

The logo for URBIS, featuring the word "URBIS" in a bold, white, sans-serif font. The text is contained within a white square frame that is partially open on the right side. A white vertical line extends upwards from the top of the frame, and a white horizontal line extends to the right from the right side of the frame, creating a crosshair effect.

URBIS

2020 NATIONAL PROFILE OF SOLICITORS

Final

Prepared for
LAW SOCIETY OF NSW
1 July 2021

URBIS STAFF RESPONSIBLE FOR THIS REPORT WERE:

Director	Caroline Tomiczek
Associate Director	Sidonie Roberts
Consultants	Abigail Chan and Jayde Grisdale
Project Code	P0021532
Report Number	Final Report



Urbis was first certified to ISO 20252 in 2009 and remain compliant with that standard. In 2020, Urbis commenced the process of transitioning to ISO 20252:2019.

All information supplied to Urbis in order to conduct this research has been treated in the strictest confidence. It shall only be used in this context and shall not be made available to third parties without client authorisation. Confidential information has been stored securely and data provided by respondents, as well as their identity, has been treated in the strictest confidence and all assurance given to respondents have been and shall be fulfilled.

© Urbis Pty Ltd
50 105 256 228

All Rights Reserved. No material may be reproduced without prior permission.

You must read the important disclaimer appearing within the body of this report.

urbis.com.au

CONTENTS

Executive Summary	1
Introduction	4
1.1. This report.....	4
1.2. Methodology.....	4
2. Size of the profession	6
3. Gender	8
3.1. Gender – National Profile.....	8
3.2. Gender by jurisdiction.....	8
4. Aboriginal and/or Torres Strait Islander status	11
5. Age	12
5.1. Age – National Profile.....	12
5.2. Age by jurisdiction.....	13
5.3. Age over time.....	14
5.4. Age by gender.....	15
6. Years since admission	18
6.1. Years since admission – National Profile.....	18
6.2. Years since admission by jurisdiction.....	19
6.3. Years since admission over time.....	20
6.4. Years since admission by gender.....	20
6.5. Years since admission by practice sector.....	21
7. Practice sector	23
7.1. Practice sector – National Profile.....	23
7.2. Practice sector by jurisdiction.....	24
7.3. Practice sector over time.....	24
7.4. Practice sector by gender.....	25
7.5. Practice sector by age.....	27
8. Private Law Practices	28
8.1. Private Law Practices – National Profile.....	28
8.2. Law practices by jurisdiction.....	28
8.3. Solicitors by law practice size and jurisdiction.....	30
8.4. Employee to principal ratios.....	31
9. Location	32
9.1. Location – National Profile.....	32
9.2. Location by jurisdiction.....	33
9.3. Location over time.....	35
9.4. Location for young lawyers.....	36
9.5. Location by gender.....	36
9.6. Location by practice sector.....	37
Disclaimer	39
Appendix A State and Territory Data sets	
Appendix B Definitions of Practice Sectors	
Appendix C Definitions of Private Practice roles	

FIGURES

Figure 1 – Number of solicitors by jurisdiction.....	6
Figure 2 – Number of solicitors by jurisdiction over time.....	7
Figure 3 – Number of solicitors by gender over time.....	8
Figure 4 – Gender by jurisdiction.....	9
Figure 5 – Age	12
Figure 6 – Age by gender	15
Figure 7 – Age of male solicitors over time	16
Figure 8 – Age of female solicitors over time	17
Figure 9 – Years since admission in 2020.....	18
Figure 10 – Years since admission by state/territory	19
Figure 11 – Years since admission over time.....	20
Figure 12 – Years since admission by gender in 2020	21
Figure 13 – Years since admission by practice sector	22
Figure 14 – Years since admission by law practice size	22
Figure 15 – Practice sector.....	23
Figure 16 – Practice sector by jurisdiction.....	24
Figure 17 – Practice sector over time.....	25
Figure 18 – Practice sector by gender.....	26
Figure 19 – Practice sector by age.....	27
Figure 20 – Private law practices	28
Figure 21 – Law practices by jurisdiction.....	29
Figure 22 – Solicitors in private practice by law practice size	30
Figure 23 – Ratio of private practice employed solicitors to principals by law practice size	31
Figure 24 – Location.....	33
Figure 25 – Location by postcode (ABS categories)	33
Figure 26 – Location by jurisdiction	34
Figure 27 – Location over time	35
Figure 28 – Location of young solicitors versus all solicitors.....	36
Figure 29 – Location by gender	36
Figure 30 – Location of young lawyers by gender.....	37
Figure 31 – Location by practice sector.....	37
Figure 32 – Location by practice sector for young lawyers	38

TABLES

Table 1 – Number of solicitors by jurisdiction over time.....	7
Table 2 – Gender by jurisdiction.....	9
Table 3 – Gender by jurisdiction over time.....	10
Table 4 – Aboriginal and/or Torres Strait Islander status	11
Table 5 – Aboriginal and/or Torres Strait Islander status over time	11
Table 6 – Age by jurisdiction	13
Table 7 – Age over time.....	14
Table 8 – Age by gender	15
Table 9 – Years since admission by gender in 2020.....	20
Table 10 – Practice sector over time	25
Table 11 – Ratio of female to male solicitors in each practice sector	26
Table 12 – Number of law practices over time by jurisdiction	29
Table 13 – Location over time	35

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 2020. 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 fifth National Profile, and follows previous reports published in 2011, 2014, 2016 and 2018.

NATIONAL PROFILE AT A GLANCE

The Australian legal profession continues to experience strong growth	Over the past nine years, there has been a +45% increase in the number of solicitors practising in Australia. There are now 83,643 solicitors nationally, 26,066 more than in 2011.
Most growth is in the corporate and government legal sectors	The majority of Australian solicitors continue to work in private practice (67%). However, over the past nine years there has been strong growth in the corporate legal and the government legal sectors (+82% and +88% respectively). Meanwhile, private practice has grown by +30% in the same period.
Female solicitors now outnumber male solicitors in all states and territories	<p>At the national level more than half of all solicitors are female (53%) – a trend first observed in 2018. For the first time since reporting commenced, there is a greater proportion of female solicitors across all states and territories, with particularly high representations in the Northern Territory (61%) and the Australian Capital Territory (60%).</p> <p>Over the past nine years, the growth rate of female solicitors (+67%) has been higher than that of male solicitors (+26%), further indicating that more women are entering the profession.</p> <p>Female solicitors outnumber male solicitors in the government legal (68%), corporate legal (60%) and community legal sectors (71%); and comprise just under half of solicitors in private practice (48%).</p>
More solicitors are working beyond 65 years, however this is offset by the influx of young people to the profession	<p>Since 2014, there has been a large increase in solicitors aged 65 years and older (+59%); however, these solicitors comprise only 7% of the total number of solicitors in 2020.</p> <p>The mean age of Australian solicitors (42 years) has remained relatively consistent over the past nine years, due to the growth in the number of younger solicitors entering the profession.</p>
The number and proportion of Aboriginal and Torres Strait Islander solicitors remains low	In 2020, 632 solicitors identified as Aboriginal and/or Torres Strait islander, representing 0.8% of all solicitors in Australia. Since 2014, this trend has remained relatively stable.

SUMMARY OF FINDINGS

Size of the profession

As at October 2020, there were 83,643 practising solicitors in Australia. The largest proportion of solicitors were registered in New South Wales (43%), followed by Victoria (25%) and Queensland (16%).

Between 2011 and 2020, the number of practising solicitors increased nationally by +45%. This increase was observed across all states and territories, and most strongly observed in the Australian Capital Territory (+88%) and Tasmania (+75%).

Gender

In 2020 the legal profession comprised a greater proportion of female solicitors (53%) than male solicitors (47%) nationally. This trend was first observed in 2018 and reflects the greater number of female solicitors entering the profession compared to male solicitors (+67% compared to +26%) since 2011.

This year, for the first time since reporting commenced, all jurisdictions across Australia had a greater proportion of female solicitors than male solicitors. The Northern Territory and the Australian Capital Territory had notably higher female representation, which may be 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 Aboriginal and/or Torres Strait Islander status within the profession. In 2020, a total of 632 solicitors (0.8%) identified as Aboriginal and/or Torres Strait Islander, and this has remained relatively stable since 2014.

The highest proportions of Aboriginal and/or Torres Strait Islander solicitors were in the Northern Territory (2.0%) and New South Wales (1.1%).

Age

The mean age of all Australian solicitors in 2020 was 42 years old. 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 those in other jurisdictions, with an average age of 40 years. Solicitors in New South Wales and South Australia were slightly older, with an average age of 43 years.

The mean age of Australian solicitors remained stable over time, however, there has been a large increase in the proportion of solicitors aged 65 years and older (+59%). At the same time, the proportion of solicitors aged 25 years and younger has grown by +19%.

Overall, female solicitors were younger on average, with a mean age of 39 years, compared to 46 years for male solicitors. Four in ten female solicitors were aged 34 years or younger (41%), 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 2% of females.

Years since admission

In 2020, two fifths of all solicitors had been admitted for 15 years or more (39%), followed by a fifth who had been admitted for two to five years (19%) and a further fifth who had been admitted for six to ten years (18%). One in ten solicitors had been admitted for one year or less (9%).

When comparing across jurisdictions, the largest proportion of solicitors admitted for 15 years or more were in the Australian Capital Territory (46%) and Tasmania (39%). The largest proportion of solicitors who had been admitted for one year or less were in the Northern Territory (13%), Queensland (11%), and South Australia (11%).

More than half of all female solicitors had been admitted for 10 years or less (52%) compared to a third of all male solicitors (38%). This is consistent with the observed overrepresentation of female solicitors in the younger age brackets compared to male solicitors.

There was a larger proportion of solicitors admitted for 15 years or more working in the corporate legal sector (44%), compared to in private practice (40%), the government legal sector (34%) and the community legal sector (21%). The proportion of those who had been admitted for one year or less was highest in the

community legal sector (12%) and private practice (10%), compared to the government legal sector (6%) and the corporate legal sector (3%). Within private practice, larger law practices tended to have a greater proportion of solicitors admitted for a shorter period of time compared to smaller law practices.

The profile of years since admission remained relatively stable between 2016 and 2020. The proportion of solicitors admitted for 10 years or less has stabilised after a declining trend between 2011 and 2014.

Practice sector

In 2020, the majority of solicitors in Australia were working in private practice (67%). This was consistent across all jurisdictions with the exception of the Australian Capital Territory in which there was a larger proportion of solicitors working in the government legal sector (49%).

The government and community legal sectors were the most female-dominant, with two thirds of all practitioners being female (68% and 71% respectively). Females represented just under half of all private practice solicitors (48%).

Since 2011, all practice sectors have experienced growth, with the government legal sector experiencing the strongest growth (+88%), followed by the corporate legal sector (+82%) and private practice (+30%).

Private law practices

As at October 2020, there were 16,393 private law practices in Australia, down from 16,435 in 2018. Most were sole practices or law practices with one principal (82%), followed by law practices with two to four principals (10%). Higher proportions of sole practices and law practices with one principal were observed in Victoria (87%) and South Australia (86%). Across Australia, there were only 71 law practices with 21 or more principals. Almost half (30) were based in New South Wales.

Location

In 2020, more than half of all solicitors were practising in a city-based location (53%), a third were practising in a suburban location (34%) and one in ten were practising in a country/rural location (10%).

There were some key differences in location across jurisdictions. Tasmania had the highest proportions of solicitors working in a city area (88%), and the Australian Capital Territory had the highest proportion of solicitors working in suburban areas (58%). In addition, the Northern Territory had the highest proportion of solicitors working in country/rural areas (21%).

Consistent with the national gender profile, there were more females than males working in city (54%), suburban (53%) and country/rural locations (54%).

Young lawyers (solicitors admitted for five years or less) were slightly more concentrated in city-based locations (59%) compared to the total profession (53%). Conversely, a slightly smaller proportion of young lawyers were working in suburban areas (30%) compared to the total profession (34%).

Since 2011, the strongest employment growth has occurred in suburban areas (+87%), followed by overseas locations (+59%). By contrast, country/rural areas have experienced little growth over the same period (+9%).

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 2020. 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 fifth National Profile of Solicitors and follows previous reports published in 2011, 2014, 2016 and 2018. The purpose of this report is to collate and analyse information about the demographic profile of practising solicitors in 2020 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, the Victorian Legal Services Board + Commissioner (on behalf of the Law Institute of Victoria) and the Legal Practice Board of Western Australia (on behalf of the Law Society of Western Australia). 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 populated with census data for solicitors registered in jurisdictional databases as at October 2020. 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 jurisdictional data collected has been collated and analysed to compile a national profile of solicitors in 2020. 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, the results of this year (2020) are compared with the results of previous studies (2011, 2014, 2016 and 2018) 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.

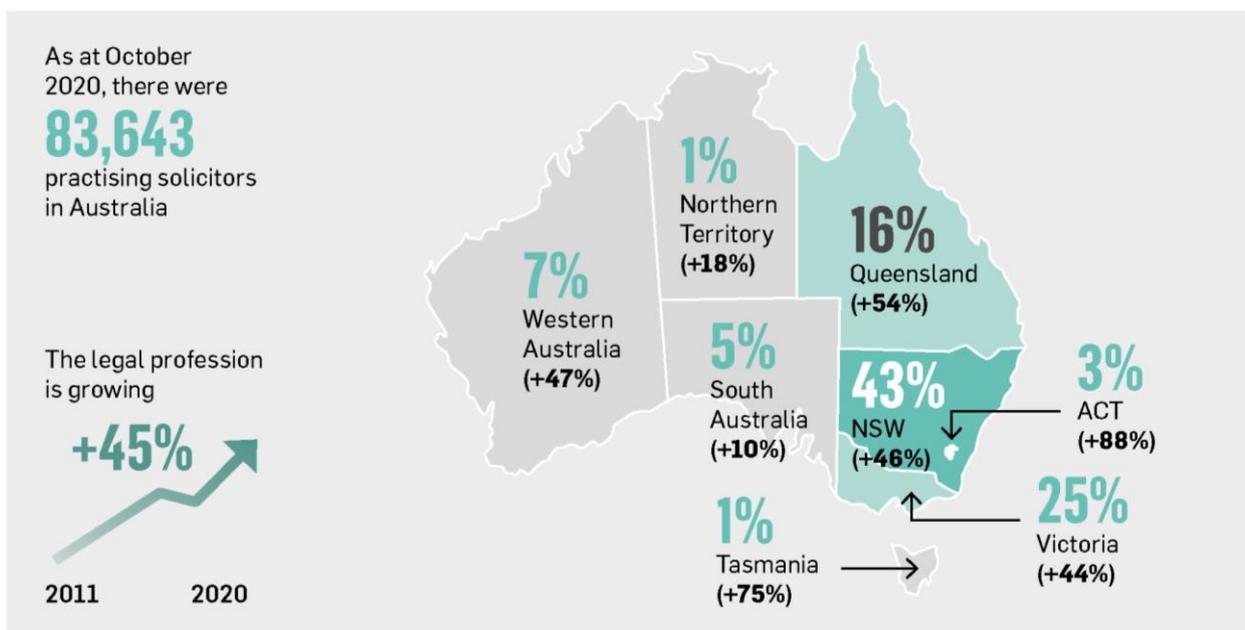
1.2.1. Limitations

- 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.
- 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.
- Aboriginal and Torres Strait Islander data was provided by Victoria for the first time in 2020; however, this was not broken down by gender.
- 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.

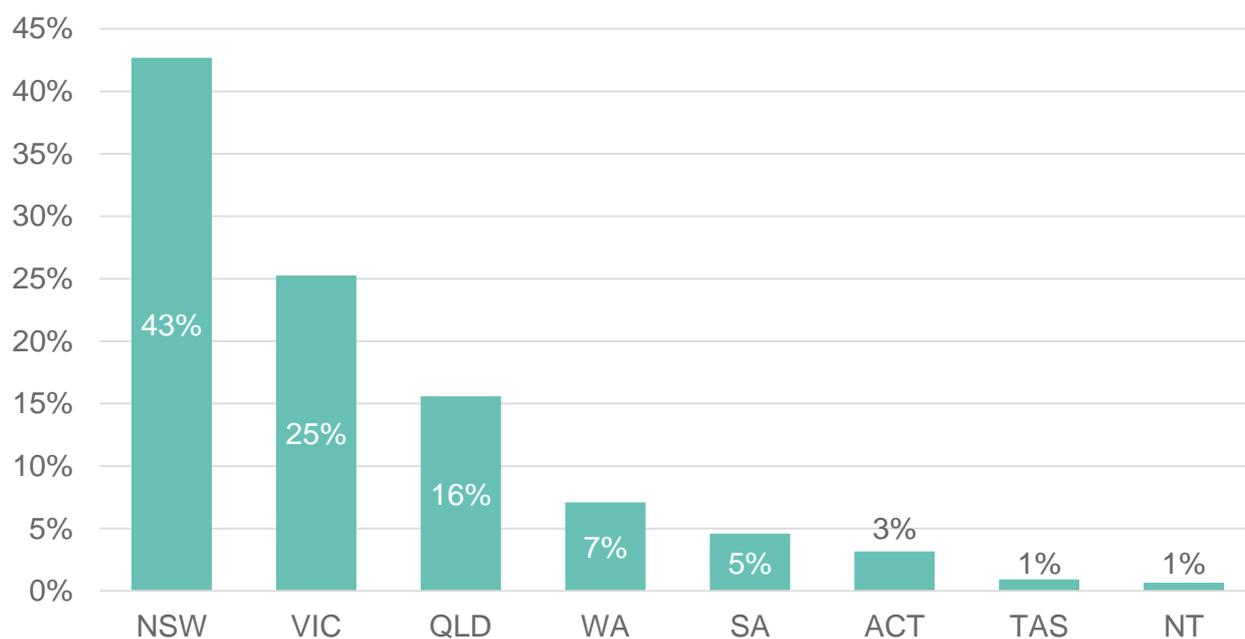
- In 2018, it became clear that there had been discrepancies in recording data on law practice size in previous years. For this reason, analysis over time for law practice size from 2011, 2014 and 2016 has been removed from this report.
- In 2020, data collection has been standardised to include all 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 data for the number of law practices in Queensland and Victoria reported in the 2018 profile has been revised and updated in 2020. The revised number of law practices for 2018 is included in this report and will be different to the data in the 2018 report (Table 12).
- 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.
- 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.

2. SIZE OF THE PROFESSION



As at October 2020, there were 83,643 practising solicitors in Australia. The largest proportion of solicitors was in New South Wales (43%), followed by Victoria (25%) and Queensland (16%).

Figure 1 – Number of solicitors by jurisdiction



Base N=83,643

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, 2018 and 2020). The results show:

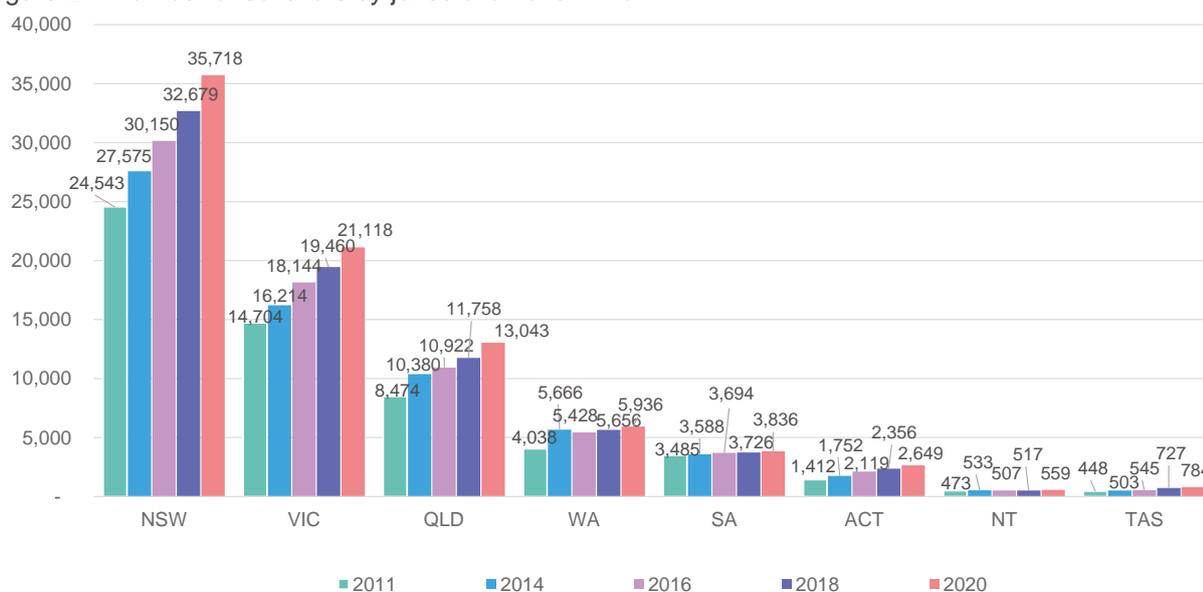
- Since 2011, the total number of practising solicitors in Australia has increased by +45%.
- The national growth rate has fluctuated over time, from +15% between 2011 and 2014, to +8% between 2014 and 2016, +8% between 2016 and 2018 and +9% between 2018 and 2020.
- No jurisdictions experienced negative growth between 2018 and 2020.

Table 1 – Number of solicitors by jurisdiction over time

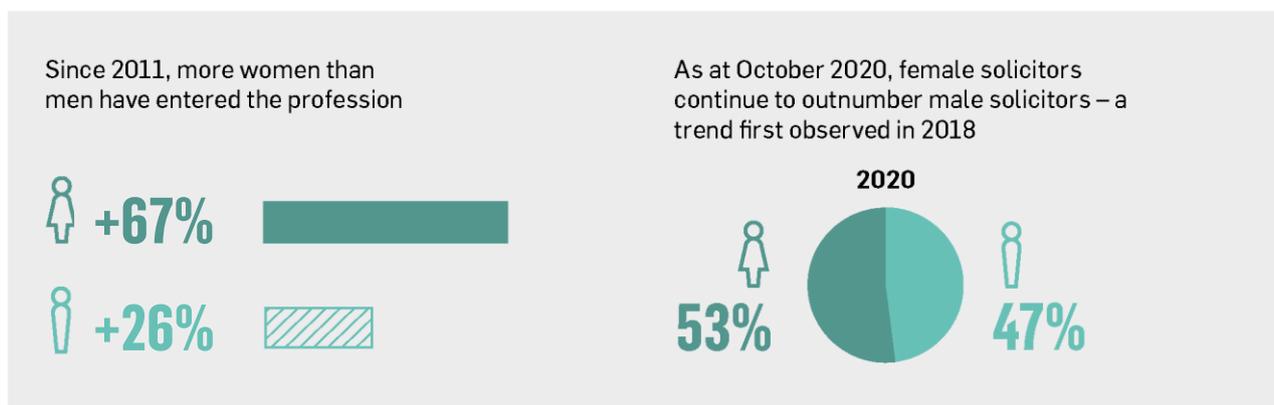
	Solicitors										Change				
	2011		2014		2016		2018		2020		2011-14	2014-16	2016-18	2018-20	2011-20
	N	%	N	%	N	%	N	%	N	%	%	%	%	%	%
NSW	24,543	43%	27,575	42%	30,150	42%	32,679	43%	35,718	43%	+12%	+9%	+8%	+9%	+46%
VIC	14,704	26%	16,214	25%	18,144	25%	19,460	26%	21,118	25%	+10%	+12%	+7%	+9%	+44%
QLD	8,474	15%	10,380	16%	10,922	15%	11,758	15%	13,043	16%	+23%	+5%	+8%	+11%	+54%
WA	4,038	7%	5,666	9%	5,428	8%	5,656	7%	5,936	7%	+40%	-4%	+4%	+5%	+47%
SA	3,485	6%	3,588	5%	3,694	5%	3,726	5%	3,836	5%	+3%	+3%	+1%	+3%	+10%
ACT	1,412	3%	1,752	3%	2,119	3%	2,356	3%	2,649	3%	+24%	+21%	+11%	+12%	+88%
NT	473	1%	533	1%	507	1%	517	1%	559	1%	+13%	-5%	+2%	+8%	+18%
TAS	448	1%	503	1%	545	1%	727	1%	784	1%	+12%	+8%	+33%	+8%	+75%
Total	57,577	100%	66,211	100%	71,509	100%	76,879	100%	83,643	100%	+15%	+8%	+8%	+9%	+45%

Note: In 2020, data collection has been 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.

Figure 2 – Number of solicitors by jurisdiction over time



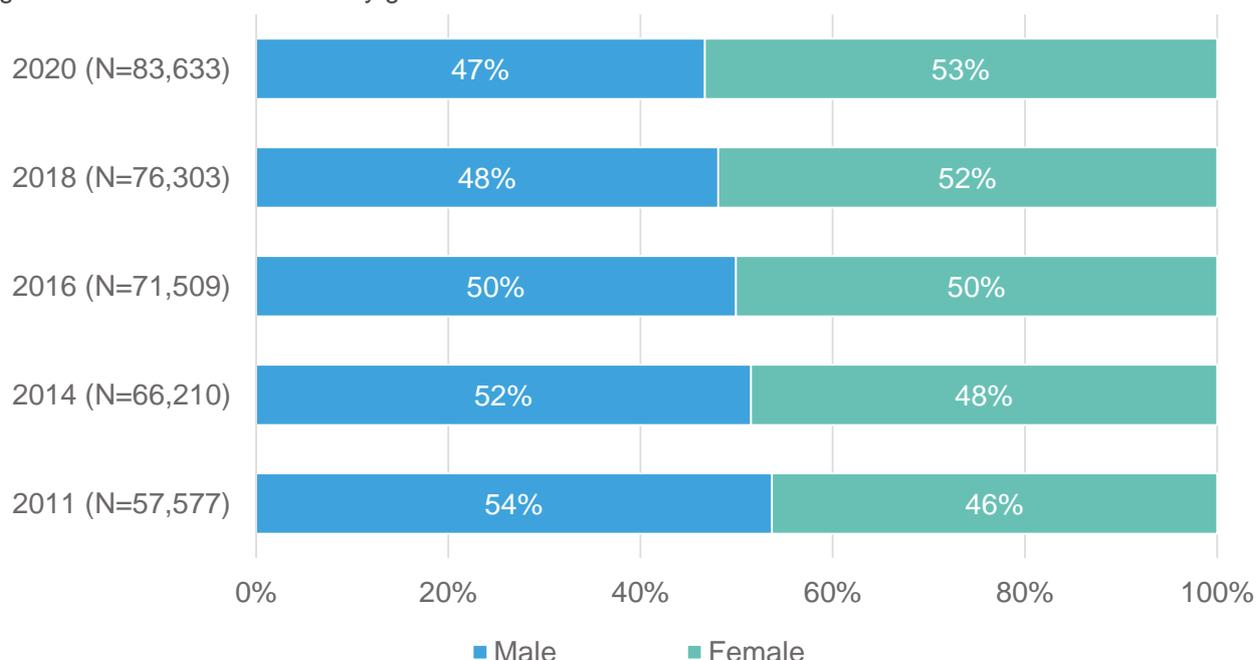
3. GENDER



3.1. GENDER – NATIONAL PROFILE

In 2020, there continue to be more female solicitors than male solicitors nationally – a trend first observed in 2018. At October 2020, 53% of the profession were female and 47% were 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). Previously, there were more male solicitors than females.

Figure 3 – Number of solicitors by gender over time

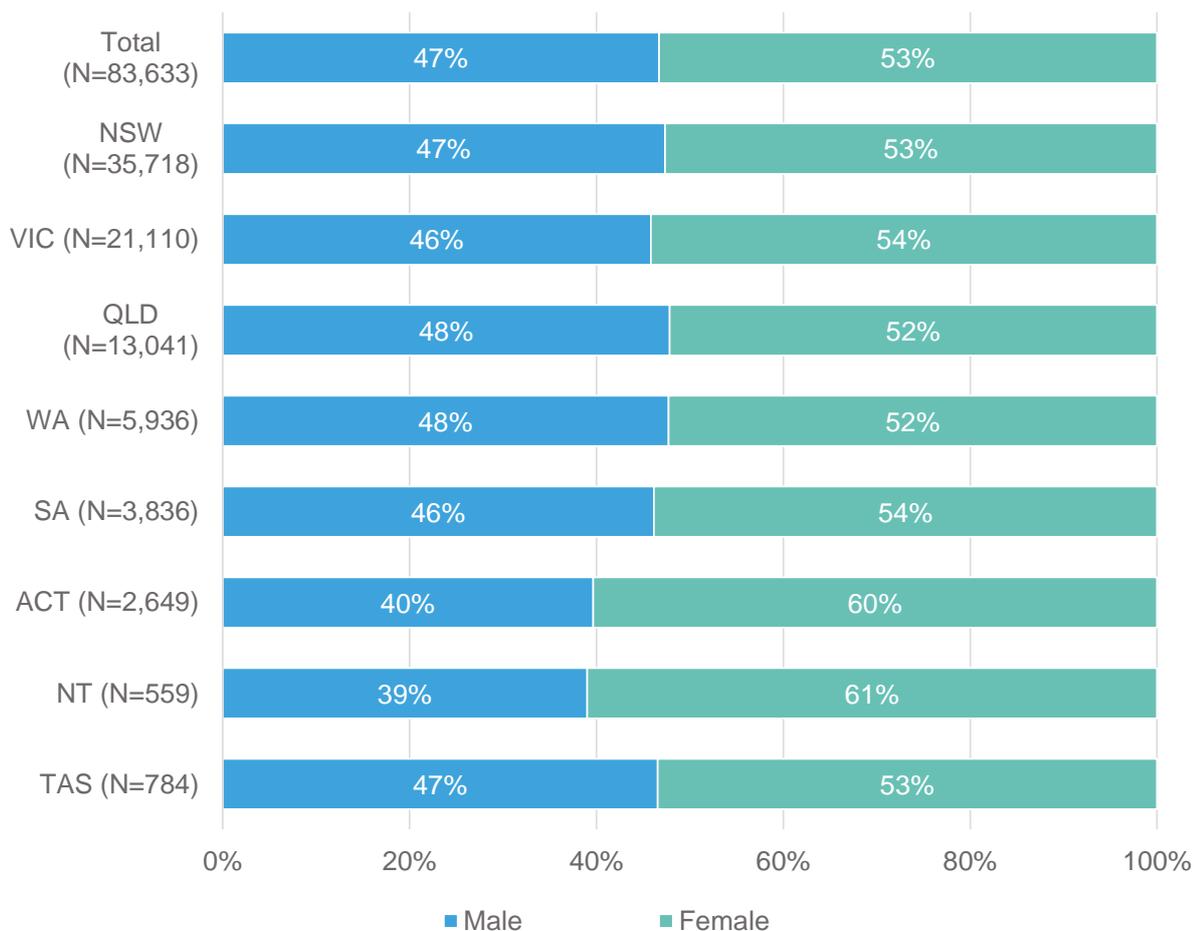


Note: Excludes solicitors who identified as 'Other'

3.2. GENDER BY JURISDICTION

For the first time since reporting commenced, all states and territories had more female solicitors than male solicitors. The Northern Territory and the Australian Capital Territory had particularly high representations of female solicitors (61% and 60% respectively), which may be driven by the greater proportion of government solicitors in those jurisdictions.

Figure 4 – Gender by jurisdiction



Note: Excludes solicitors who identified as 'Other'

Table 2 – Gender by jurisdiction

	Male		Female		Total
	N	%	N	%	
NSW	16,903	47%	18,815	53%	35,718
VIC	9,674	46%	11,436	54%	21,110
QLD	6,239	48%	6,802	52%	13,042
WA	2,833	48%	3,103	52%	5,936
SA	1,770	46%	2,066	54%	3,836
ACT	1,050	40%	1,599	60%	2,649
NT	218	39%	341	61%	559
TAS	365	47%	419	53%	784
Total	39,052	47%	44,581	53%	83,633

Note: Excludes solicitors who identified as 'Other'

3.2.1. Gender by jurisdiction over time

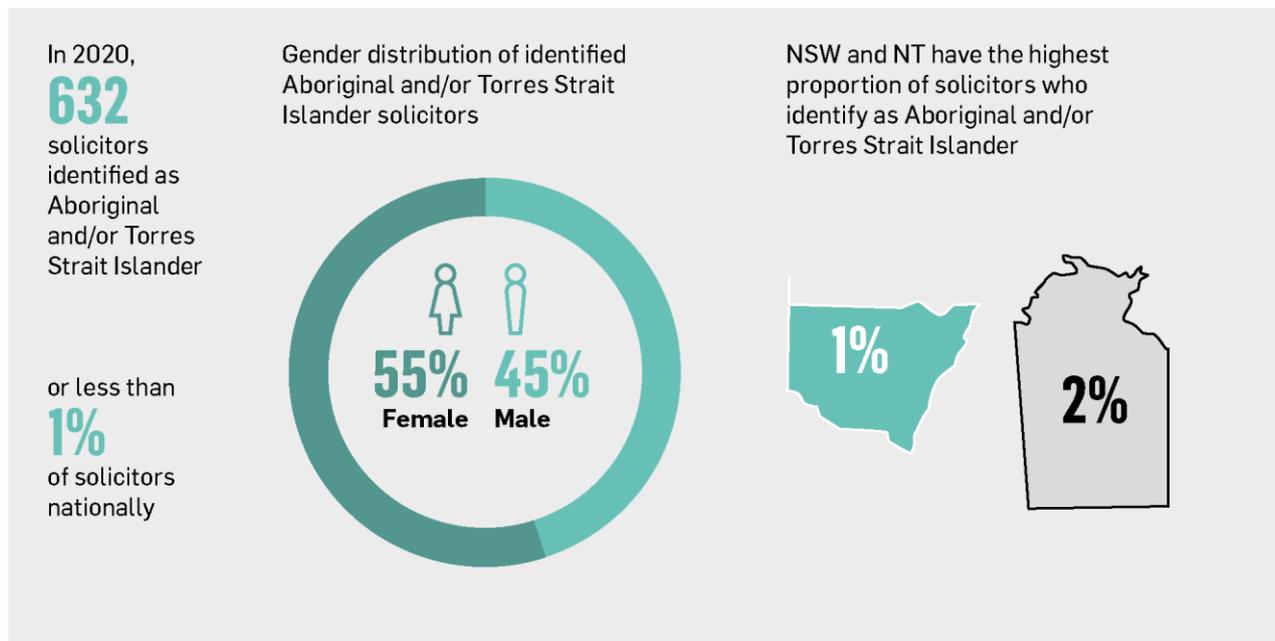
At the national level, the growth rate of female solicitors (+67%) continues to be higher than that of male solicitors (+26%). By jurisdiction, the highest growth rates for both male and female solicitors were observed in Tasmania and the Australian Capital Territory.

Table 3 – Gender by jurisdiction over time

	Male					Female					Change 2011-20	
	2011	2014	2016	2018	2020	2011	2014	2016	2018	2020	Male	Female
NSW	13,112	14,204	15,085	15,882	16,903	11,431	13,371	15,065	16,797	18,815	+29%	+65%
VIC	7,789	8,298	8,910	9,212	9,674	6,915	7,916	9,234	10,248	11,436	+24%	+65%
QLD	4,704	5,423	5,591	5,777	6,239	3,770	4,956	5,331	5,981	6,802	+33%	+80%
WA	2,239	2,959	2,804	2,538	2,833	1,799	2,707	2,624	2,542	3,103	+27%	+72%
SA	1,845	1,850	1,877	1,753	1,770	1,640	1,738	1,817	1,973	2,066	-4%	+26%
ACT	730	813	937	977	1,050	682	939	1,182	1,379	1,599	+44%	+134%
NT	213	266	214	201	218	260	267	293	316	341	+2%	+31%
TAS	272	287	292	351	365	176	216	253	376	419	+34%	+138%
Total	30,904	34,100	35,710	36,691	39,052	26,673	32,110	35,799	39,612	44,581	+26%	+67%

Note: In 2020, data collection has been 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.

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 which provided data for the first time in 2020). In 2020, a total of 632 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 (2.0%), followed by New South Wales (1.1%), Western Australia (0.8%) and the Australian Capital Territory (0.8%).

Of the 563 solicitors with gender data provided (Victoria did not provide gender data) who identified as Aboriginal and/or Torres Strait Islander, there were more female than male solicitors (55% versus 45%).

Table 4 – Aboriginal and/or Torres Strait Islander status

	NSW	VIC	QLD	WA	SA	ACT	NT	TAS	Total
Aboriginal and Torres Strait Islander (%)	1.1%	0.3%	0.7%	0.8%	0.5%	0.8%	2.0%	0.6%	0.8%
Aboriginal and Torres Strait Islander (n)	376	69	85	47	19	20	11	5	632
Total profession (N)	35,718	21,118	13,043	5,936	3,836	2,649	559	784	83,643

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

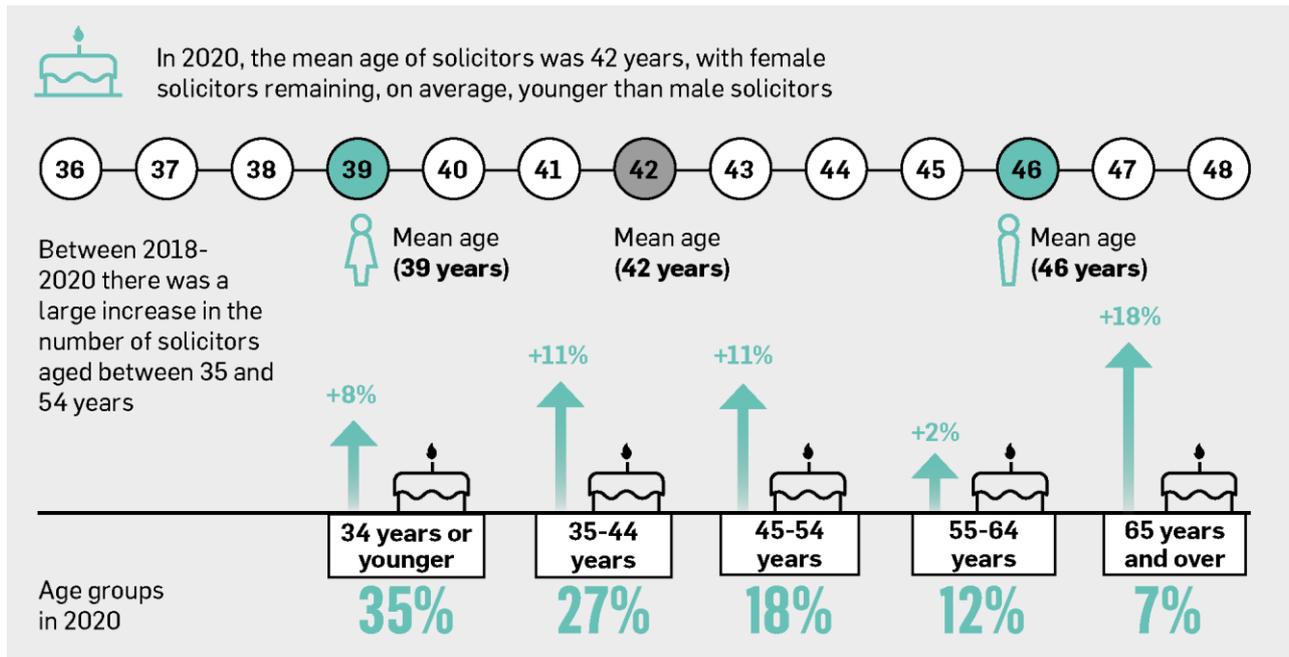
Over time, the proportion of solicitors who identify as Aboriginal and/or Torres Strait Islander has remained relatively stable as the overall population of solicitors has increased.

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

	2014	2016	2018	2020
Aboriginal and Torres Strait Islander (%)	0.8%	1.2%	0.7%	0.8%
Aboriginal and Torres Strait Islander (n)	559	621	519	632
Total profession (N)	66,211	71,509	76,303	83,643

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

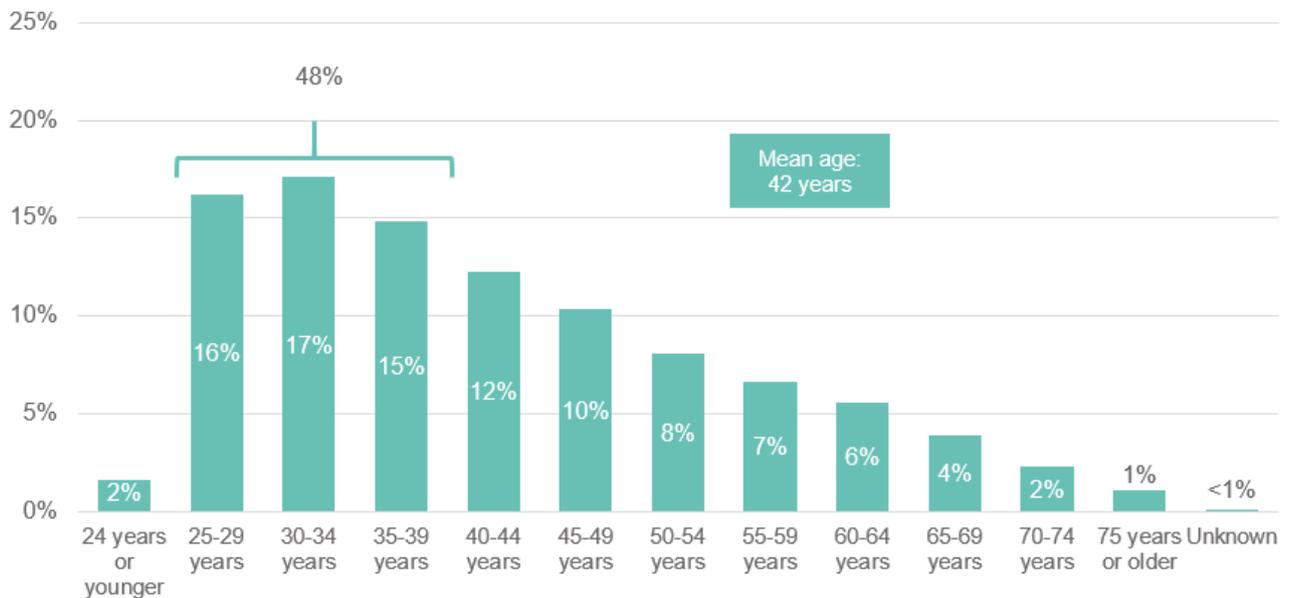
5. AGE



5.1. AGE – NATIONAL PROFILE

The mean age of Australian solicitors in 2020 was 42 years. 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=83,643

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 an average age of 40 years.
- Solicitors in South Australia and New South Wales 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 (27%), the Australian Capital Territory (20%) and Queensland (20%).
- The largest proportions of solicitors aged 65 years and older were observed in Tasmania (8%), New South Wales (8%) and Victoria (8%).

Table 6 – Age by jurisdiction

	NSW	VIC	QLD	WA	SA	ACT	NT	TAS	Total
<i>N (solicitors)</i>	35,718	21,118	13,043	5,936	3,836	2,649	559	784	83,643
24 years or younger	2%	1%	3%	1%	2%	2%	3%	2%	2%
25-29 years	16%	16%	17%	14%	15%	18%	24%	17%	16%
30-34 years	17%	19%	16%	18%	14%	19%	17%	17%	17%
35-39 years	14%	15%	15%	16%	14%	16%	11%	12%	15%
40-44 years	12%	12%	12%	11%	13%	12%	11%	13%	12%
45-49 years	10%	10%	11%	12%	9%	10%	10%	9%	10%
50-54 years	8%	8%	9%	9%	8%	8%	7%	8%	8%
55-59 years	7%	6%	6%	6%	8%	6%	8%	6%	7%
60-64 years	6%	6%	5%	6%	7%	4%	4%	7%	6%
65-69 years	4%	4%	3%	3%	5%	3%	4%	5%	4%
70-74 years	2%	2%	2%	2%	2%	1%	2%	2%	2%
75 years or older	1%	1%	1%	1%	1%	1%	1%	1%	1%
Unknown	-	-	1%	-	-	-	-	-	<1%
<i>Estimated mean age</i>	43	42	42	42	43	40	40	42	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 2020 include large increases in solicitors aged 70 to 74 years (+104%) and those aged 75 years or older (+106%).

Table 7 – Age over time

	Number of solicitors (N)*					Change 2014-20**
	2011	2014	2016	2018	2020	%
24 years or younger	1,055	1,140	970	1,513	1,355	+19%
25-29 years	9,651	11,252	11,092	12,465	13,542	+20%
30-34 years	9,400	11,598	12,212	12,958	14,292	+23%
35-39 years	7,668	9,274	10,452	11,234	12,427	+34%
40-44 years	6,487	8,367	8,680	9,138	10,248	+22%
45-49 years	5,500	6,437	7,357	7,974	8,656	+34%
50-54 years	5,366	6,002	5,893	5,883	6,769	+13%
55-59 years	4,647	5,495	5,502	5,504	5,542	+1%
60-64 years	3,188	4,039	4,436	4,488	4,672	+16%
65-69 years	1,607	2,444	2,792	2,920	3,269	+34%
70-74 years	614	927	1,322	1,561	1,893	+104%
75 years or older	297	441	575	664	909	+106%
Unknown	237	315	226	1	69	-78%
Total	55,717	67,731	71,509	76,303	83,643	+23%
<i>Mean age</i>	<i>42</i>	<i>42</i>	<i>42</i>	<i>42</i>	<i>42</i>	<i>+1%</i>

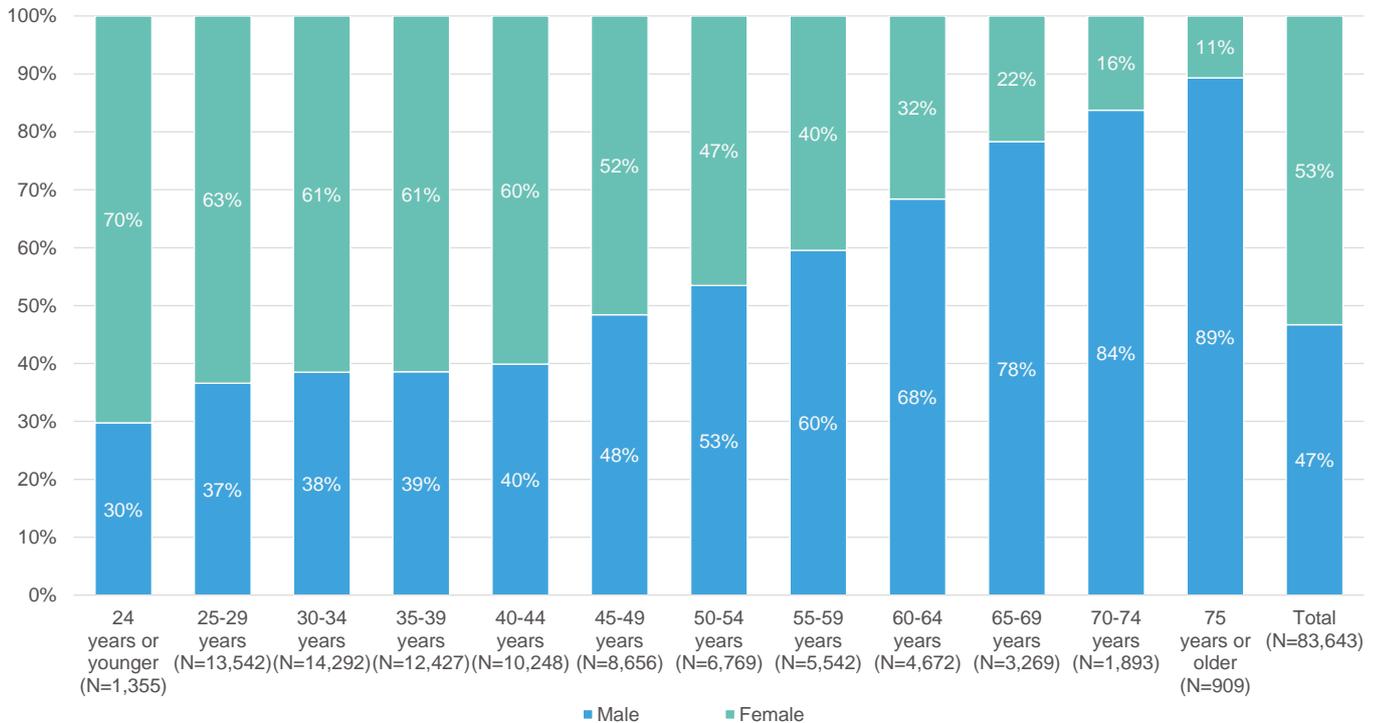
Notes: Data for Victoria in 2011, 2014 and 2016 was based on number of solicitor roles in each practice sector, rather than on number of individual solicitors.

**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 2020

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 49 years and younger. In contrast, male solicitors had an older age profile, being overrepresented in age brackets of 50 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 that of 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 (41%), compared to just over a quarter of males (28%). Conversely, 13% of all male solicitors were aged 65 years or older compared to only 2% of females.

Table 8 – Age by gender

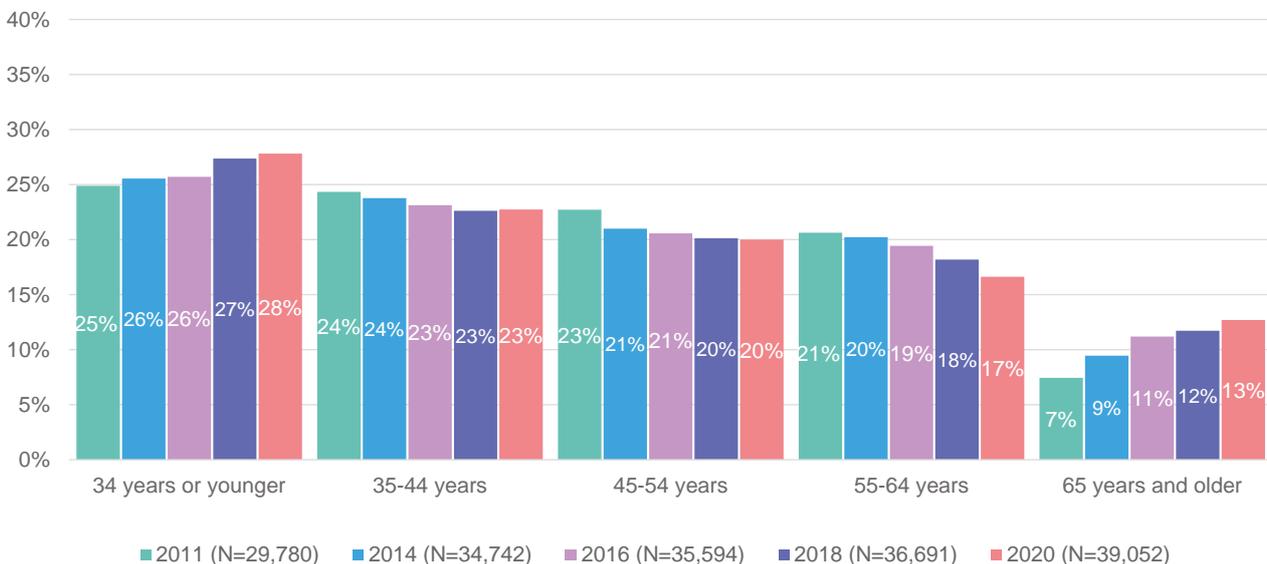
	Male			Female		
	N	%	Net %	N	%	Net %
24 years or younger	403	1%	28%	952	2%	41%
25-29 years	4,957	13%		8,580	19%	
30-34 years	5,502	14%		8,788	20%	
35-39 years	4,794	12%	23%	7,632	17%	31%
40-44 years	4,088	10%		6,160	14%	
45-49 years	4,191	11%	20%	4,464	10%	17%
50-54 years	3,618	9%		3,150	7%	
55-59 years	3,299	8%	17%	2,243	5%	8%
60-64 years	3,195	8%		1,477	3%	

	Male			Female		
	N	%	Net %	N	%	Net %
65-69 years	2,560	7%	13%	709	2%	2%
70-74 years	1,585	4%		308	1%	
75 years or older	812	2%		97	<1%	
Unknown	48	<1%	<1%	21	<1%	<1%
Total	39,052	100%	100%	44,581	100%	100%
Mean age						
2020	46			39		
2018	46			38		
2016	46			38		
2014	46			39		
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

The proportion of males aged 65 years and over has been increasing since 2011 (7% in 2011 to 13% in 2020). The proportion of male solicitors aged 34 years and under has also increased slightly, from 25% to 28% over the same period. However, the proportion of male solicitors in all other age brackets (35-64 years) has been declining slightly since 2011.

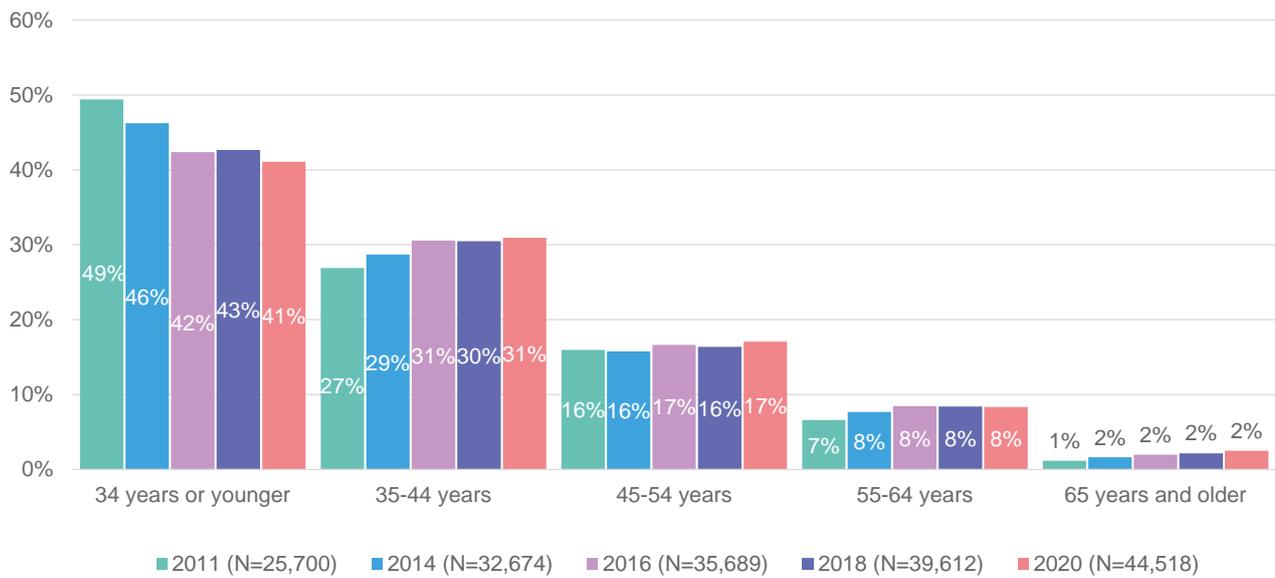
Figure 7 – Age of male solicitors over time



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

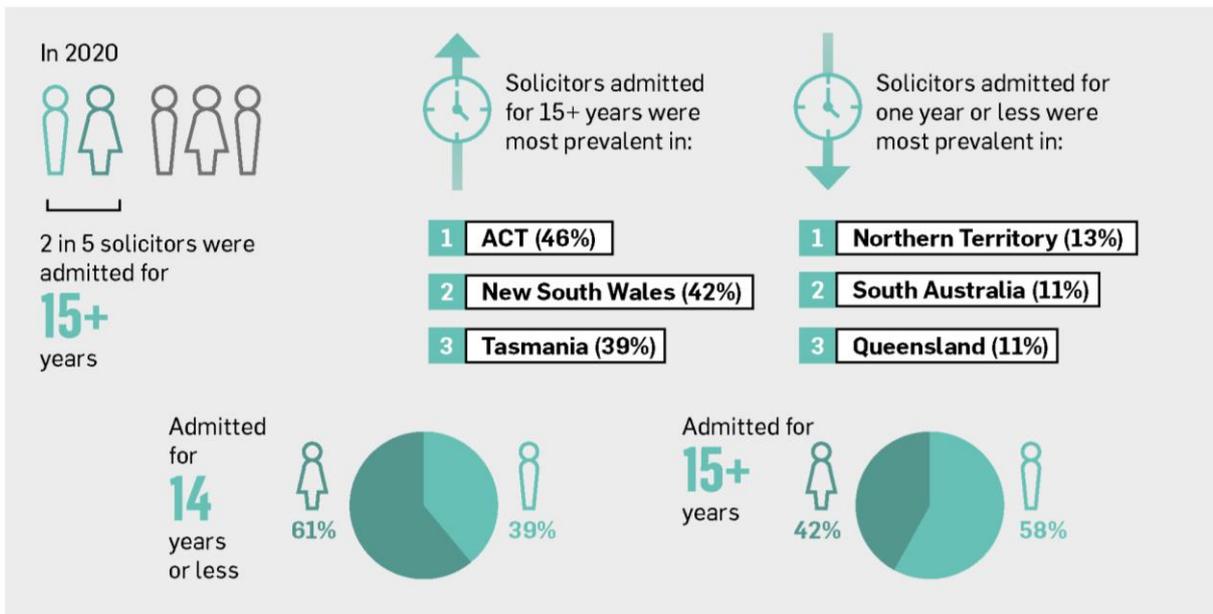
The age profile of female solicitors remained relatively stable between 2016 and 2020. The proportion of female solicitors aged under 35 years has stabilised at 41% after a declining trend between 2011 and 2014. Similarly, the proportion of female solicitors aged 35 to 44 years has stabilised at 31% 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.

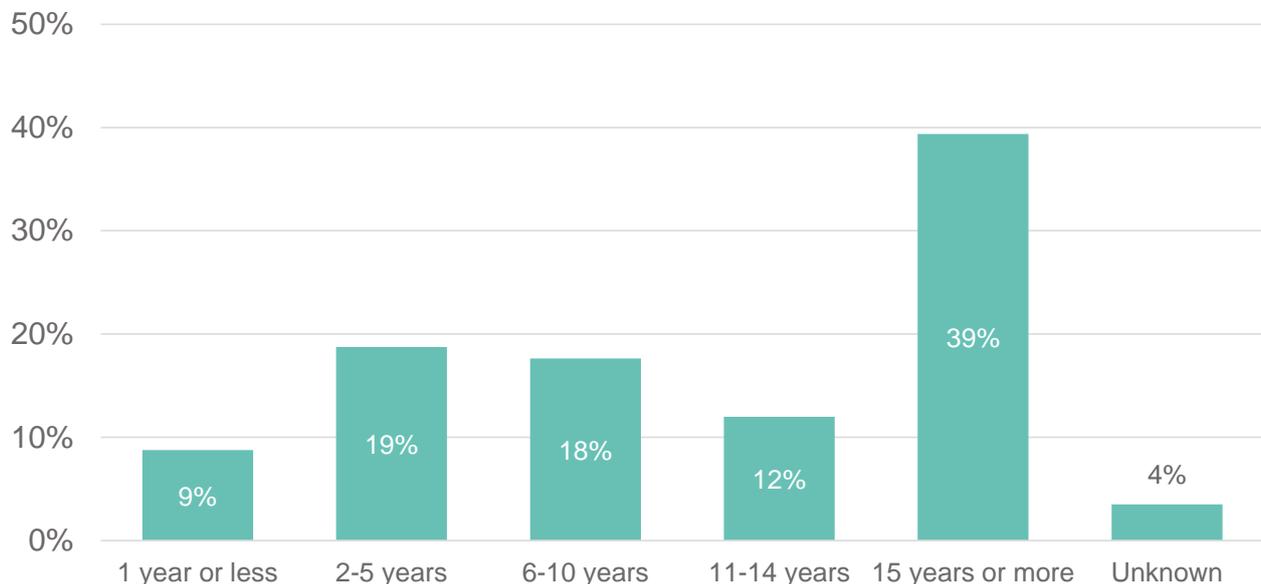
6. YEARS SINCE ADMISSION



6.1. YEARS SINCE ADMISSION – NATIONAL PROFILE

In 2020, 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 2020



Base N=83,643

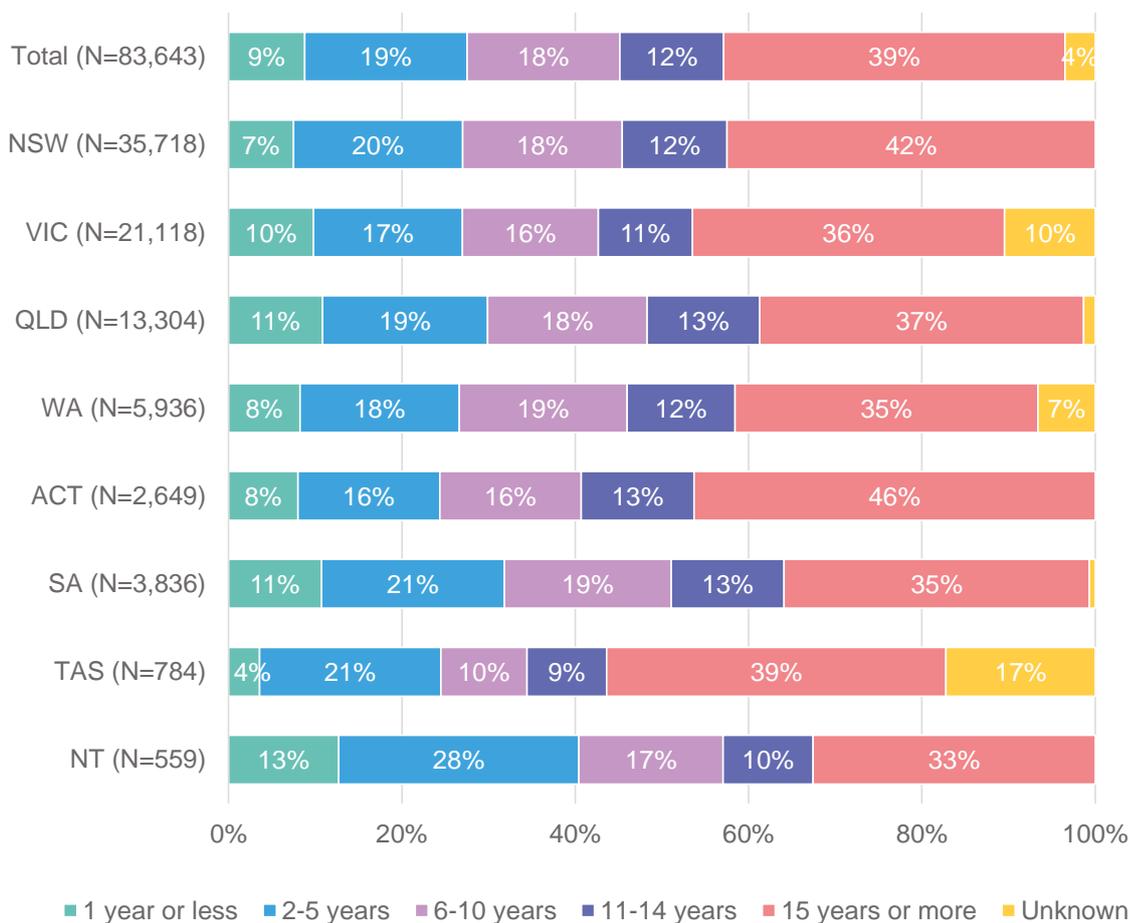
¹ Data on years since admission indicates the number of years since a solicitor was admitted, in their particular jurisdiction, as at the date on which the data was extracted. The data does not take into account any breaks in practice when a solicitor may have not renewed their practising certificate,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

- The Northern Territory (13%), South Australia (11%) and Queensland (11%) had the largest proportions of solicitors admitted for one year or less.
- The Australia Capital territory and New South Wales had the largest proportions of solicitors admitted for 15 years or more (46% and 42% respectively).

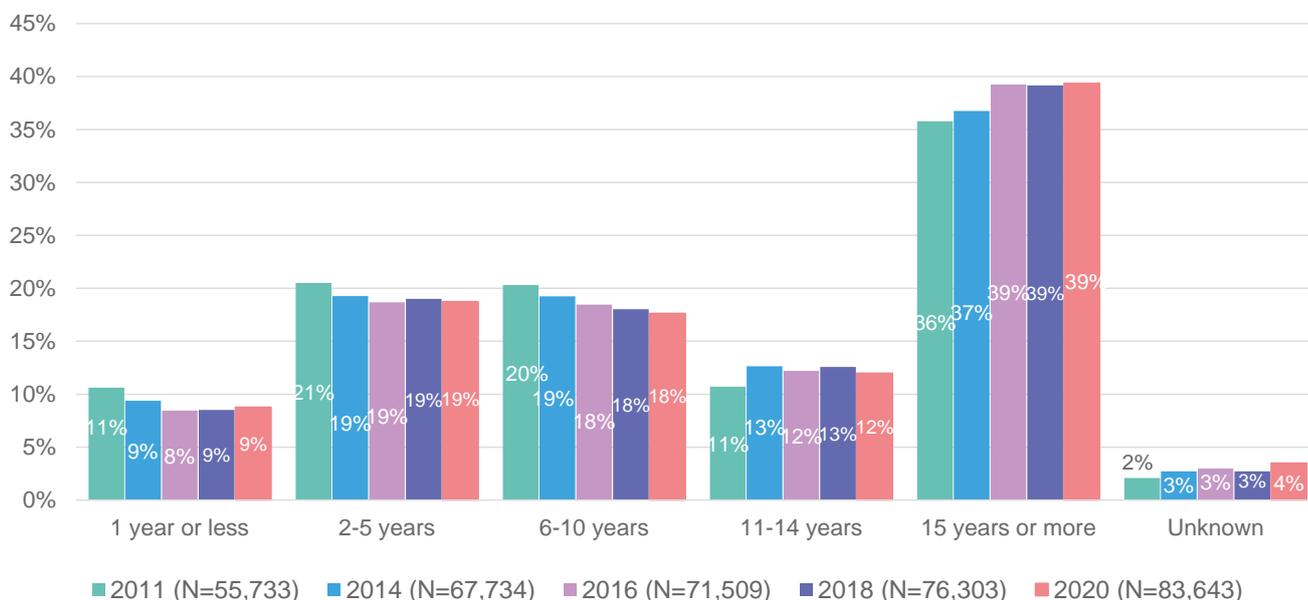
Figure 10 – Years since admission by state/territory



6.3. YEARS SINCE ADMISSION OVER TIME

The profile of years since admission remained relatively stable between 2016 and 2020. The proportion of solicitors admitted for 10 years or less has stabilised over time after a declining trend between 2011 and 2014. Further, the proportion of solicitors admitted for 15 years or more has stabilised after an increasing trend between 2011 and 2014. 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

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 (52%), compared to just over a third of male solicitors (38%). Conversely, the majority of male solicitors had been admitted for more than 10 years (59%), compared to 45% of female solicitors. This is consistent with the overrepresentation of female solicitors in the younger age brackets compared to male solicitors (see Section 5).

Table 9 – Years since admission by gender in 2020

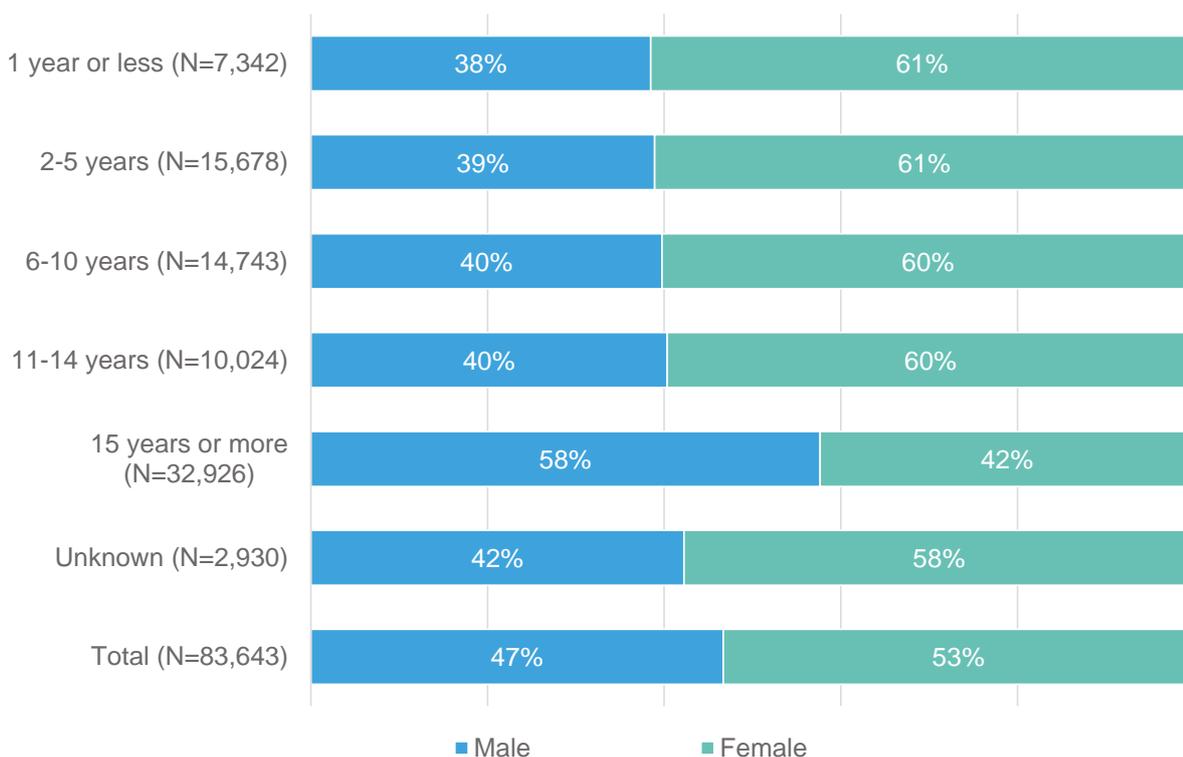
	Male			Female			Total		
	N	%	Net %	N	%	Net %	N	%	Net %
1 year or less	2,825	7%		4,513	10%		7,342	9%	
2-5 years	6,103	16%	38%	9,573	21%	52%	15,678	19%	45%
6-10 years	5,862	15%		8,878	20%		14,743	18%	
11-14 years	4,043	10%		5,981	13%		10,024	12%	
15 years or more	18,981	49%	59%	13,944	31%	45%	32,926	39%	51%
Unknown	1,238	3%	3%	1,692	4%	4%	2,930	4%	4%
Total	39,052	100%	100%	44,581	100%	100%	83,643	100%	100%

Of those admitted for 14 years or less, female solicitors were overrepresented compared to male solicitors. For instance, of those admitted for one year or less, 61% 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, male solicitors were overrepresented compared to female solicitors (58% compared to 42%).

Therefore, while there are now more female solicitors than male solicitors (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.

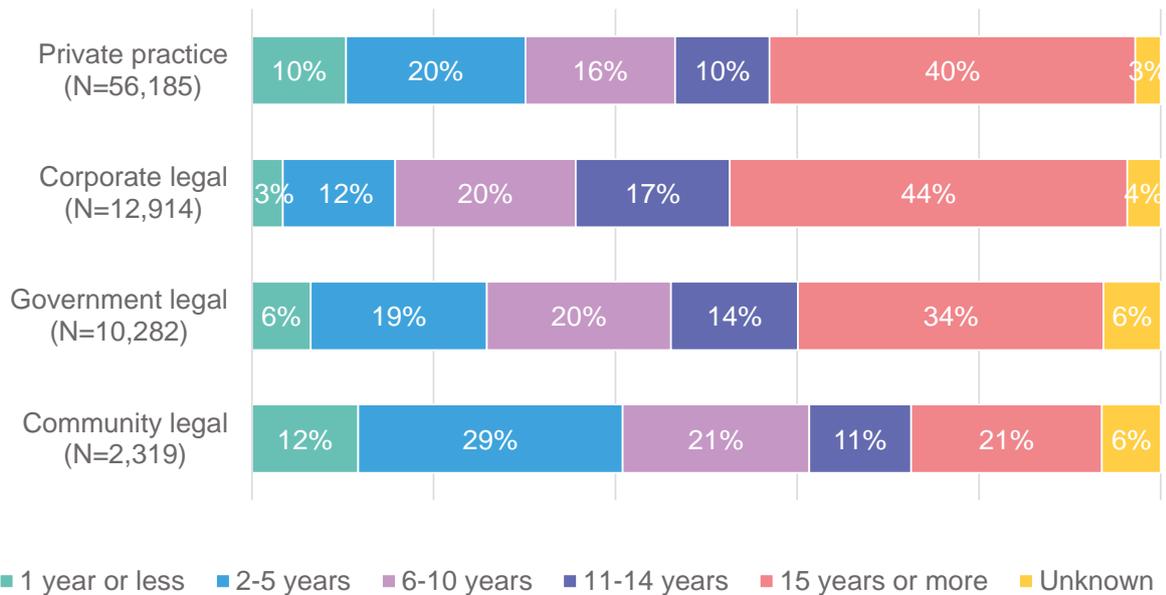
Figure 12 – Years since admission by gender in 2020



6.5. YEARS SINCE ADMISSION BY PRACTICE SECTOR

The proportion of those who has been admitted for 15 years or more was lowest in the community legal sector (21%), compared to private practice (40%), the corporate legal sector (44%) and the government legal sector (34%). The proportion of those who had been admitted for one year or less was highest in the community legal sector (12%) and private practice (10%), compared to the government legal sector (6%) and the corporate legal sector (3%).

Figure 13 – Years since admission by practice sector

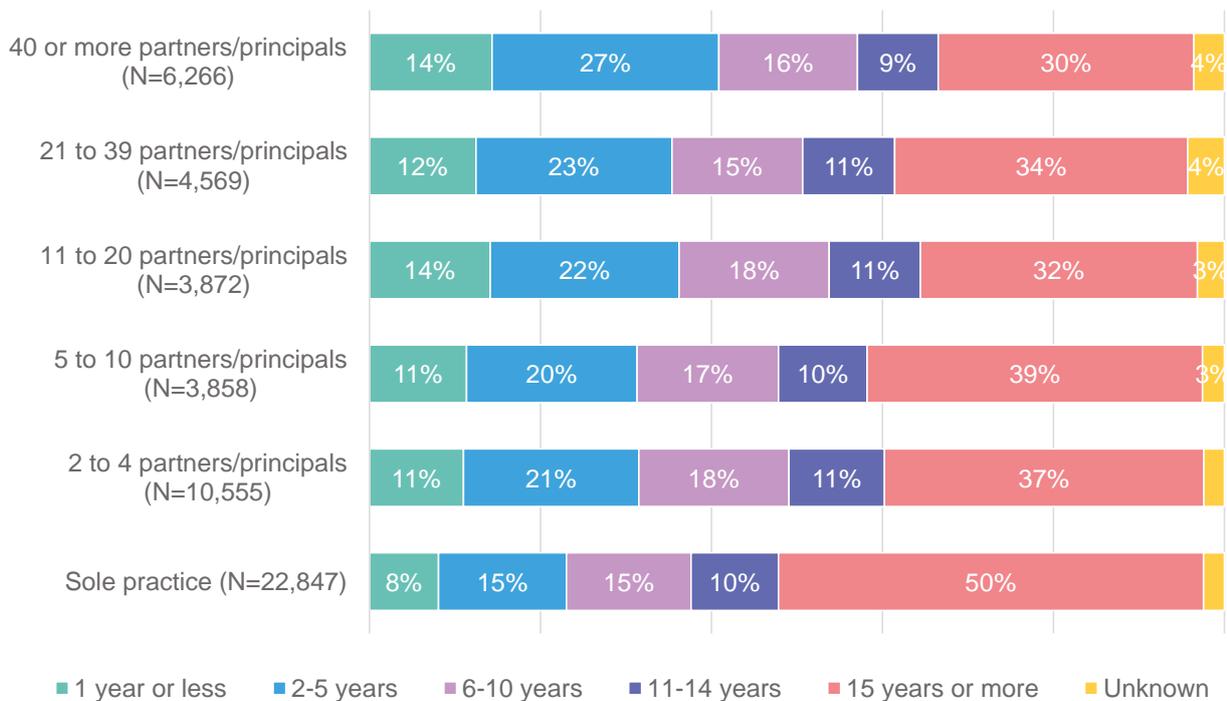


6.5.1. Private practice – years since admission by law practice size

Within private practice, years since admission varied by law practice size. Sole practitioners and those working for law practices with one principal tended to have been admitted for longer – half had been admitted for 15 years or more (50%), compared to less than a third of solicitors working in large law practices of 40 or more principals (30%).

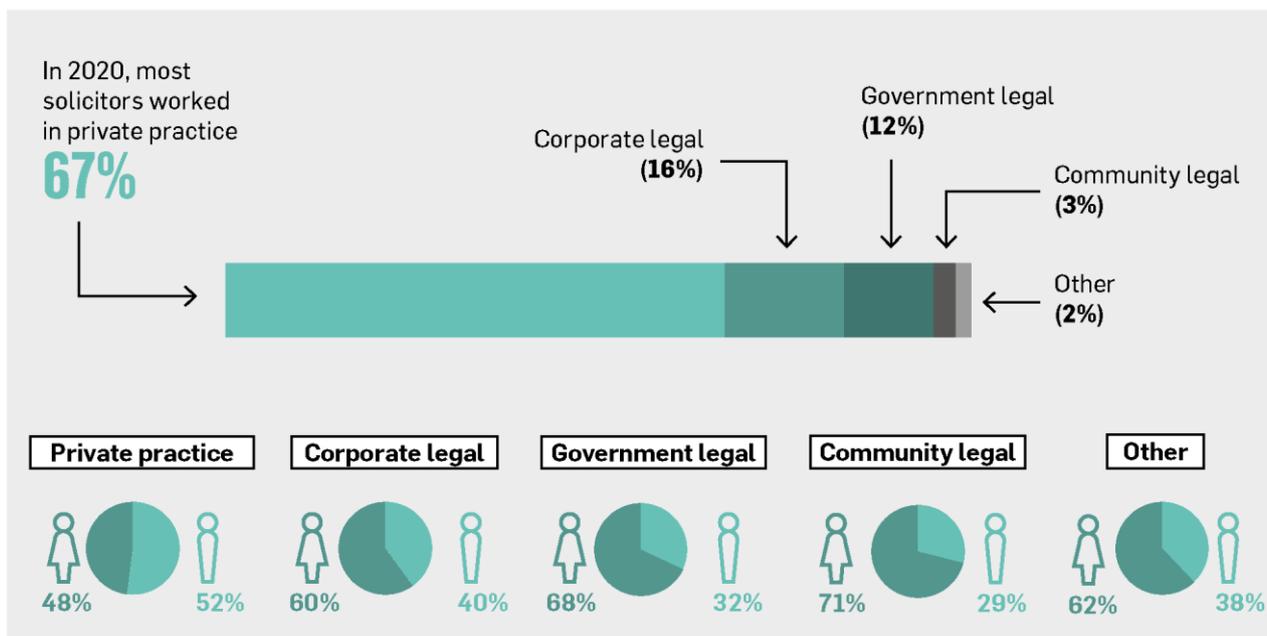
Conversely, larger law practices tended to have a greater proportion of solicitors admitted for five years or less compared to smaller law practices. For example, almost two fifths of solicitors in law practices of 40 or more principals had been admitted for five years or less (41%), compared to just under a third of solicitors in law practices of two to four principals (32%).

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.

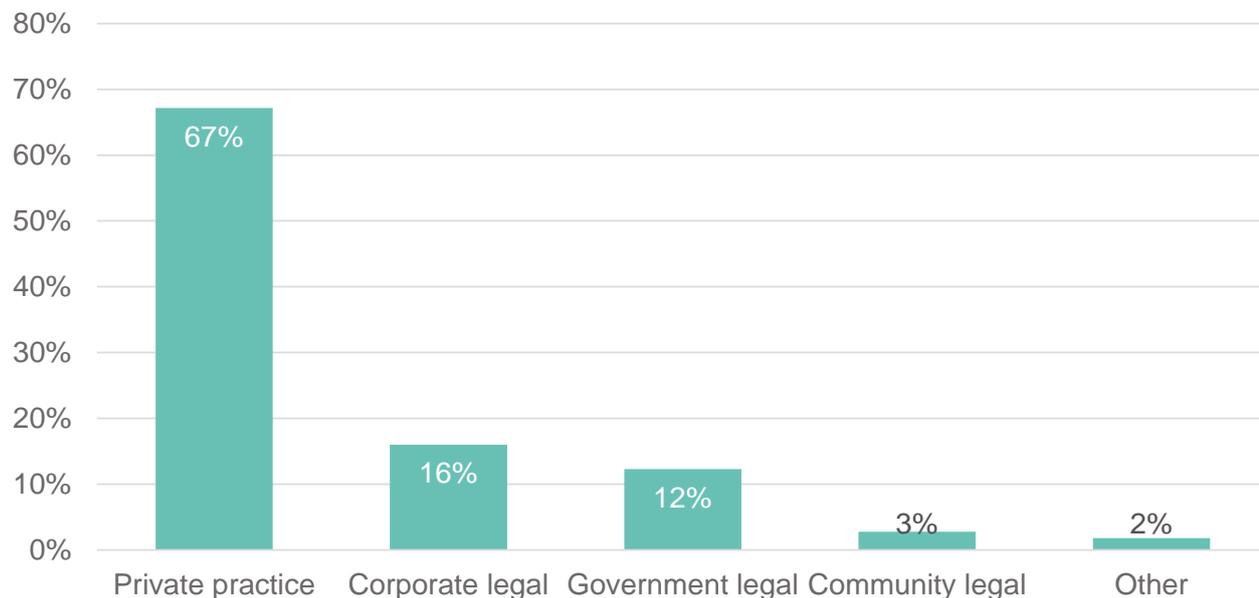
7. PRACTICE SECTOR



7.1. PRACTICE SECTOR – NATIONAL PROFILE

In 2020, the majority of solicitors in Australia were working in private practice (67%), followed by the corporate legal sector (16%) and the government legal sector (12%). Only 3% of solicitors worked in the community legal sector.

Figure 15 – Practice sector



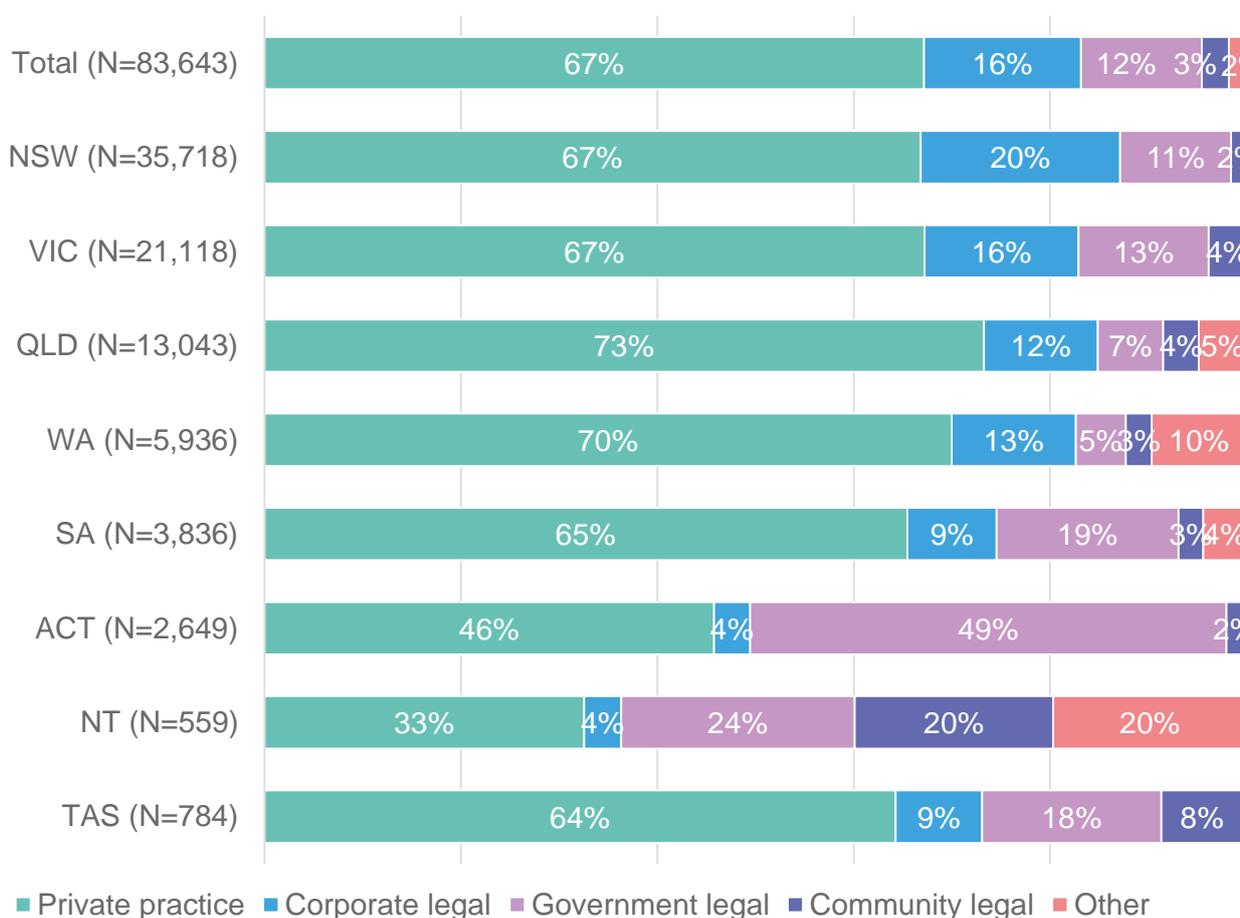
Base N=83,643

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:

- Queensland had the highest proportion of solicitors working in private practice (73%), followed closely by Western Australia (70%).
- New South Wales had the highest proportion of solicitors working in the corporate legal sector (20%), followed by Victoria (16%).
- The Australian Capital Territory had the highest proportion of solicitors working in the government legal sector (49%) (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 (20%) and in 'other' sectors (20%).

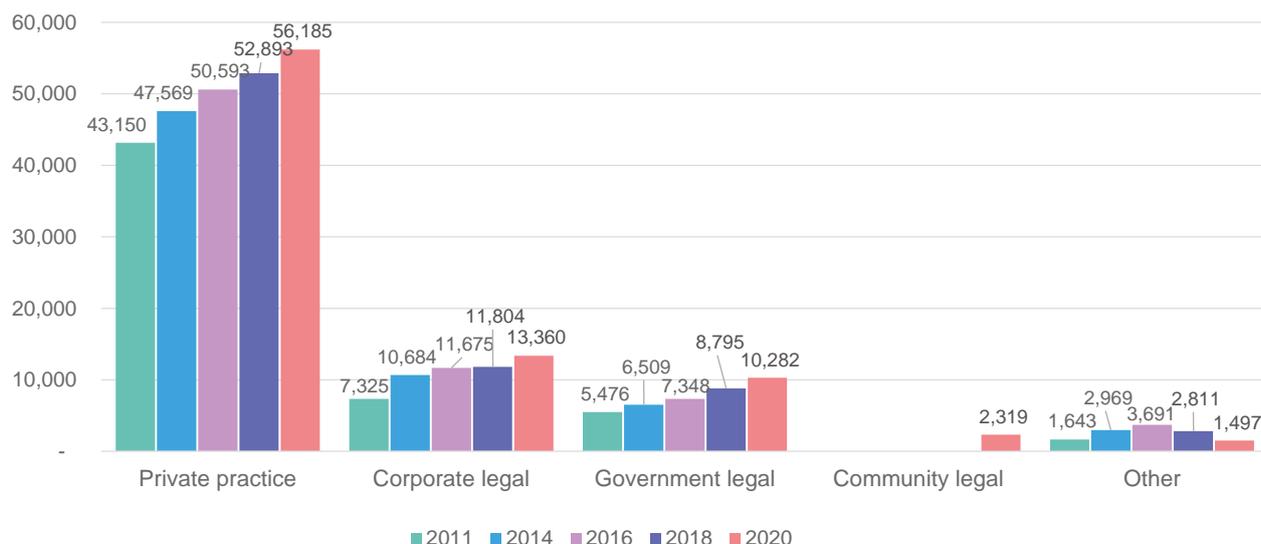
Figure 16 – Practice sector by jurisdiction



7.3. PRACTICE SECTOR OVER TIME

The legal profession has experienced strong growth over the past nine years; however, the rate of growth has varied depending on the practice sector. The highest growth has been seen in the government and corporate legal sectors (+88% and +82% respectively). By contrast, the rate of growth has been much lower in private practice (+30%).

Figure 17 – Practice sector over time



Note: 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 not available.

Table 10 – Practice sector over time

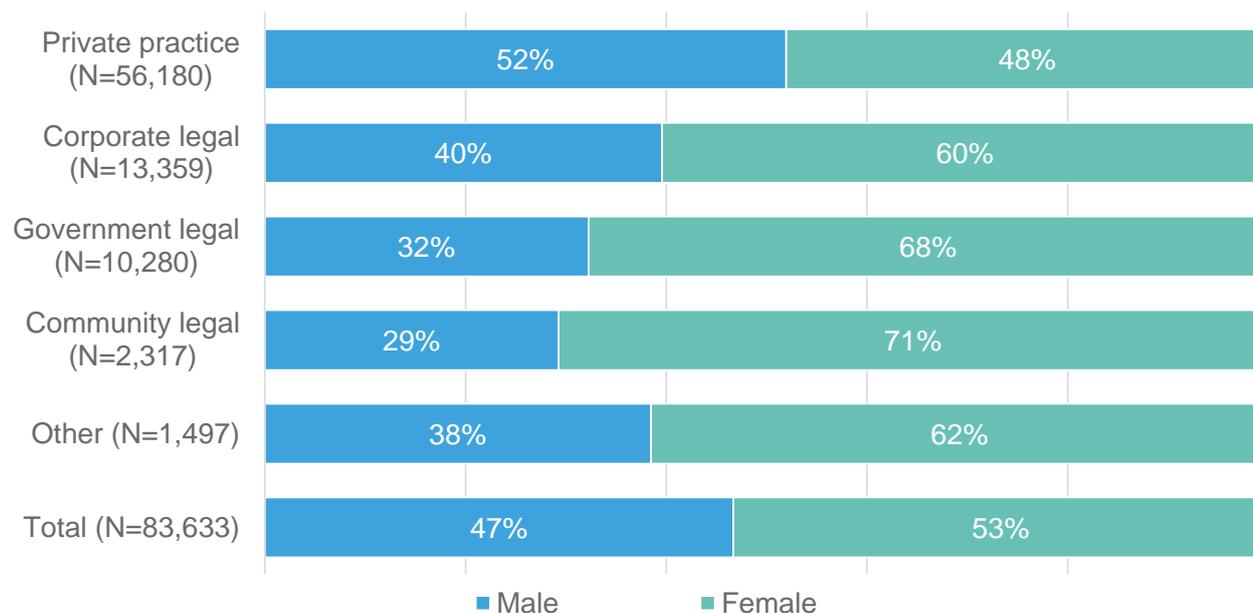
	Year					Change				
	2011	2014	2016	2018	2020	2011-14	2014-16	2016-18	2018-20	2011-20
Private practice	43,150	47,569	50,593	52,893	56,185	+10%	+6%	+5%	+6%	+30%
Corporate legal	7,325	10,684	11,675	11,804	13,360	+46%	+9%	+1%	+13%	+82%
Government legal	5,476	6,509	7,348	8,795	10,282	+19%	+13%	+20%	+17%	+88%
Community legal	-	-	-	-	2,319	-	-	-	-	-
Other	1,643	2,969	3,691	2,811	1,497	+81%	+24%	-24%	-47%	-9%
Total	57,594	67,731	73,307	76,303	83,643	+18%	+8%	+4%	+10%	+45%

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 not available.

7.4. PRACTICE SECTOR BY GENDER

As outlined above, female solicitors have outnumbered male solicitors since 2018; however, the gender profile varies across different practice sectors. The government and community legal sectors were the most female dominant, with over two thirds of practitioners being female (68% and 71% respectively). Conversely, females represented just under half of solicitors working in private practice (48%).

Figure 18 – Practice sector by gender



Note: Excludes solicitors who identified as 'Other'

7.4.1. Practice sector by gender and jurisdiction

Table 11 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 by jurisdiction include the following:

- In private practice, the Australian Capital Territory had the highest female to male ratio (1.2), followed by Victoria (1.0).
- In the corporate legal sector, South Australia and Tasmania had twice as many female practitioners as male practitioners, with ratios of 2.0 and 1.9 respectively.
- In the government legal sector, Queensland and Tasmania had over twice as many female practitioners as male practitioners, with ratios of 2.5 and 2.3 respectively.
- In the community legal sector, the Australian Capital Territory and Western Australia had the highest female to male ratios (3.5 and 4.2 respectively)

Table 11 – Ratio of female to male solicitors in each practice sector

	NSW	VIC	QLD	WA	SA	ACT	NT	TAS	Total
<i>n</i> (solicitors)	35,718	21,118	13,043	5,936	3,836	2,649	559	784	83,643
Private practice	0.9	1.0	0.9	0.9	0.9	1.2	0.9	0.8	0.9
Corporate legal	1.6	1.5	1.4	1.3	2.0	1.6	1.3	1.9	1.5
Government legal	2.1	2.1	2.5	2.0	2.1	2.0	1.8	2.3	2.1
Community legal	2.1	2.5	2.1	4.2	2.6	3.5	2.5	2.3	2.4
Other	-	-	1.3	1.7	2.1	1.3	2.1	-	1.6

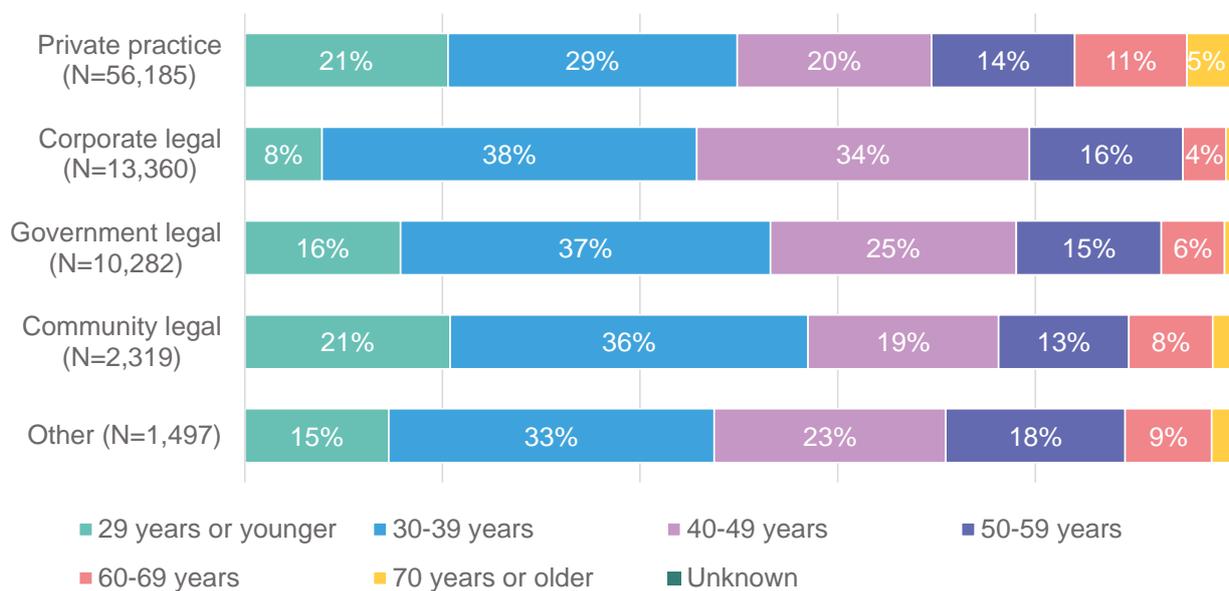
Note: In 2020, the data collection template was revised to include definitions for practice sectors. This has resulted in missing values for 'Other' sectors in some jurisdictions.

7.5. PRACTICE SECTOR BY AGE

When looking at practice sector by age:

- There was a larger proportion of younger solicitors, aged less than 30 years, working in private practice (21%) and the community legal sector (21%), compared to the corporate legal (8%) 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 (16%), compared to the corporate legal (5%), the community legal (10%) and the government legal sectors (7%).
- Within the corporate legal sector, the majority of practitioners were aged between 30-39 years (38%) or 40-49 years (34%).
- Within the community legal sector, the majority of practitioners were aged between 30-39 years (36%).

Figure 19 – Practice sector by age



8. PRIVATE LAW PRACTICES

In 2020, there were

16,393

private practices across Australia

Most private practices were sole practices*

Sole practice
82%

2-4 principals
10%

5-10 principals
1%

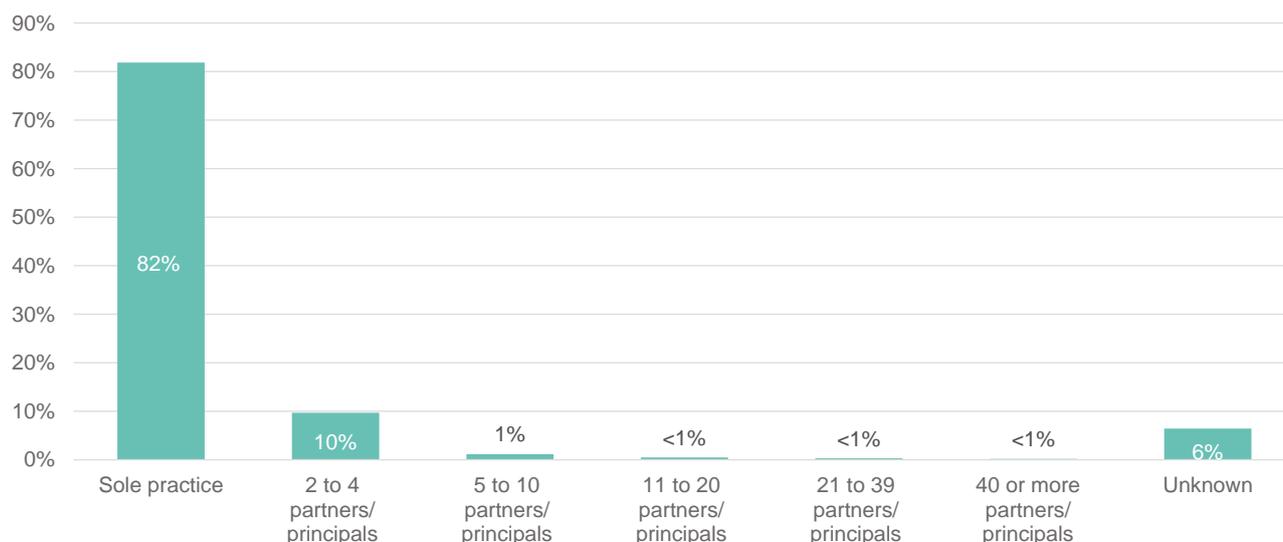
11+ principals
1%

*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.

8.1. PRIVATE LAW PRACTICES – NATIONAL PROFILE

As at October 2020, there were 16,393 private law practices operating in Australia. Most were sole practitioners or law practices with one principal (82%) followed by law practices with two to four principals (10%).

Figure 20 – Private law practices



Base N=16,393

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.

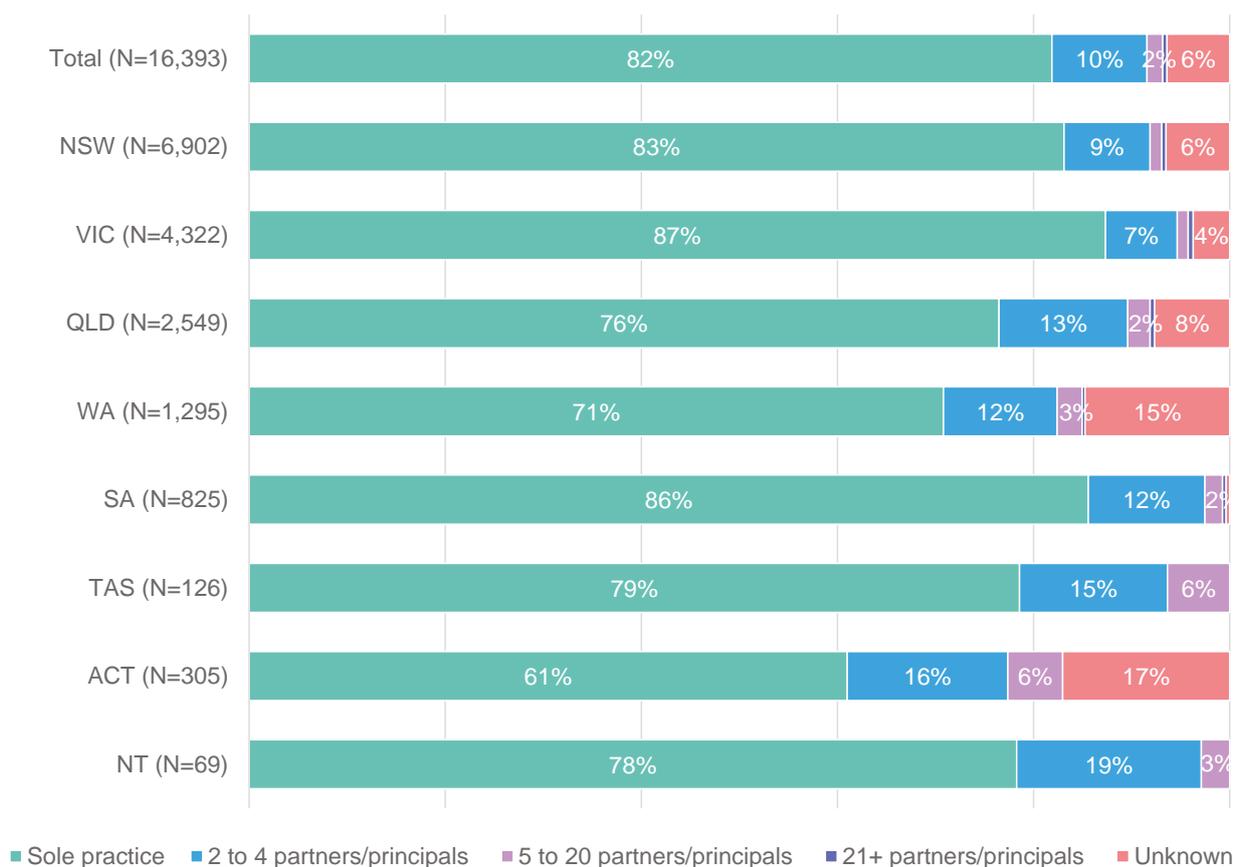
There are fewer law practices in 2020 than in 2018 (16,393 down from 16,435). Figure 21 on page 29 provides more detail on this change by jurisdiction.

8.2. LAW PRACTICES BY JURISDICTION

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

- Higher proportions of sole practices and law practices with one principal were observed in Victoria (87%) and South Australia (86%).
- Higher proportions of law practices with two to four principals were observed in the Northern Territory (19%), the Australian Capital Territory (16%), and Tasmania (15%).
- Across Australia, there were 71 law practices with 21 or more principals. Almost half (30) were based in New South Wales, 22 were based in Victoria and 12 in Queensland.

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.

From 2018 to 2020, the Australian Capital Territory saw the largest increase in private law practices (+32%), followed by Queensland (+17%) (see Table 12). Victoria saw the largest decrease in private law practices (-17%). The Northern Territory (+1%) and Tasmania (-2%) experienced minimal change. The reason for the decrease in Victoria is unclear and should be monitored in future studies to identify any trends.

Table 12 – Number of law practices over time by jurisdiction

	2018	2020	Change 2018-2020
NSW	6,678	6,902	+3%
VIC	5,206	4,322	-17%
QLD	2,179	2,549	+17%
WA	1,163	1,295	+11%
SA	782	825	+5%
ACT	231	305	+32%
NT	68	69	+1%
TAS	128	126	-2%
Total	16,435	16,393	-0.3%

Note: The data for the number of law practices in Queensland and Victoria reported in the 2018 profile has been revised and updated in 2020. The revised number of law practices for 2018 is included in this report and will be different to the data in the 2018 report (Table 12).

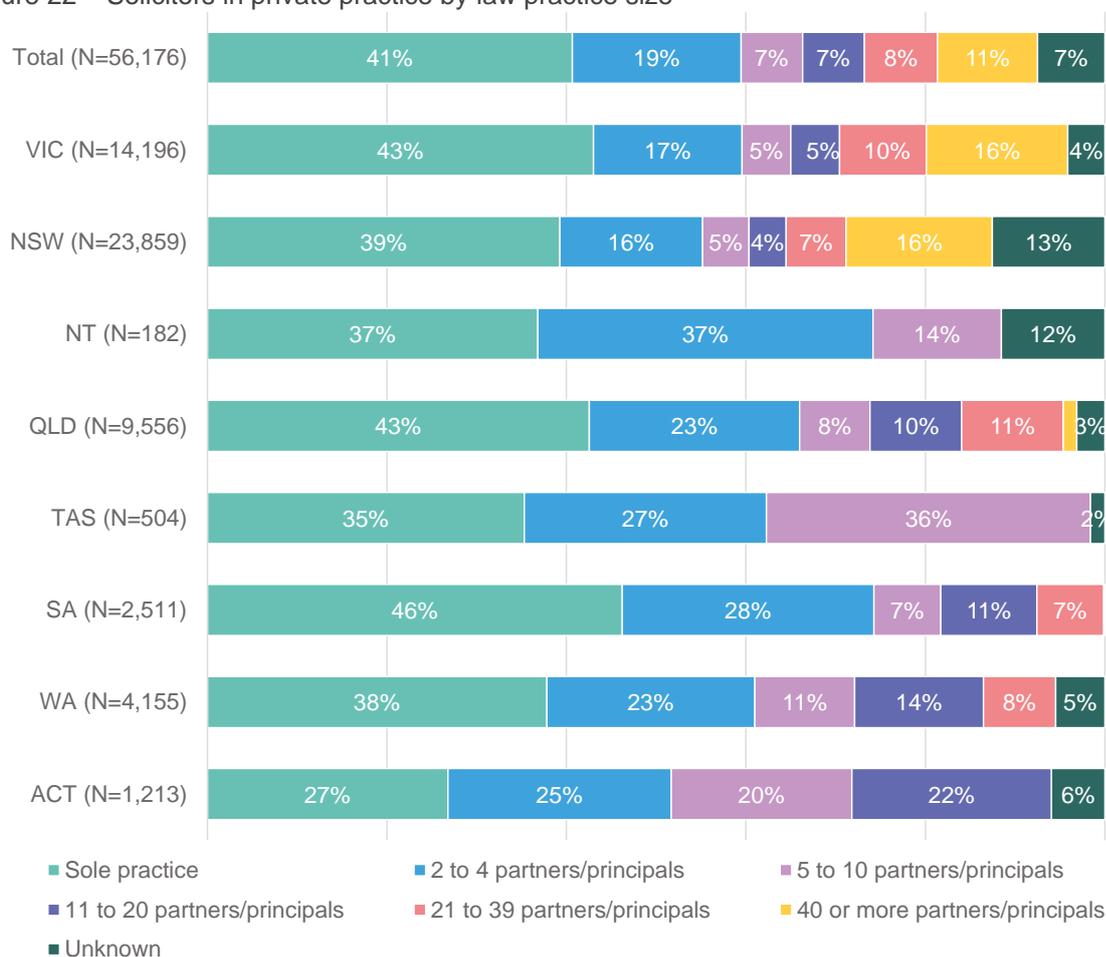
8.3. SOLICITORS BY LAW PRACTICE SIZE AND JURISDICTION

When looking at the size of law practice in which solicitors were working, two fifths were working in sole practices or law practices with one principal (41%), followed by those working in law practices of two to four principals (19%) and 40 or more principals (11%).

Key differences between jurisdictions included:

- The Northern Territory had the largest proportion of solicitors working in practices with two to four principals (37%).
- South Australia also had the largest proportion of solicitors in sole practice or law practices with one principal (46%), followed by Victoria (43%) and Queensland (43%).
- Tasmania had the largest proportion of solicitors working in law practices of five to 10 principals (36%).
- New South Wales (16%) and Victoria (16%) 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

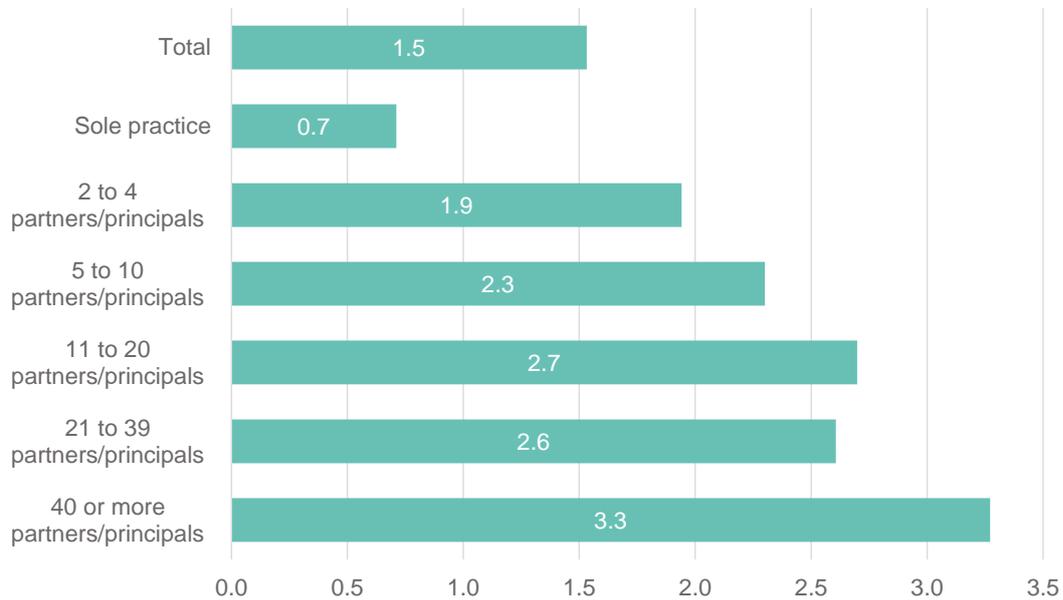


Note: Sole practice includes sole practices and one principal practices. Different methods are used across jurisdictions for defining sole practices and one principal practices, therefore these categories have been combined.

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 1.5 employed solicitors for every principal, with the highest ratio recorded in law practices with 40 or more principals (3.3). This was followed by law practices with 11 to 20 principals (2.7) and 21 to 39 principals (2.6).

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.

9. LOCATION

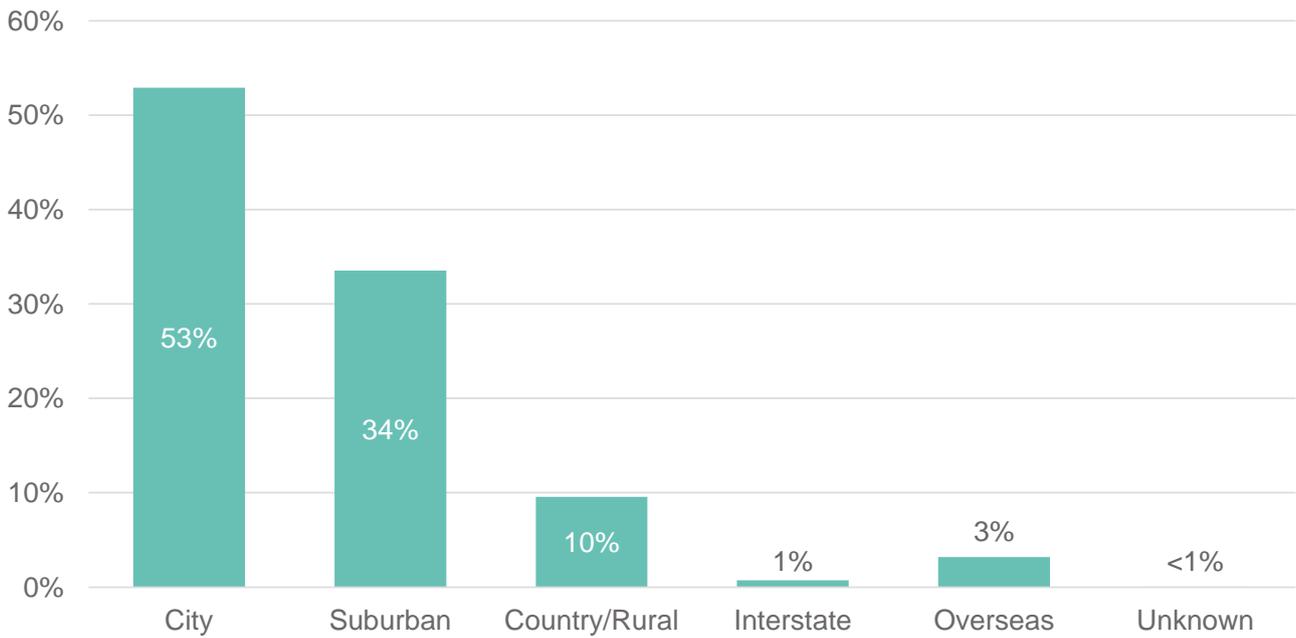


9.1. LOCATION – NATIONAL PROFILE

Since the first National Profile in 2011, jurisdictions have been asked to provide data on the location of their solicitors based on five categories: city, suburban, country/rural, interstate and overseas. This data is shown in Figure 24 overleaf. 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 (53%), a third were practising in a suburban location (34%) and 10% were practising in a country/rural area.

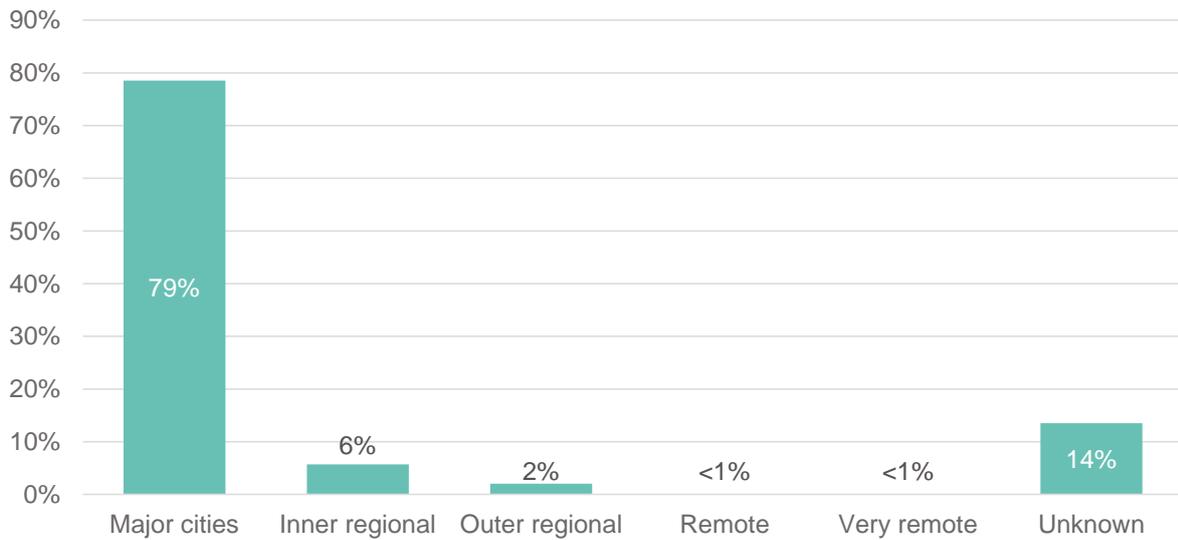
This year, in an effort to bring more consistency to the location analysis, jurisdictions also provided postcode data for their solicitors. The Australian Bureau of Statistics (ABS) classification of regionality was used to code solicitor locations into five key categories: major cities of Australia, inner regional Australia, outer regional Australia, remote Australia and very remote Australia. This data is shown in Figure 25 overleaf, with 79% of solicitors practising in major cities of Australia and 8% practising in inner or outer regional Australia. Very small proportions were practising in remote or very remote Australia (<1% each).

Figure 24 – Location



Base N=83,643

Figure 25 – Location by postcode (ABS categories)



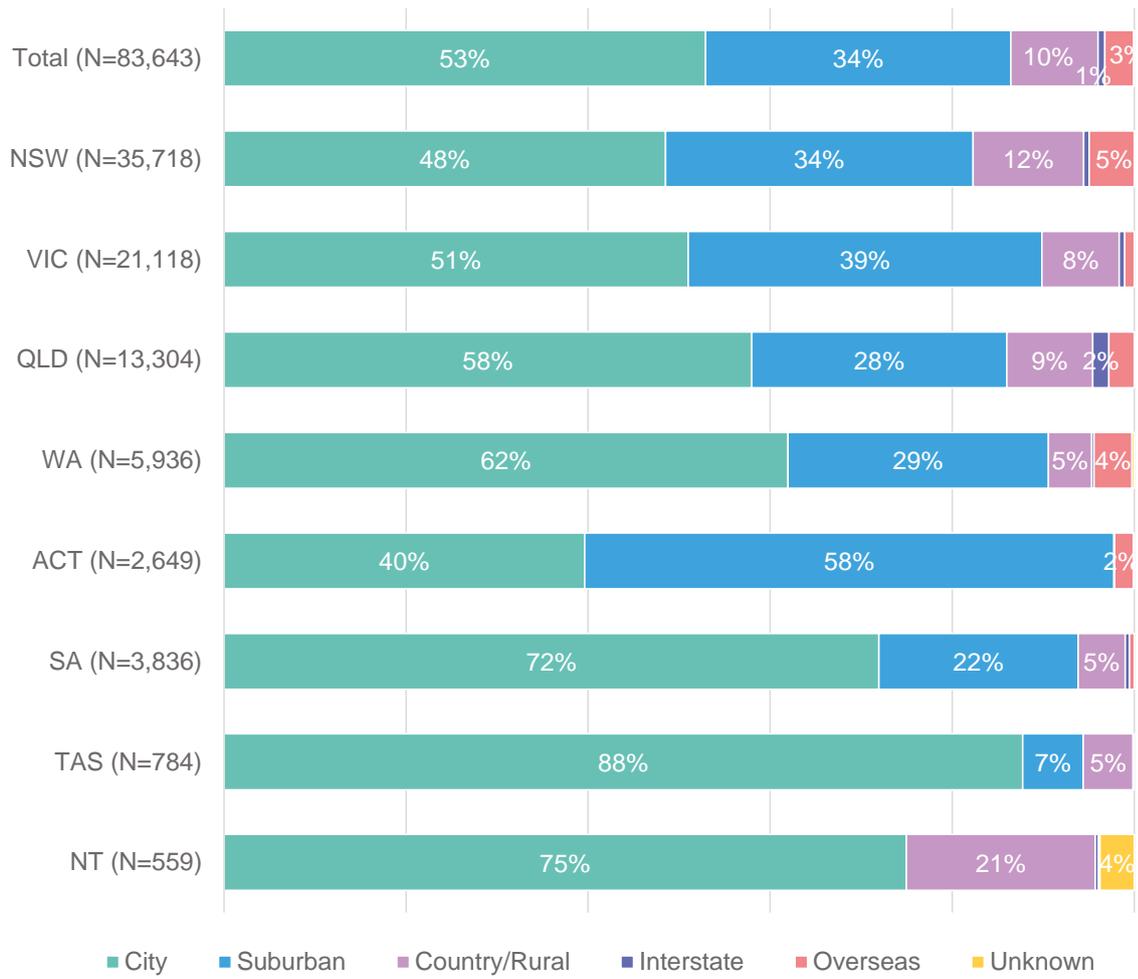
Base N=83,643

9.2. LOCATION BY JURISDICTION

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

- Tasmania had the highest proportion of solicitors working in cities (88%).
- More than half of all solicitors working in the Australian Capital Territory were working in suburban locations (58%); 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 (21%).

Figure 26 – Location by jurisdiction



9.3. LOCATION OVER TIME

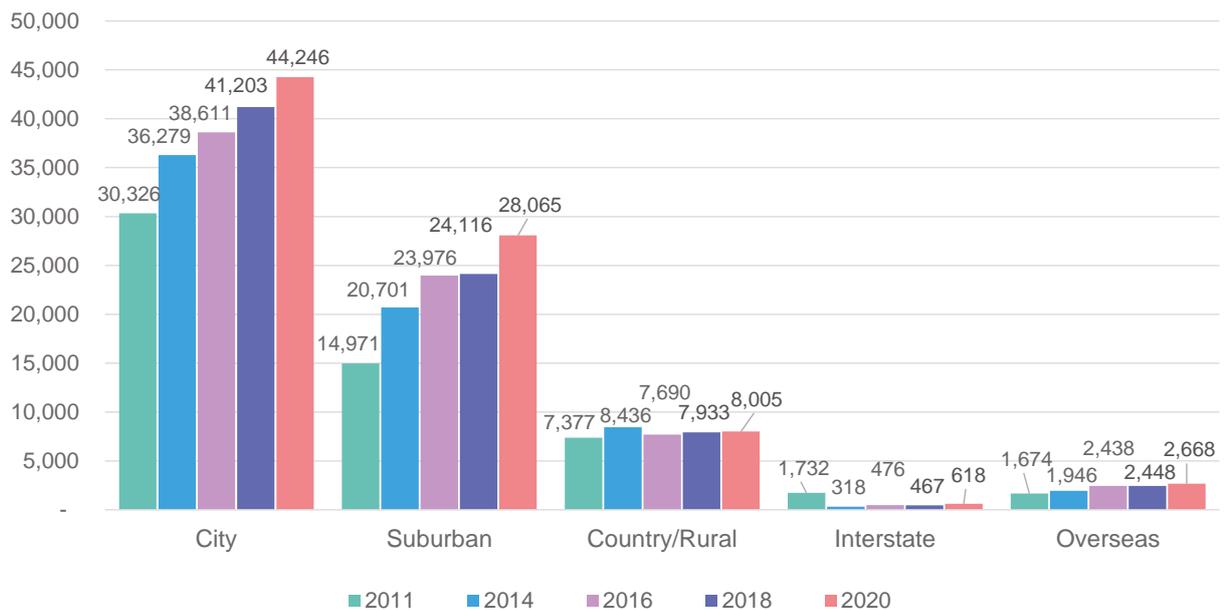
Over the past nine years, the strongest employment growth has occurred in suburban areas (+87%), followed by overseas (+59%) and city locations (+46%). By contrast, country/rural areas have experienced little growth over the same period (+9%). Suburban locations have shown strong growth between 2018 and 2020 (+16%).

Table 13 – Location over time

	Number of solicitors					Change				
	2011	2014	2016	2018	2020	2011-14	2014-16	2016-18	2018-20	2011-20
City	30,326	36,279	38,611	41,203	44,246	+20%	+6%	+7%	+7%	+46%
Suburban	14,971	20,701	23,976	24,116	28,065	+38%	+16%	+1%	+16%	+87%
Country/Rural	7,377	8,436	7,690	7,933	8,005	+14%	-9%	+3%	+1%	+9%
Interstate	1,732	318	476	467	618	-82%	+50%	-2%	+32%	-64%
Overseas	1,674	1,946	2,438	2,448	2,668	+16%	+25%	-	+9%	+59%
Unknown	8	52	116	136	41	+550%	+123%	+17%	-70%	+413%
Total	56,088	67,732	73,307	76,303	83,643	+21%	+8%	+4%	+10%	+49%

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

Figure 27 – Location over time

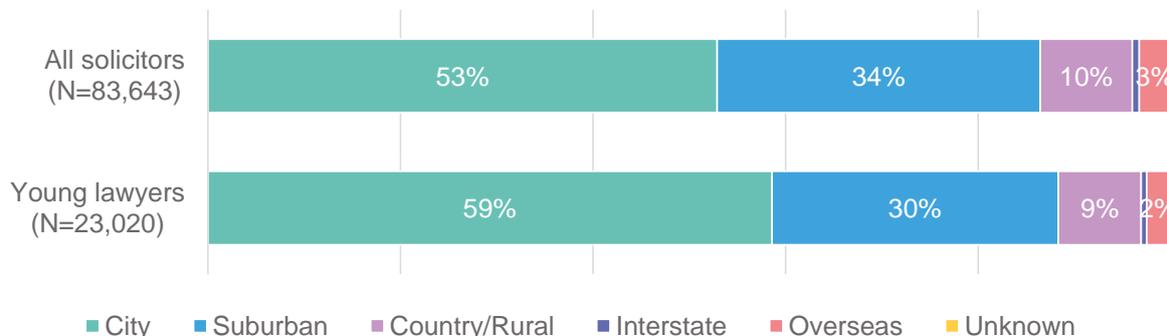


Note: Data was not available for the Australian Capital Territory in 2011 and is therefore excluded from the analysis.

9.4. 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 locations compared to all solicitors in the profession (59% compared to 53%). Conversely, a slightly smaller proportion of young lawyers were working in suburban areas (30%), compared to all solicitors (34%).

Figure 28 – Location of young solicitors versus all solicitors

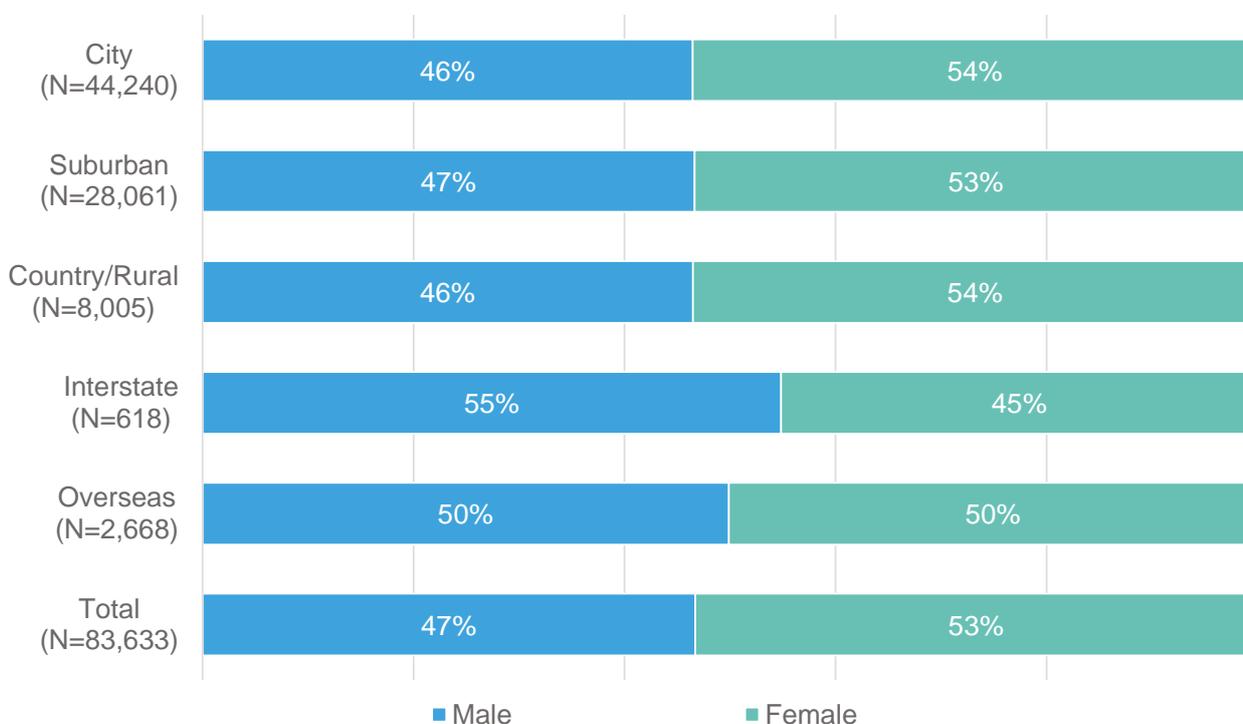


These trends were consistent across all jurisdictions with the exception of the Northern Territory, where the proportion of young lawyers in city locations was lower (65%) compared to all solicitors in the Northern Territory (75%). Additionally, a higher proportion of young lawyers in the Northern Territory were working in country/rural areas (30%), compared to all lawyers in the Northern Territory (21%).

9.5. LOCATION BY GENDER

The location of solicitors by gender was relatively consistent with the overall national gender profile. In general, there were more females than males in city locations (54% compared to 46%), and in suburban locations (53% females and 47% males).

Figure 29 – Location by gender

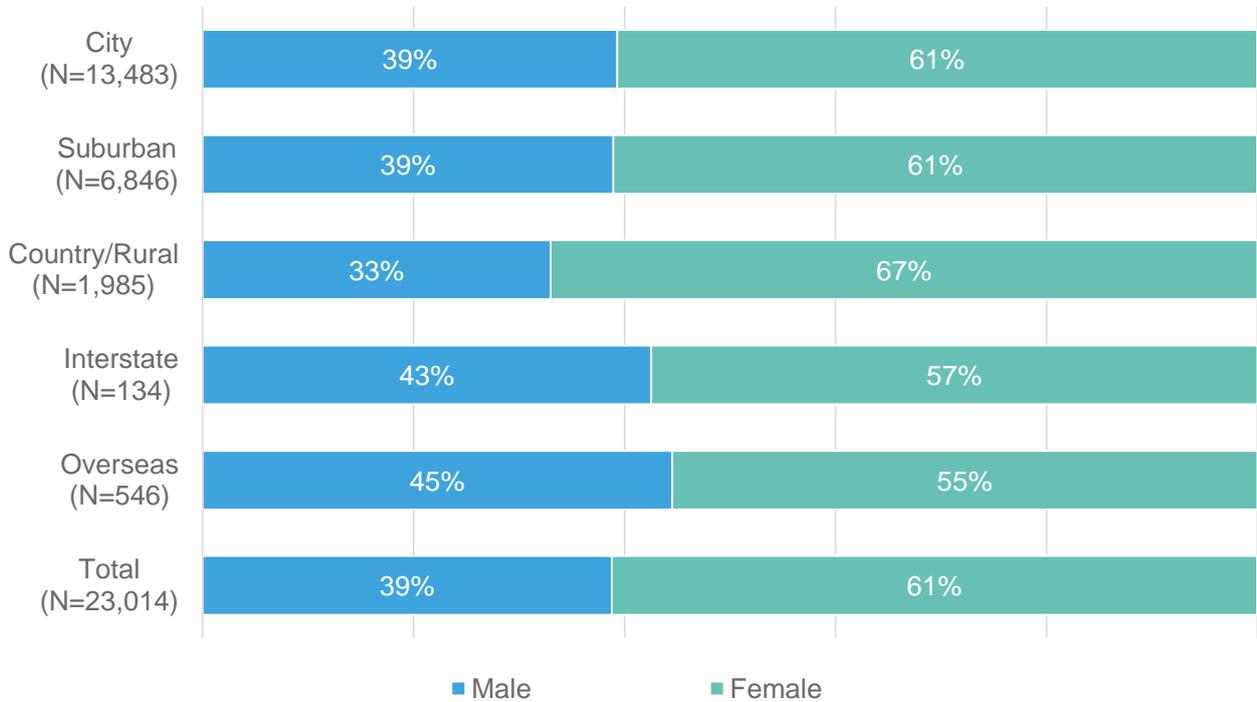


Note: Excludes solicitors who identified as 'Other'

9.5.1. Location by gender for young lawyers

Across locations, females represented more than half (61%) 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 67% of all young lawyers.

Figure 30 – Location of young lawyers by gender

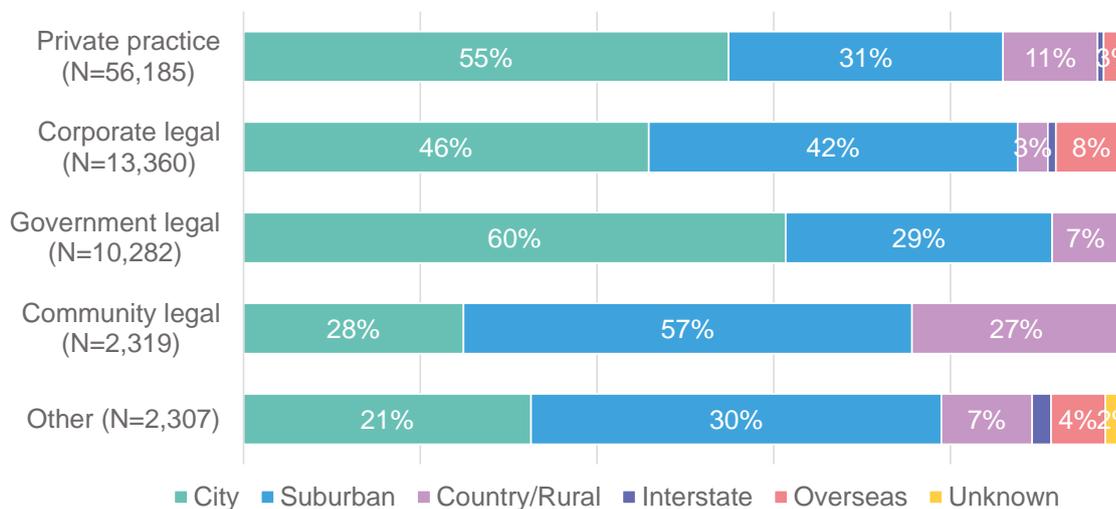


Note: Excludes solicitors who identified as 'Other'. Young lawyers are defined as solicitors admitted for 5 or less years.

9.6. LOCATION BY PRACTICE SECTOR

The location of solicitors varied by practice sector. The government legal sector and private practice had a majority of city-based solicitors (60% and 55% respectively). The corporate legal sector had a split of city (46%) and suburban (42%) practitioners. It should be noted that a higher proportion of practitioners working in the community legal sector were working in country/rural areas (27%) compared to other practice sectors. This is likely to be influenced by the concentration of community legal roles in these areas, especially in the Northern Territory.

Figure 31 – Location by practice sector



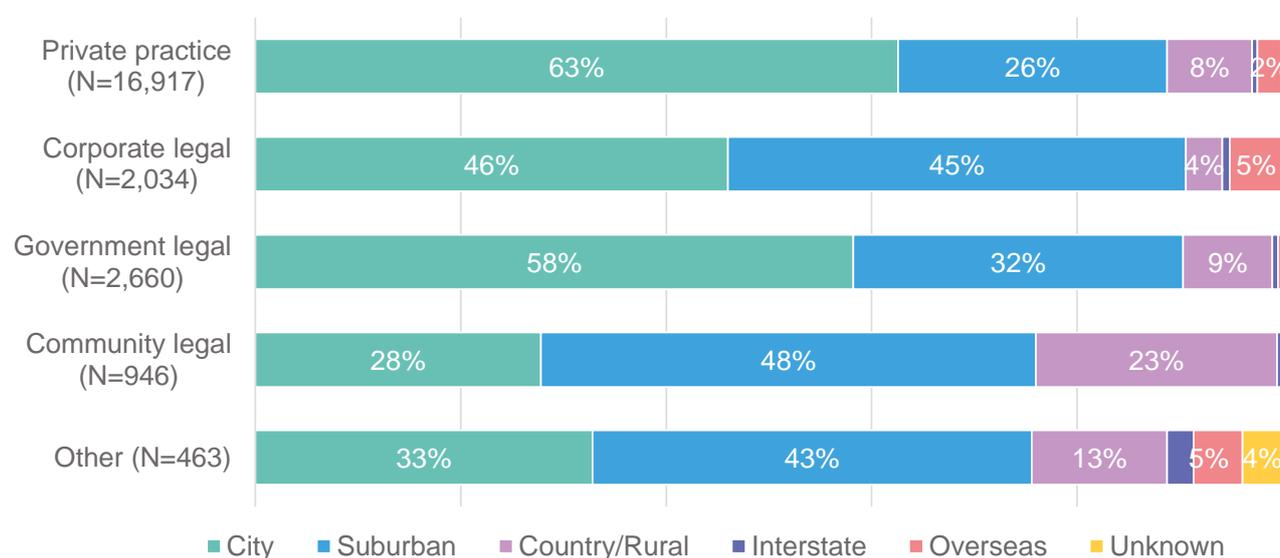
Key differences across jurisdictions include:

- There were very high proportions of government legal practitioners working in city locations in Tasmania (100%), South Australia (97%) and Western Australia (89%).
- There were very high proportions of private practice solicitors working in city locations in the Northern Territory (90%) and Tasmania (87%).
- The highest proportion of corporate legal practitioners working in suburban areas was recorded in the Australian Capital Territory (80%), followed by South Australia (49%).
- There were very high proportions of community legal practitioners working in city locations in Tasmania (100%).

9.6.1. Location by practice sector for young lawyers

The 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 and the government legal sector were in city locations (63% and 58% respectively). Nearly half of young lawyers working in the community legal (48%) and the corporate legal sectors (45%) were in suburban areas.

Figure 32 – Location by practice sector for young lawyers



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

DISCLAIMER

This report is dated 1 July 2021 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 (**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 the 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.

In preparing this report, Urbis may rely on or refer to documents in a language other than English, which Urbis may arrange to be translated. Urbis is not responsible for the accuracy or completeness of such translations and disclaims any liability for any statement or opinion made in this report being inaccurate or incomplete arising from such translations.

Whilst Urbis has made all reasonable inquiries it believes necessary in preparing this report, it is not responsible for determining the completeness or accuracy of information provided to it. Urbis (including its officers and personnel) is not liable for any errors or omissions, including in information provided by the Instructing Party or another person or upon which Urbis relies, provided that such errors or omissions are not made by Urbis recklessly or in bad faith.

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.

APPENDIX A

STATE AND TERRITORY DATA SETS

AGE BY GENDER

	NSW					
	Male		Female		Total	
	n	%	n	%	n	%
24 years or younger	172	1%	382	2%	554	2%
25-29 years	2,173	13%	3,610	19%	5,783	16%
30-34 years	2,369	14%	3,565	19%	5,934	17%
35-39 years	1,996	12%	3,143	17%	5,139	14%
40-44 years	1,773	10%	2,655	14%	4,428	12%
45-49 years	1,785	11%	1,868	10%	3,653	10%
50-54 years	1,538	9%	1,330	7%	2,868	8%
55-59 years	1,441	9%	1,072	6%	2,513	7%
60-64 years	1,335	8%	654	3%	1,989	6%
65-69 years	1,158	7%	340	2%	1,498	4%
70-74 years	744	4%	148	1%	892	2%
75 years or older	419	2%	48	< 1%	467	1%
Unknown	-	-	-	-	-	-
Total	16,903	100%	18,815	100%	35,718	100%

	VIC					
	Male		Female		Total	
	n	%	n	%	n	%
24 years or younger	52	1%	116	1%	168	1%
25-29 years	1,240	13%	2,170	19%	3,414	16%
30-34 years	1,473	15%	2,475	22%	3,950	19%
35-39 years	1,287	13%	1,974	17%	3,262	15%
40-44 years	1,024	11%	1,548	14%	2,572	12%
45-49 years	947	10%	1,148	10%	2,095	10%
50-54 years	782	8%	817	7%	1,600	8%
55-59 years	748	8%	503	4%	1,251	6%
60-64 years	816	8%	392	3%	1,208	6%
65-69 years	646	7%	176	2%	822	4%
70-74 years	413	4%	89	1%	502	2%
75 years or older	246	3%	28	< 1%	274	1%
Unknown	-	-	-	-	-	-
Total	9,674	100%	11,436	100%	21,118	100%

	QLD					
	Male		Female		Total	
	n	%	n	%	n	%
24 years or younger	100	2%	271	4%	371	3%
25-29 years	783	13%	1,376	20%	2,160	17%
30-34 years	773	12%	1,301	19%	2,074	16%
35-39 years	728	12%	1,181	17%	1,909	15%
40-44 years	644	10%	934	14%	1,578	12%
45-49 years	767	12%	698	10%	1,466	11%
50-54 years	678	11%	462	7%	1,140	9%
55-59 years	556	9%	279	4%	835	6%
60-64 years	534	9%	178	3%	712	5%
65-69 years	352	6%	69	1%	421	3%
70-74 years	212	3%	26	< 1%	238	2%
75 years or older	64	1%	6	< 1%	70	1%
Unknown	48	1%	21	< 1%	69	1%
Total	6,239	100%	6,802	100%	13,043	100%

	WA					
	Male		Female		Total	
	n	%	n	%	n	%
24 years or younger	19	1%	65	2%	84	1%
25-29 years	315	11%	544	18%	859	14%
30-34 years	403	14%	651	21%	1,054	18%
35-39 years	391	14%	582	19%	973	16%
40-44 years	304	11%	375	12%	679	11%
45-49 years	367	13%	317	10%	684	12%
50-54 years	298	11%	247	8%	545	9%
55-59 years	235	8%	148	5%	383	6%
60-64 years	225	8%	106	3%	331	6%
65-69 years	153	5%	47	2%	200	3%
70-74 years	91	3%	16	1%	107	2%
75 years or older	32	1%	5	< 1%	37	1%
Unknown	0	0%	0	0%	0	0%
Total	2,833	100%	3,103	100%	5,936	100%

	SA					
	Male		Female		Total	
	n	%	n	%	n	%
24 years or younger	34	2%	56	3%	90	2%
25-29 years	203	11%	376	18%	579	15%
30-34 years	224	13%	332	16%	556	14%
35-39 years	202	11%	349	17%	551	14%
40-44 years	193	11%	310	15%	503	13%
45-49 years	152	9%	207	10%	359	9%
50-54 years	162	9%	137	7%	299	8%
55-59 years	183	10%	134	6%	317	8%
60-64 years	161	9%	98	5%	259	7%
65-69 years	151	9%	44	2%	195	5%
70-74 years	77	4%	16	1%	93	2%
75 years or older	28	2%	7	< 1%	35	1%
Unknown	-	-	-	-	-	-
Total	1,770	100%	2,066	100%	3,836	100%

	ACT					
	Male		Female		Total	
	n	%	n	%	n	%
24 years or younger	19	2%	36	2%	55	2%
25-29 years	146	14%	334	21%	480	18%
30-34 years	174	17%	322	20%	496	19%
35-39 years	141	13%	292	18%	433	16%
40-44 years	96	9%	228	14%	324	12%
45-49 years	121	12%	147	9%	268	10%
50-54 years	114	11%	103	6%	217	8%
55-59 years	83	8%	71	4%	154	6%
60-64 years	64	6%	35	2%	99	4%
65-69 years	49	5%	21	1%	70	3%
70-74 years	28	3%	7	< 1%	35	1%
75 years or older	15	1%	3	< 1%	18	1%
Unknown	-	-	-	-	-	-
Total	1,050	100%	1,599	100%	2,649	100%

	NT					
	Male		Female		Total	
	n	%	n	%	n	%
24 years or younger	3	1%	12	4%	15	3%
25-29 years	41	19%	93	27%	134	24%
30-34 years	31	14%	62	18%	93	17%
35-39 years	19	9%	45	13%	64	11%
40-44 years	19	9%	41	12%	60	11%
45-49 years	22	10%	35	10%	57	10%
50-54 years	15	7%	22	6%	37	7%
55-59 years	28	13%	17	5%	45	8%
60-64 years	16	7%	6	2%	22	4%
65-69 years	14	6%	6	2%	20	4%
70-74 years	8	4%	2	1%	10	2%
75 years or older	2	1%	-	-	2	< 1%
Unknown	-	-	-	-	-	-
Total	218	100%	341	100%	559	100%

	TAS					
	Male		Female		Total	
	n	%	n	%	n	%
24 years or younger	4	1%	14	3%	18	2%
25-29 years	56	15%	77	18%	133	17%
30-34 years	55	15%	80	19%	135	17%
35-39 years	30	8%	66	16%	96	12%
40-44 years	35	10%	69	16%	104	13%
45-49 years	30	8%	44	11%	74	9%
50-54 years	31	8%	32	8%	63	8%
55-59 years	25	7%	19	5%	44	6%
60-64 years	44	12%	8	2%	52	7%
65-69 years	37	10%	6	1%	43	5%
70-74 years	12	3%	4	1%	16	2%
75 years or older	6	2%	0	0%	6	1%
Unknown	0	0%	0	0%	0	0%
Total	365	100%	419	100%	784	100%

YEARS SINCE ADMISSION BY GENDER

	NSW					
	Male		Female		Total	
	n	%	n	%	n	%
1 year or less	1,055	6%	1,623	9%	2,678	7%
2-5 years	2,847	17%	4,126	22%	6,973	20%
6-10 years	2,672	16%	3,896	21%	6,568	18%
11-14 years	1,753	10%	2,574	14%	4,327	12%
15 years or more	8,576	51%	6,596	35%	15,172	42%
Unknown	0	0%	0	0%	0	0%
Total	16,903	100%	18,815	100%	35,718	100%

	VIC					
	Male		Female		Total	
	n	%	n	%	n	%
1 year or less	820	8%	1,245	11%	2,068	10%
2-5 years	1,380	14%	2,246	20%	3,628	17%
6-10 years	1,284	13%	2,029	18%	3,315	16%
11-14 years	912	9%	1,381	12%	2,293	11%
15 years or more	4,379	45%	3,225	28%	7,605	36%
Unknown	899	9%	1,310	11%	2,209	10%
Total	9,674	100%	11,436	100%	21,118	100%

	QLD					
	Male		Female		Total	
	n	%	n	%	n	%
1 year or less	513	8%	903	13%	1,417	11%
2-5 years	949	15%	1,530	22%	2,479	19%
6-10 years	917	15%	1,486	22%	2,404	18%
11-14 years	684	11%	1,008	15%	1,692	13%
15 years or more	3,047	49%	1,828	27%	4,875	37%
Unknown	129	2%	47	1%	176	1%
Total	6,239	100%	6,802	100%	13,043	100%

	WA					
	Male		Female		Total	
	n	%	n	%	n	%
1 year or less	182	6%	307	10%	489	8%
2-5 years	410	14%	682	22%	1,092	18%
6-10 years	480	17%	669	22%	1,149	19%
11-14 years	336	12%	402	13%	738	12%
15 years or more	1,263	45%	813	26%	2,076	35%
Unknown	162	6%	230	7%	392	7%
Total	2,833	100%	3,103	100%	5,936	100%

	SA					
	Male		Female		Total	
	n	%	n	%	n	%
1 year or less	113	6%	194	9%	307	8%
2-5 years	224	13%	404	20%	628	16%
6-10 years	255	14%	371	18%	626	16%
11-14 years	190	11%	309	15%	499	13%
15 years or more	988	56%	788	38%	1,776	46%
Unknown	0	0%	0	0%	0	0%
Total	1,770	100%	2,066	100%	3,836	100%

	ACT					
	Male		Female		Total	
	n	%	n	%	n	%
1 year or less	107	10%	177	11%	284	11%
2-5 years	183	17%	376	24%	559	21%
6-10 years	180	17%	330	21%	510	19%
11-14 years	122	12%	223	14%	345	13%
15 years or more	448	43%	485	30%	933	35%
Unknown	10	1%	8	1%	18	1%
Total	1,050	100%	1,599	100%	2,649	100%

	NT					
	Male		Female		Total	
	n	%	n	%	n	%
1 year or less	23	11%	48	14%	71	13%
2-5 years	46	21%	109	32%	155	28%
6-10 years	37	17%	56	16%	93	17%
11-14 years	23	11%	35	10%	58	10%
15 years or more	89	41%	93	27%	182	33%
Unknown	0	0%	0	0%	0	0%
Total	218	100%	341	100%	559	100%

	TAS					
	Male		Female		Total	
	n	%	n	%	n	%
1 year or less	12	3%	16	4%	28	4%
2-5 years	64	18%	100	24%	164	21%
6-10 years	37	10%	41	10%	78	10%
11-14 years	23	6%	49	12%	72	9%
15 years or more	191	52%	116	28%	307	39%
Unknown	38	10%	97	23%	135	17%
Total	365	100%	419	100%	784	100%

EMPLOYMENT SECTOR BY GENDER

	NSW					
	Male		Female		Total	
	n	%	n	%	n	%
Private Practice	12,575	53%	11,293	47%	23,868	100%
Corporate Legal	2,833	39%	4,418	61%	7,251	100%
Government Legal	1,313	33%	2,723	67%	4,036	100%
Community Legal	182	32%	380	68%	562	100%
Other	0	0%	1	100%	1	100%
Total	16,903	47%	18,815	57%	35,718	100%

	VIC					
	Male		Female		Total	
	n	%	n	%	n	%
Private Practice	7,245	51%	6,947	49%	14,196	100%
Corporate Legal	1,304	39%	2,007	61%	3,312	100%
Government Legal	897	32%	1,901	68%	2,800	100%
Community Legal	228	28%	581	72%	810	100%
Other	-	-	-	-	-	-
Total	9,674	46%	11,436	54%	21,118	100%

	QLD					
	Male		Female		Total	
	n	%	n	%	n	%
Private Practice	4,941	52%	4,614	48%	9,556	100%
Corporate Legal	631	42%	881	58%	1,512	100%
Government Legal	248	28%	623	72%	871	100%
Community Legal	150	32%	321	68%	472	100%
Other	269	43%	363	57%	632	100%
Total	6,239	48%	6,802	52%	13,043	100%

	WA					
	Male		Female		Total	
	n	%	n	%	n	%
Private Practice	2,161	52%	1,994	48%	4,155	100%
Corporate Legal	329	44%	420	56%	749	100%
Government Legal	101	33%	202	67%	303	100%
Community Legal	30	19%	126	81%	156	100%
Other	212	37%	361	63%	573	100%
Total	2,833	48%	3,103	52%	5,936	100%

	SA					
	Male		Female		Total	
	n	%	n	%	n	%
Private Practice	1,338	53%	1,173	47%	2,511	100%
Corporate Legal	117	34%	232	66%	349	100%
Government Legal	233	33%	478	67%	711	100%
Community Legal	27	28%	69	72%	96	100%
Other	55	33%	114	37%	169	100%
Total	1,770	46%	2,066	56%	3,836	100%

	ACT					
	Male		Female		Total	
	n	%	n	%	n	%
Private Practice	564	46%	649	54%	1213	100%
Corporate Legal	38	39%	59	61%	97	100%
Government Legal	434	34%	851	66%	1285	100%
Community Legal	10	22%	35	78%	45	100%
Other	4	44%	5	56%	9	100%
Total	1050	40%	1599	60%	2649	100%

	NT					
	Male		Female		Total	
	n	%	n	%	n	%
Private Practice	94	52%	88	48%	182	100%
Corporate Legal	9	43%	12	57%	21	100%
Government Legal	47	35%	86	65%	133	100%
Community Legal	32	28%	81	72%	113	100%
Other	36	33%	74	67%	110	100%
Total	218	39%	341	61%	559	100%

	TAS					
	Male		Female		Total	
	n	%	n	%	n	%
Private Practice	278	55%	226	45%	504	100%
Corporate Legal	24	35%	45	65%	69	100%
Government Legal	43	30%	100	70%	143	100%
Community Legal	20	31%	45	69%	65	100%
Other	0	0	3	100%	3	100%
Total	365	47%	419	53%	784	100%

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	949	2,938	3.1
21 to 39 partners/principals	433	1,160	2.7
11 to 20 partners/principals	275	713	2.6
5 to 10 partners/principals	380	858	2.3
2 to 4 partners/principals	1,347	2,445	1.8
Sole practice	5,663	3,707	0.7
Unknown	237	2,754	11.6
Total	9,284	14,575	1.6

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	470	1,767	3.8
21 to 39 partners/principals	368	1,004	2.7
11 to 20 partners/principals	212	561	2.6
5 to 10 partners/principals	212	558	2.6
2 to 4 partners/principals	747	1,601	2.1
Sole practice	3,774	2,335	0.6
Unknown	0	587	-
Total	5,783	8,413	1.5

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	48	94	2.0
21 to 39 partners/principals	307	776	2.5
11 to 20 partners/principals	263	713	2.7
5 to 10 partners/principals	259	490	1.9
2 to 4 partners/principals	745	1,496	2.0
Sole practice	1,959	2,107	1.1
Unknown	27	272	-
Total	3,608	5,948	1.6

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	0	0	
21 to 39 partners/principals	92	242	2.6
11 to 20 partners/principals	141	455	3.2
5 to 10 partners/principals	140	322	2.3
2 to 4 partners/principals	335	629	1.9
Sole practice	917	654	0.7
Unknown	22	206	9.4
Total	1,647	2,508	1.5

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	0	0	-
21 to 39 partners/principals	67	120	1.8
11 to 20 partners/principals	96	173	1.8
5 to 10 partners/principals	48	139	2.9
2 to 4 partners/principals	226	478	2.1
Sole practice	705	456	0.6
Unknown	0	3	-
Total	1,142	1,369	1.2

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	ACT		
	No. principals	No. employees	Ratio employees to partners
40 or more partners/principals	-	-	-
21 to 39 partners/principals	-	-	-
11 to 20 partners/principals	60	210	3.5
5 to 10 partners/principals	66	178	2.7
2 to 4 partners/principals	117	185	1.6
Sole practice	186	139	0.7
Unknown	10	62	6.2
Total	439	774	1.8

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	14	1.2
2 to 4 partners/principals	28	40	1.4
Sole practice	54	13	0.2
Unknown	-	21	-
Total	94	88	0.9

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	-	-	-
5 to 10 partners/principals	52	130	2.5
2 to 4 partners/principals	44	92	2.1
Sole practice	99	79	0.8
Unknown	-	8	-
Total	195	309	1.6

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	11,837	50%	3,272	45%	2,142	53%	72	13%	-	-	17,323	48%
Suburban	7,606	32%	2,841	39%	1,301	32%	323	57%	-	-	12,071	34%
Country/Rural	3,373	14%	264	4%	538	13%	163	29%	1	100%	4,339	12%
Interstate	120	1%	59	1%	37	1%	4	1%	-	-	220	1%
Overseas	931	4%	815	11%	18	0%	-	-	-	-	1,764	5%
Unknown	1	< 1%	-	-	-	-	-	-	-	-	1	< 1%
Total	23,868	100%	7,251	100%	4,036	100%	562	100%	1	100%	35,718	100%

	VIC											
	Private practice		Corporate legal		Government legal		Community legal		Other		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
City	7,266	51%	1,535	46%	1,826	65%	141	17%	-	-	10,768	51%
Suburban	5,394	38%	1,550	47%	704	25%	561	69%	-	-	8,209	39%
Country/Rural	1,310	9%	124	4%	260	9%	100	12%	-	-	1,794	8%
Interstate	77	1%	35	1%	8	< 1%	8	1%	-	-	128	1%
Overseas	149	1%	68	2%	2	< 1%	-	-	-	-	219	1%
Unknown	-	-	-	-	-	-	-	-	-	-	-	-
Total	14,196	100%	3,312	100%	2,800	100%	810	100%	-	-	21,118	100%

	QLD											
	Private practice		Corporate legal		Government legal		Community legal		Other		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
City	6,051	63%	590	39%	537	62%	205	43%	178	28%	7,561	58%
Suburban	2,200	23%	719	48%	223	26%	178	38%	335	53%	3,655	28%
Country/Rural	926	10%	56	4%	92	11%	83	18%	75	12%	1,232	9%
Interstate	173	2%	21	1%	15	2%	6	1%	17	3%	232	2%
Overseas	206	2%	126	8%	4	< 1%	-	-	26	4%	362	3%
Unknown	-	-	-	-	-	-	-	-	1	< 1%	1	< 1%
Total	9,556	100%	1,512	100%	871	100%	472	100%	632	100%	13,043	100%

	WA											
	Private practice		Corporate legal		Government legal		Community legal		Other		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
City	2,694	65%	483	64%	269	89%	46	29%	185	32%	3,677	62%
Suburban	1,132	27%	193	26%	22	7%	69	44%	283	49%	1,699	29%
Country/Rural	180	4%	7	1%	12	4%	41	26%	42	7%	282	5%
Interstate	10	< 1%	1	< 1%	0	0%	0	0%	5	1%	16	< 1%
Overseas	139	3%	65	9%	0	0%	0	0%	43	8%	247	4%
Unknown	0	0%	0	0%	0	0%	0	0%	15	3%	15	< 1%
Total	4,155	100%	749	100%	303	100%	156	100%	573	100%	5,936	100%

	SA											
	Private practice		Corporate legal		Government legal		Community legal		Other		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
City	1,796	72%	175	50%	689	97%	52	54%	48	28%	2,760	72%
Suburban	551	22%	170	49%	13	2%	27	28%	78	46%	839	22%
Country/Rural	161	6%	1	< 1%	7	1%	17	18%	13	8%	199	5%
Interstate	3	< 1%	3	1%	2	< 1%	-	-	10	6%	18	< 1%
Overseas	-	-	-	-	-	-	-	-	20	12%	20	1%
Unknown	-	-	-	-	-	-	-	-	-	-	-	-
Total	2,511	100%	349	100%	711	100%	96	100%	169	100%	3,836	100%

	ACT											
	Private practice		Corporate legal		Government legal		Community legal		Other		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
City	609	50%	19	20%	398	31%	15	33%	9	100%	1,050	40%
Suburban	545	45%	78	80%	887	69%	30	67%	0	0%	1,540	58%
Country/Rural	-	-	-	-	-	-	-	-	-	-	-	-
Interstate	2	< 1%	-	-	-	-	-	-	-	0%	2	< 1%
Overseas	54	4%	-	-	-	-	-	-	-	0%	54	2%
Unknown	3	< 1%	-	-	-	-	-	-	-	0%	3	< 1%
Total	1,213	100%	97	100%	1285	100%	45	100%	9	100%	2,649	100%

	NT											
	Private practice		Corporate legal		Government legal		Community legal		Other		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
City	163	90%	14	67%	120	90%	57	50%	65	59%	419	75%
Suburban	-	-	-	-	-	-	-	-	-	-	-	-
Country/Rural	18	10%	6	29%	13	10%	56	50%	23	21%	116	21%
Interstate	1	1%	1	5%	-	-	-	-	-	-	2	< 1%
Overseas	-	-	-	-	-	-	-	-	1	1%	1	< 1%
Unknown	-	-	-	-	-	-	-	-	21	19%	21	4%
Total	182	100%	21	100%	133	100%	113	100%	110	100%	559	100%

	TAS											
	Private practice		Corporate legal		Government legal		Community legal		Other		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
City	439	87%	38	55%	143	100%	65	100%	3	100%	688	88%
Suburban	22	4%	30	43%	-	-	-	-	-	-	52	7%
Country/Rural	43	9%	-	-	-	-	-	-	-	-	43	5%
Interstate	-	-	-	-	-	-	-	-	-	-	-	-
Overseas	-	-	1	1%	-	-	-	-	-	-	1	< 1%
Unknown	-	-	-	-	-	-	-	-	-	-	-	-
Total	504	100%	69	100%	143	100%	65	100%	3	100%	784	100%

LOCATION BY GENDER

	NSW					
	Male		Female		Total	
	n	%	n	%	n	%
City	8,038	48%	9,285	49%	17,323	48%
Suburban	5,767	34%	6,304	34%	12,071	34%
Country/Rural	2,124	13%	2,215	12%	4,339	12%
Interstate	107	1%	113	1%	220	1%
Overseas	867	5%	897	5%	1,764	5%
Unknown	-	-	1	< 1%	1	< 1%
Total	16,903	100%	18,815	100%	35,718	100%

	VIC					
	Male		Female		Total	
	n	%	n	%	n	%
City	4,919	51%	5,844	51%	10,768	51%
Suburban	3,764	39%	4,442	39%	8,209	39%
Country/Rural	794	8%	1,000	9%	1,794	8%
Interstate	71	1%	57	< 1%	128	1%
Overseas	126	1%	93	1%	219	1%
Unknown	-	-	-	-	-	-
Total	9,674	100%	11,436	100%	21,118	100%

	QLD					
	Male		Female		Total	
	n	%	n	%	n	%
City	3,640	58%	3,920	58%	7,561	58%
Suburban	1,729	28%	1,925	28%	3,655	28%
Country/Rural	553	9%	679	10%	1,232	9%
Interstate	144	2%	88	1%	232	2%
Overseas	173	3%	189	3%	362	3%
Unknown	-	-	1	< 1%	1	< 1%
Total	6,239	100%	6,802	100%	13,043	100%

	WA					
	Male		Female		Total	
	n	%	n	%	n	%
City	1,766	62%	1,911	62%	3,677	62%
Suburban	833	29%	866	28%	1,699	29%
Country/Rural	99	3%	183	6%	282	5%
Interstate	5	< 1%	11	< 1%	16	< 1%
Overseas	127	4%	120	4%	247	4%
Unknown	3	< 1%	12	< 1%	15	< 1%
Total	2,833	100%	3,103	100%	5,936	100%

	SA					
	Male		Female		Total	
	n	%	n	%	n	%
City	1,278	72%	1,482	72%	2,760	72%
Suburban	382	22%	457	22%	839	22%
Country/Rural	90	5%	109	5%	199	5%
Interstate	10	1%	8	< 1%	18	< 1%
Overseas	10	1%	10	< 1%	20	1%
Unknown	-	-	-	-	-	-
Total	1,770	100%	2,066	100%	3,836	100%

	ACT					
	Male		Female		Total	
	n	%	n	%	n	%
City	435	41%	615	38%	1,050	40%
Suburban	583	56%	957	60%	1,540	58%
Country/Rural	-	-	-	-	-	-
Interstate	1	< 1%	1	< 1%	2	< 1%
Overseas	28	3%	26	2%	54	2%
Unknown	3	< 1%	-	-	3	< 1%
Total	1,050	100%	1,599	100%	2,649	100%

	NT					
	Male		Female		Total	
	n	%	n	%	n	%
City	174	80%	245	72%	419	75%
Suburban	-	-	-	-	-	-
Country/Rural	37	17%	79	23%	116	21%
Interstate	1	< 1%	1	< 1%	2	< 1%
Overseas	-	-	1	< 1%	1	< 1%
Unknown	6	3%	15	4%	21	4%
Total	218	100%	341	100%	559	100%

	TAS					
	Male		Female		Total	
	n	%	n	%	n	%
City	311	85%	377	90%	688	88%
Suburban	30	8%	22	5%	52	7%
Country/Rural	24	7%	19	5%	43	5%
Interstate	-	-	-	-	-	-
Overseas	-	-	1	< 1%	1	< 1%
Unknown	-	-	-	-	-	-
Total	365	100%	419	100%	784	100%

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

	NSW		VIC		QLD		WA	
	n	%	n	%	n	%	n	%
City	5,460	57%	3,075	54%	2,428	62%	1,121	71%
Suburban	2,782	29%	2,123	37%	979	25%	333	21%
Country/Rural	9,90	10%	451	8%	351	9%	65	4%
Interstate	56	1%	28	< 1%	37	1%	4	< 1%
Overseas	362	4%	19	< 1%	100	3%	52	3%
Unknown	1	< 1%	-	-	1	< 1%	6	< 1%
Total	9651	100%	5,696	100%	3,896	100%	1,581	100%

	SA		NT		ACT		TAS	
	n	%	n	%	n	%	n	%
City	703	75%	147	65%	374	44%	179	93%
Suburban	167	18%	-	-	458	54%	6	3%
Country/Rural	55	6%	67	30%	-	-	6	3%
Interstate	7	1%	1	< 1%	1	< 1%	-	-
Overseas	3	< 1%	-	-	9	< 1%	1	1%
Unknown	-	-	11	5%	1	< 1%	-	-
Total	935	100%	226	100%	843	100%	192	100%

APPENDIX B

DEFINITIONS OF PRACTICE SECTORS

Private practice	<p>All solicitors holding a private practice PC</p> <p>Or those working in:</p> <ul style="list-style-type: none"> ▪ Incorporated legal practices ▪ Unincorporated legal practices ▪ Law firms ▪ Sole practices ▪ Law practices overseas or interstate
Corporate legal	<p>All solicitors holding a corporate PC</p> <p>Or those working in:</p> <ul style="list-style-type: none"> ▪ Corporate and non-lawyer entities
Government legal	<p>All solicitors holding a government PC</p> <p>Or those working in:</p> <ul style="list-style-type: none"> ▪ Commonwealth Government ▪ State Government ▪ Legal Aid
Community legal	<p>All solicitors holding a community legal PC</p> <p>Or those working in:</p> <ul style="list-style-type: none"> ▪ Community Legal Centres (CLCs)
Other	<p>Solicitors holding a volunteer PC (and not working in a CLC)</p> <p>And/or:</p> <ul style="list-style-type: none"> ▪ Non-practicing PC holders ▪ Locums

APPENDIX C

**DEFINITIONS OF PRIVATE PRACTICE
ROLES**

Partners/ principals	<p>Solicitors holding a principal PC</p> <p>Or those working as:</p> <ul style="list-style-type: none"> ▪ 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)
Employee	<p>Solicitors holding a private practice employee PC</p> <p>Or those working as:</p> <ul style="list-style-type: none"> ▪ An employee in a law firm

