.0
21 to 39 partners	375	1,003	2.7
11 to 20 partners	296	782	2.6
5 to 10 partners	390	778	2.0
2 to 4 partners	1,389	2,177	1.6
Sole Practitioner	5,416	3,619	0.7
Unknown	222	2,484	11.2
Total	9,011	13,632	1.5

Firm size	VIC		
	No. partners	No. employees	Ratio employees to partners
40 or more partners	402	1,186	3.0
21 to 39 partners	255	659	2.6
11 to 20 partners	92	177	1.9
5 to 10 partners	126	366	2.9
2 to 4 partners	261	333	1.3
Sole Practitioner	2,685	697	0.3
Unknown	0	6,035	-
Total	3,821	9,453	2.5

Firm size	QLD		
	No. partners	No. employees	Ratio employees to partners
40 or more partners	-	-	-
21 to 39 partners	277	797	2.9
11 to 20 partners	232	659	2.8
5 to 10 partners	254	469	1.8
2 to 4 partners	668	1,072	1.6
Sole Practitioner	1,777	2,667	1.5
Unknown	-	-	-
Total	3,208	5,664	1.8

Firm size	WA		
	No. partners	No. employees	Ratio employees to partners
40 or more partners	-	-	-
21 to 39 partners	48	100	2.1
11 to 20 partners	65	210	3.2
5 to 10 partners	118	302	2.6
2 to 4 partners	71	120	1.7
Sole Practitioner	436	155	0.4
Unknown	13	109	8.4
Total	751	996	1.3

Firm size	SA		
	No. partners	No. employees	Ratio employees to partners
40 or more partners	-	-	-
21 to 39 partners	67	124	1.9
11 to 20 partners	114	197	1.7
5 to 10 partners	48	154	3.2
2 to 4 partners	210	409	1.9
Sole Practitioner	657	469	0.7
Unknown	0	96	-
Total	1,096	1,449	1.3

Firm size	ACT		
	No. partners	No. employees	Ratio employees to partners
40 or more partners	-	-	-
21 to 39 partners	-	-	-
11 to 20 partners	27	88	3.3
5 to 10 partners	74	210	2.8
2 to 4 partners	98	181	1.8
Sole Practitioner	170	153	0.9
Unknown	3	14	4.7
Total	372	646	1.7

Firm size	NT		
	No. partners	No. employees	Ratio employees to partners
40 or more partners	-	-	-
21 to 39 partners	-	-	-
11 to 20 partners	-	-	-
5 to 10 partners	6	14	2.3
2 to 4 partners	27	44	1.6
Sole Practitioner	51	27	0.5
Unknown	0	12	-
Total	84	97	1.2

Firm size	TAS		
	No. partners	No. employees	Ratio employees to partners
40 or more partners	-	-	-
21 to 39 partners	-	-	-
11 to 20 partners	12	23	1.9
5 to 10 partners	35	59	1.7
2 to 4 partners	55	132	2.4
Sole Practitioner	101	70	0.7
Unknown	0	5	-
Total	203	289	1.4

LOCATION BY SECTOR

	NSW									
	Private		Corporate		Government		Other		Total	
	n	%	n	%	n	%	n	%	n	%
City	11,018	49%	2,969	46%	1,981	56%	7	12%	15,975	49%
Suburban	7,389	33%	2,448	38%	1,045	30%	38	63%	10,920	33%
Country/Rural	3,331	15%	220	3%	449	13%	13	22%	4,013	12%
Interstate	101	0%	46	1%	36	1%	2	3%	185	1%
Overseas	804	4%	767	12%	15	0%	0	0%	1,586	5%
Unknown	0	0%	0	0%	0	0%	0	0%	0	0%
Total	22,643	100%	6,450	100%	3,526	100%	60	100%	32,679	100%

	VIC									
	Private		Corporate		Government		Other		Total	
	n	%	n	%	n	%	n	%	n	%
City	6,724	51%	1,439	48%	1,655	67%	135	18%	9,953	51%
Suburban	5,052	38%	1,328	45%	593	24%	513	69%	7,486	38%
Country/Rural	1,281	10%	95	3%	210	9%	88	12%	1,674	9%
Interstate	53	0%	26	1%	6	0%	5	1%	90	0%
Overseas	164	1%	93	3%	-	0%	-	0%	257	1%
Unknown	-	0%	-	0%	-	0%	-	0%	-	0%
Total	13,274	100%	2,981	100%	2,464	100%	741	100%	19,460	100%

	QLD									
	Private		Corporate		Government		Other		Total	
	n	%	n	%	n	%	n	%	n	%
City	5,340	60%	918	73%	379	71%	560	52%	7,197	61%
Suburban	1,965	22%	156	12%	60	11%	242	22%	2,423	21%
Country/Rural	1,310	15%	49	4%	72	13%	230	21%	1,661	14%
Interstate	68	1%	38	3%	23	4%	25	2%	154	1%
Overseas	189	2%	105	8%	-	0%	29	3%	323	3%
Unknown	-	0%	-	0%	-	0%	-	0%	-	0%
Total	8,872	100%	1,266	100%	534	100%	1,086	100%	11,758	100%

	WA									
	Private		Corporate		Government		Other		Total	
	n	%	n	%	n	%	n	%	n	%
City	1,155	66%	1,873	68%	233	92%	152	45%	3,413	67%
Suburban	369	21%	701	26%	10	4%	131	39%	1,211	24%
Country/Rural	83	5%	106	4%	9	4%	42	12%	240	5%
Interstate	5	0%	5	0%	-	0%	-	0%	10	0%
Overseas	135	8%	55	2%	1	0%	15	4%	206	4%
Unknown	-	0%	-	0%	-	0%	-	0%	-	0%
Total	1,747	100%	2,740	100%	253	100%	340	100%	5,080	100%

	SA									
	Private		Corporate		Government		Other		Total	
	n	%	n	%	n	%	n	%	n	%
City	1,796	71%	160	50%	667	97%	41	24%	2,664	71%
Suburban	586	23%	155	48%	15	2%	10	6%	766	21%
Country/Rural	162	6%	3	1%	6	1%	2	1%	173	5%
Interstate	-	0%	2	1%	-	0%	13	8%	15	0%
Overseas	-	0%	-	0%	-	0%	21	12%	21	1%
Unknown	1	0%	-	0%	-	0%	86	50%	87	2%
Total	2,545	100%	320	100%	688	100%	173	100%	3,726	100%

	ACT									
	Private		Corporate		Government		Other		Total	
	n	%	n	%	n	%	n	%	n	%
City	1,796	54%	22	24%	347	32%	80	47%	999	42%
Suburban	586	43%	70	75%	708	66%	26	15%	1,238	53%
Country/Rural	162	2%	1	1%	1	0%	-	0%	21	1%
Interstate	-	1%	-	0%	3	0%	-	0%	11	0%
Overseas	-	0%	-	0%	-	0%	54	32%	55	2%
Unknown	1	1%	-	0%	17	2%	9	5%	32	1%
Total	2,545	100%	93	100%	1,076	100%	169	100%	2,356	100%

	NT									
	Private		Corporate		Government		Other		Total	
	n	%	n	%	n	%	n	%	n	%
City	163	90%	16	80%	123	93%	98	53%	400	77%
Suburban	0	0%	0	0%	0	0%	0	0%	0	0%
Country/Rural	17	9%	4	20%	9	7%	69	38%	99	19%
Interstate	1	1%	0	0%	0	0%	0	0%	1	0%
Overseas	0	0%	0	0%	0	0%	0	0%	0	0%
Unknown	0	0%	0	0%	0	0%	17	9%	17	3%
Total	181	100%	20	100%	132	100%	184	100%	517	100%

	TAS									
	Private		Corporate		Government		Other		Total	
	n	%	n	%	n	%	n	%	n	%
City	402	82%	30	55%	122	100%	48	83%	602	83%
Suburban	49	10%	14	25%	0	0%	9	16%	72	10%
Country/Rural	41	8%	11	20%	0	0%	0	0%	52	7%
Interstate	0	0%	0	0%	0	0%	1	2%	1	0%
Overseas	0	0%	0	0%	0	0%	0	0%	0	0%
Unknown	0	0%	0	0%	0	0%	0	0%	0	0%
Total	492	100%	55	100%	122	100%	58	100%	727	100%

LOCATION BY GENDER

	NSW					
	Male		Female		Total	
	n	%	n	%	n	%
City	7,573	48%	8,402	50%	15,975	49%
Suburban	5,357	34%	5,563	33%	10,920	33%
Country/Rural	2,058	13%	1,955	12%	4,013	12%
Interstate	105	1%	80	0%	185	1%
Overseas	789	5%	797	5%	1,586	5%
Unknown	-	0%	-	0%	-	0%
Total	15,882	100%	16,797	100%	32,679	100%

	VIC					
	Male		Female		Total	
	n	%	n	%	n	%
City	4,684	51%	5,269	51%	9,953	51%
Suburban	3,555	39%	3,931	38%	7,486	38%
Country/Rural	796	9%	878	9%	1,674	9%
Interstate	36	0%	54	1%	90	0%
Overseas	141	2%	116	1%	257	1%
Unknown	-	0%	-	0%	-	0%
Total	9,212	100%	10,248	100%	19,460	100%

	QLD					
	Male		Female		Total	
	n	%	n	%	n	%
City	3,525	61%	3,672	61%	7,197	61%
Suburban	1,228	21%	1,195	20%	2,423	21%
Country/Rural	803	14%	858	14%	1,661	14%
Interstate	65	1%	89	1%	154	1%
Overseas	156	3%	167	3%	323	3%
Unknown	-	0%	-	0%	-	0%
Total	5,777	100%	5,981	100%	11,758	100%

	WA					
	Male		Female		Total	
	n	%	n	%	n	%
City	1,667	66%	1,746	69%	3,413	67%
Suburban	641	25%	570	22%	1,211	24%
Country/Rural	109	4%	131	5%	240	5%
Interstate	6	0%	4	0%	10	0%
Overseas	115	5%	91	4%	206	4%
Unknown	-	0%	-	0%	-	0%
Total	2,538	100%	2,542	100%	5,080	100%

	SA					
	Male		Female		Total	
	n	%	n	%	n	%
City	1,244	71%	1,420	72%	2,664	71%
Suburban	363	21%	403	20%	766	21%
Country/Rural	94	5%	79	4%	173	5%
Interstate	4	0%	11	1%	15	0%
Overseas	13	1%	8	0%	21	1%
Unknown	35	2%	52	3%	87	2%
Total	1,753	100%	1,973	100%	3,726	100%

	ACT					
	Male		Female		Total	
	n	%	n	%	n	%
City	412	42%	587	43%	999	42%
Suburban	513	53%	725	53%	1,238	53%
Country/Rural	6	1%	15	1%	21	1%
Interstate	5	1%	6	0%	11	0%
Overseas	26	3%	29	2%	55	2%
Unknown	15	2%	17	1%	32	1%
Total	977	100%	1,379	100%	2,356	100%

	NT					
	Male		Female		Total	
	n	%	n	%	n	%
City	162	81%	238	75%	400	77%
Suburban	0	0%	0	0%	0	0%
Country/Rural	35	17%	64	20%	99	19%
Interstate	0	0%	1	0%	1	0%
Overseas	0	0%	0	0%	0	0%
Unknown	4	2%	13	4%	17	3%
Total	201	100%	316	100%	517	100%

	TAS					
	Male		Female		Total	
	n	%	n	%	n	%
City	288	82%	314	84%	602	83%
Suburban	27	8%	45	12%	72	10%
Country/Rural	35	10%	17	5%	52	7%
Interstate	1	0%	0	0%	1	0%
Overseas	0	0%	0	0%	0	0%
Unknown	0	0%	0	0%	0	0%
Total	351	100%	376	100%	727	100%

LOCATION OF YOUNG LAWYERS (ADMITTED FOR 5 YEARS OR LESS)

	NSW		VIC		QLD		WA	
	n	%	n	%	n	%	n	%
City	4,939	56%	2,631	53%	2,125	61%	1,180	74%
Suburban	2,613	29%	1,916	39%	755	22%	270	17%
Country/Rural	938	11%	377	8%	470	13%	60	4%
Interstate	48	1%	14	0%	54	2%	4	0%
Overseas	353	4%	27	1%	99	3%	71	4%
Unknown	-	0%	-	0%	-	0%	-	0%
Total	8,891	100%	4,965	100%	3,503	100%	1,585	100%

	SA		NT		ACT		TAS	
	n	%	n	%	n	%	n	%
City	666	74%	127	74%	392	49%	141	87%
Suburban	145	16%	0	0%	370	46%	14	9%
Country/Rural	55	6%	38	22%	4	0%	7	4%
Interstate	5	1%	0	0%	4	0%	0	0%
Overseas	4	0%	0	0%	20	2%	0	0%
Unknown	28	3%	6	4%	12	1%	0	0%
Total	903	100%	171	100%	802	100%	162	100%

